HAMMI iHUB

INSTITUTIONAL PROFILE · 2026



INNOVATION · DIGITAL · GREEN · SKILLS · ENTERPRISE

# Where ideas grow into thriving enterprises.

HAMMI Innovation Hub is an innovation hub in Somalia. We empower young people, women, entrepreneurs and communities through technology, skills, climate solutions and entrepreneurship.

- HAMMI Digital
- HAMMI Green
- HAMMI Skills
- HAMMI Enterprise

**HEADQUARTERS**
Garowe, Puntland

**CENTRES**
Mogadishu · Kismayo · Hargeisa

**ONLINE**
www.hammihub.com · info@hammi.org

# A Somali home for ideas, and for the people brave enough to chase them.

HAMMI Innovation Hub is an **innovation hub** based in Somalia. We empower young people, women, entrepreneurs and communities through technology, skills development, climate and green solutions, and entrepreneurship.

Somalia has one of the youngest populations in the world. Its young people are entrepreneurial and digitally connected, yet many lack practical, market-relevant skills, structured support to start and grow businesses, and access to finance, markets and technology. Climate shocks add pressure on livelihoods that depend on livestock, agriculture and natural resources.

HAMMI responds with an integrated model. We bring **digital innovation, green solutions, skills development and enterprise support** together under one roof, organised as four strategic pillars, so people can move from learning to launching and growing viable ventures.

**The name.** "Hammi" conveys growth, ambition and positive advancement: what we want for every learner, founder and venture we serve.

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**HAMMI Digital**
Digital Innovation & Technology

**HAMMI Green**
Climate, Environment & Sustainability

**HAMMI Skills**
Education, TVET & Professional Development

**HAMMI Enterprise**
Entrepreneurship & Economic Empowerment

LEADERSHIP

# Message from the Executive Director

Every week, we meet young Somalis with ideas that could solve real problems in their communities: a better way to store fresh produce, a digital service for small traders, a solar business for rural households. What they often lack is not talent or ambition, but the skills, support and connections to turn those ideas into thriving ventures.

HAMMI Innovation Hub was created to close that gap. We are building an innovation hub where young people and women can learn practical skills, test ideas, launch businesses and grow them, with technology and climate-smart solutions at the centre of everything we do.

This profile sets out how we organise our work around four strategic pillars: **HAMMI Digital, HAMMI Green, HAMMI Skills and HAMMI Enterprise**. It also sets out how we intend to grow as an innovation hub that is well governed, accountable and focused on results.

We are clear about where we stand. We are a young institution with headquarters in Garowe, centres in Mogadishu, Kismayo and Hargeisa, a committed team and a growing network. Much of what this profile describes is our plan for 2027 to 2030, and we will report our progress openly.

We invite development partners, government, the private sector, universities and investors to work with us. Together, we can help Somalia's next generation build the ventures and jobs the country needs.




**Abdallah Jama**
Executive Director, HAMMI Innovation Hub

## OUR COMMITMENTS TO PARTNERS

**Results**
Clear indicators and honest reporting

**Accountability**
Transparent use of every resource

**Safeguarding**
Protection of every participant

**Partnership**
Long-term, trust-based collaboration

WHO WE WANT TO BE

# Vision, Mission and Core Values

OUR VISION

A prosperous, innovative and sustainable society where people and businesses have the knowledge, skills and opportunities to thrive.

OUR MISSION

To empower communities, young people and entrepreneurs through innovation, digital transformation, green solutions, enterprise development and market-driven skills.

## CORE VALUES

### Innovation and Creativity

We look for new, practical solutions to local challenges.

### Integrity and Accountability

We are honest in what we report and answer for how we use resources.

### Inclusion and Equal Opportunity

We design our work so women, youth and underserved groups can take part.

### Sustainability

We protect natural resources and back climate-smart choices.

### Excellence and Professionalism

We hold our training, advice and operations to a professional standard.

### Collaboration and Partnership

We achieve more by working with others.

### Entrepreneurship and Impact

We measure success by ventures built and lives improved.

### Our promise

These values guide how our staff, trainers, mentors and volunteers work with participants, partners and communities, and are set out in our code of conduct.

OVERVIEW

# HAMMI at a Glance

**INSTITUTION**
HAMMI Innovation Hub

**MODEL**
Innovation hub, organised in four strategic pillars

**HEADQUARTERS**
Garowe, Puntland, Somalia

**CENTRES**
Mogadishu · Kismayo · Hargeisa

**FOCUS GROUPS**
Youth, women, entrepreneurs, MSMEs and communities

**ONLINE**
www.hammihub.com · info@hammi.org

**01** **HAMMI Digital**
Digital Innovation & Technology

**02** **HAMMI Green**
Climate, Environment & Sustainability

**03** **HAMMI Skills**
Education, TVET & Professional Development

**04** **HAMMI Enterprise**
Entrepreneurship & Economic Empowerment

## WHAT HAMMI OFFERS TODAY EXISTING

**Training**
Practical courses and certificates

**Innovation lab**
Prototyping and innovation challenges

**Incubation**
A five-stage path from idea to growth

**Business advisory**
Bookkeeping, registration and planning

**Coworking**
Desks, meeting and training rooms

**Events**
Bootcamps, Demo Days and networking

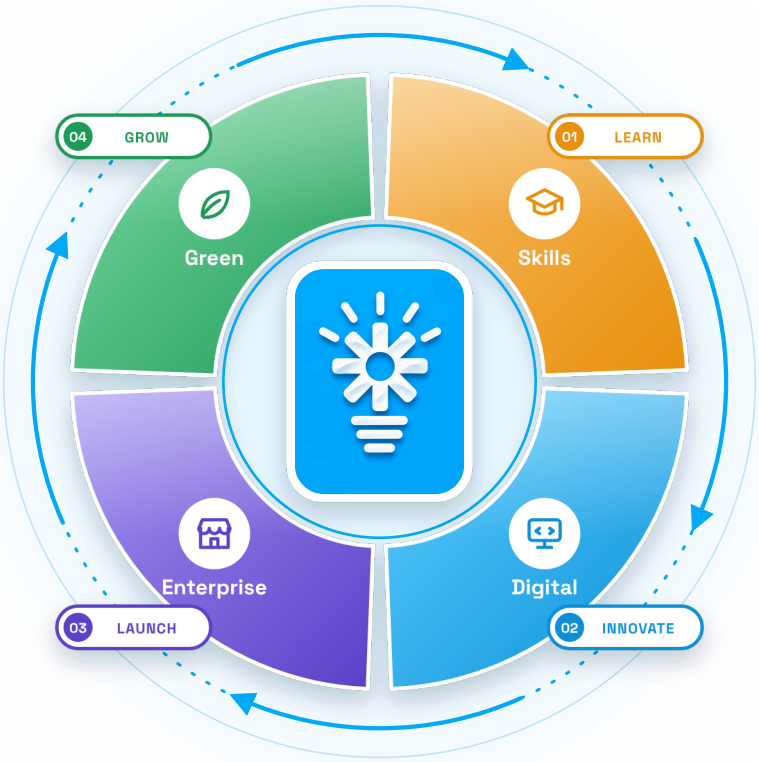
## RESULTS REPORTED TO DATE AS REPORTED BY HAMMI · BEING VERIFIED

| 500 | 100 | 20 | 10 | 40%+ |
|---|---|---|---|---|
| people trained | SMEs advised | entrepreneurs supported | startups incubated | women participants |

HOW WE WORK

# The Four Pillars

Skills alone do not create jobs, and ideas alone do not create businesses. HAMMI connects the steps through four strategic pillars, so people move from learning to a growing venture.




01 · HAMMI SKILLS

## Learn

Market-driven skills and certification

02 · HAMMI DIGITAL

## Innovate

Test ideas and use technology

03 · HAMMI ENTERPRISE

## Launch

Incubate and register viable ventures

04 · HAMMI GREEN

## Grow

Scale green, inclusive enterprises

### ILLUSTRATIVE PATHWAY: HOW THE PILLARS WORK TOGETHER

**HAMMI Skills**
Amina, 22, completes a solar installation course.

**HAMMI Green**
She designs a solar kit service for small shops.

**HAMMI Enterprise**
She joins the incubator, registers and secures a first loan.

**HAMMI Digital**
She uses mobile payments and digital records to grow.

Illustrative example of the pathway HAMMI is designed to provide; not a case study.

PILLAR 01

# HAMMI Digital

Digital Innovation & Technology



HAMMI Digital promotes digital inclusion, technology innovation and digital entrepreneurship. It equips young people and businesses to use technology, including artificial intelligence, to solve problems, create jobs and compete in a digital economy.

### AREAS OF INTERVENTION

- Digital literacy and inclusion
- Artificial Intelligence (AI)
- ICT training and digital skills
- Digital entrepreneurship
- Technology innovation and incubation
- Digital transformation for MSMEs
- Development of digital solutions
- Technology for education and development
- Girls and women in technology

### PROPOSED FLAGSHIP INITIATIVES PLANNED

**Digital Skills Academy**
Digital literacy, coding, design and practical AI tools, with certification.

**Women in Tech**
Training, mentoring and role models for girls and women in technology.

**MSME Digital Clinic**
Help for small businesses to adopt digital payments, sales and record keeping.

**Tech Startup Track**
Incubation for technology-based startups with prototype support.

### WHO WE SERVE

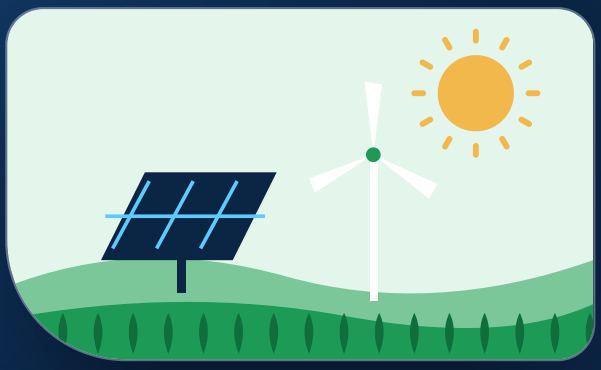
Youth, students and graduates, women and girls, technology startups and MSMEs.

*Works closely with HAMMI Green, HAMMI Skills and HAMMI Enterprise.*

PILLAR 02

# HAMMI Green

Climate, Environment & Sustainability



HAMMI Green advances climate action through innovation. It builds Somalia's green and circular economy by supporting green entrepreneurship, recycling and waste-to-value businesses, renewable energy, climate-smart agriculture and natural resource management, helping communities adapt to climate change while creating green jobs.

## AREAS OF INTERVENTION

- Green economy
- Circular economy: recycling, reuse and waste-to-value
- Climate-smart agriculture
- Green entrepreneurship
- Renewable energy and clean technologies
- Environmental protection
- Climate change adaptation and resilience
- Green skills and green jobs
- Water conservation and sustainable livelihoods

## PROPOSED FLAGSHIP INITIATIVES PLANNED

### Green Business Incubator

Ventures in solar, organic fertiliser, water saving and cold storage.

### Green Skills for Jobs

Training in solar installation, efficient irrigation and other green trades.

### Circular Economy Ventures

Recycling, repair and waste-to-value businesses.

### Climate Innovation Challenge

Local solutions to drought, water and energy challenges.

## WHO WE SERVE

Green entrepreneurs, farmers and pastoralists, renewable energy businesses, cooperatives and climate-affected communities.

*Works closely with HAMMI Digital, HAMMI Skills and HAMMI Enterprise.*

PILLAR 03

# HAMMI Skills

Education, TVET & Professional Development



HAMMI Skills delivers practical, competency-based training that leads to employment and self-employment. It connects technical, vocational, digital, green and business skills with mentorship and career development.

## AREAS OF INTERVENTION

- Technical and Vocational Education and Training (TVET)
- Youth employability and workforce development
- Professional development
- Financial literacy
- Entrepreneurship training
- Digital and green skills training
- Competency-based training
- Career development and mentorship
- Training of trainers

## PROPOSED FLAGSHIP INITIATIVES PLANNED

**Market-Driven TVET**
Short courses designed with employers in growing trades.

**Employability Bootcamps**
CV writing, interview skills, workplace readiness and freelancing.

**Financial Literacy for All**
Budgeting, saving and business finance for youth, women and traders.

**Training of Trainers**
Building a pool of qualified local trainers and mentors.

## WHO WE SERVE

Youth, university and TVET graduates, students, early-career professionals, women and MSME staff.

*Works closely with HAMMI Digital, HAMMI Green and HAMMI Enterprise.*

PILLAR 04

# HAMMI Enterprise

Entrepreneurship & Economic Empowerment



HAMMI Enterprise helps people start and grow businesses. It provides incubation, acceleration, advisory services and links to finance and markets for startups, MSMEs, and women-led and youth-led ventures.

## AREAS OF INTERVENTION

- MSME development
- Business incubation and acceleration
- Startup development
- Business advisory and consultancy
- Business planning and feasibility studies
- Access to finance and investment readiness
- Women entrepreneurship
- Youth-led ventures
- Market linkages and financial inclusion

## PROPOSED FLAGSHIP INITIATIVES PLANNED

### HAMMI Incubator
A five-stage journey from idea to validation, business model, launch and growth.

### Women in Business
Incubation, finance readiness and peer networks for women entrepreneurs.

### MSME Growth Advisory
Diagnostics, bookkeeping, registration and growth plans for existing businesses.

### Investment Readiness Programme
Preparing ventures to engage banks, investors and diaspora funders.

## WHO WE SERVE

Startups, MSMEs, women-led and youth-led ventures, and informal businesses ready to formalise.

*Works closely with HAMMI Digital, HAMMI Green and HAMMI Skills.*

## THE HAMMI INCUBATOR: FIVE STAGES, WITH MENTORS AT EVERY STEP

1 Idea — 2 Validation — 3 Business model — 4 Launch — 5 Growth

PUTTING STRATEGY INTO PRACTICE

# Programmes and Delivery Models

HAMMI turns its four pillars into practical interventions through ten complementary delivery models. Most programmes combine several of them.

01 **Training and capacity development**
Competency-based courses, bootcamps and certification across all four pillars.

02 **Business incubation and acceleration**
Structured, milestone-based support from idea to growth.

03 **Innovation challenges and competitions**
Open calls that surface local solutions and link winners to mentors and investors.

04 **Entrepreneurship and startup support**
Mentoring, coworking, prototype support and market access.

05 **Research and knowledge development**
Market studies, feasibility assessments and learning briefs.

06 **Technical assistance and consultancy**
Advisory services for MSMEs, institutions and programmes.

07 **Public-private partnerships**
Joint initiatives with companies, government and development partners.

08 **Community-based development initiatives**
Locally led projects with community groups and cooperatives.

09 **Demonstration projects and pilots**
Small-scale tests of green, digital and enterprise solutions before scale-up.

10 **Digital learning and innovation platforms**
Online and blended learning to reach learners beyond our centres.

## HOW THE MODELS APPLY ACROSS PILLARS

Illustrative mapping. Programme designs are adapted to each partner and context.

| DELIVERY MODEL | DIGITAL | GREEN | SKILLS | ENTERPRISE |
|---|---|---|---|---|
| Training | ● | ● | ● | ● |
| Incubation | ● | ● | | ● |
| Innovation challenges | ● | ● | | ● |
| Research | ● | ● | ● | ● |
| Technical assistance | ● | ● | ● | ● |
| Pilots | ● | ● | | ● |

# Who We Serve and Where

## PRIORITY BENEFICIARIES

- Youth and young entrepreneurs
- Women and women-led businesses
- University and TVET graduates
- Students and early-career professionals
- Micro, small and medium enterprises
- Farmers and agribusiness entrepreneurs
- Green and renewable energy businesses
- Technology startups
- Vulnerable and underserved communities
- Community-based organisations

Programmes prioritise young people aged 18–35 and women, and include persons with disabilities, displaced people and host communities where partners and resources allow.




Indicative map, not to scale. Boundaries are not authoritative.

## GEOGRAPHIC FOCUS

### Puntland
Headquarters in Garowe; base for green, skills and enterprise programmes.

EXISTING

### Banadir
Mogadishu centre serving the country's largest urban market.

EXISTING

### Jubaland
Kismayo centre serving the southern regions.

EXISTING

### Somaliland
Hargeisa centre serving the north-west.

EXISTING

### Other regions of Somalia
Through partnerships and project-based implementation.

PLANNED

### Horn of Africa and East Africa
Longer-term regional programmes and knowledge exchange.

FUTURE

OUR IMPACT

# Impact to Date

What HAMMI has delivered so far, as reported by HAMMI. The reporting period is being verified; future targets are set with partners for each programme.

**500** people trained

**100** SMEs advised

**20** entrepreneurs supported

**10** startups incubated

**40%+** women participants

**4** centres across Somalia

### From training to incubation

How participants move through HAMMI's pathway. Bars drawn to scale.




### Women's participation




At least 4 in every 10 participants are women.

### Where we work

- **Garowe** — Headquarters · Puntland
- **Mogadishu** — Centre · Banadir
- **Kismayo** — Centre · Jubaland
- **Hargeisa** — Centre · Somaliland

### Data and tools

Digital registration and tracking for every participant, with consent and data protection.

### Learning

Quarterly reviews, annual learning reports and independent evaluations of major programmes.

### Accountability

Feedback surveys, a complaints mechanism and public reporting.

### Honest reporting

Results are labelled as verified, reported or targets, with the period they cover.

STRUCTURE

# Governance and Organisational Structure

A practical structure for a growing innovation hub. Some functions are currently combined in a small core team and will be staffed separately as HAMMI grows.




**Board of Directors / Advisory Board**
Approves strategy, budgets and key policies; oversees risk, compliance and the Executive Director; brings independent expertise.

**Programme and Operations**
Plans and coordinates programmes across the four pillars, manages centres and ensures quality delivery.

**Finance and Administration**
Financial management, budgeting, HR, procurement, asset management and donor financial reporting.

**Executive Director**
Leads the institution, represents HAMMI externally, builds strategic partnerships and is accountable to the Board.

**Pillar units**
Design and deliver programmes, manage technical experts and trainers, and develop services within each sector.

**Partnerships and Resource Mobilisation**
Identifies funding opportunities, prepares proposals and manages partner relations.

CORE POLICY FRAMEWORK

- Board charter
- Financial management
- Procurement
- Safeguarding and PSEA
- Anti-fraud and anti-corruption
- Code of conduct
- Data protection
- Complaints and feedback
- Environmental and social safeguards
- Conflict of interest

WORKING TOGETHER

# Partnership and Collaboration Strategy

Partnerships are central to how HAMMI works. We seek long-term relationships in which each partner contributes what it does best.

## WHO WE AIM TO WORK WITH

- UN agencies
- International NGOs
- Bilateral and multilateral agencies
- Government ministries
- Universities and technical institutions
- Private-sector companies
- Financial institutions
- Technology companies
- Climate and environmental organisations
- Local civil society organisations
- International foundations
- Somali diaspora

## PARTNERSHIP APPROACH

**Programme implementation**
Local delivery of youth, women, green, digital and enterprise programmes.

**Technical expertise**
Joint design, specialist trainers and sector advisors.

**Funding**
Grants, co-funding and sponsorships.

**Research**
Market studies, applied research and evidence.

**Training**
Curricula, certification and training of trainers.

**Innovation**
Challenges, pilots and technology transfer.

## IMPLEMENTATION MODEL

1. **Co-design** — Agree goals, target groups and results with partners and communities.
2. **Mobilise** — Combine partner funding and expertise with HAMMI centres, trainers and networks.
3. **Deliver** — Implement through the four pillars with clear safeguarding and quality standards.
4. **Measure** — Track progress, collect feedback and report transparently.
5. **Learn and scale** — Share lessons and scale what works with partners.

HAMMI does not list partners in this profile until partnership agreements are in place. Current collaborations can be shared on request.

ACROSS ALL OUR WORK

# Cross-Cutting Priorities

These priorities are built into the design, delivery and reporting of every programme across HAMMI Digital, Green, Skills and Enterprise.

### Gender equality and women's empowerment

Women-only cohorts where needed, safe venues, flexible schedules and targets for women's participation.

### Youth participation and leadership

Young people help shape programmes and lead ventures, challenges and peer networks.

### Disability inclusion

Accessible venues and materials where possible, outreach to persons with disabilities and disaggregated data.

### Environmental sustainability

Green practices in our operations and climate considerations in every programme.

### Digital inclusion

Basic digital skills for all participants and attention to affordable access.

### Innovation and entrepreneurship

An entrepreneurial mindset and problem solving built into all training.

### Conflict sensitivity and social cohesion

Do-no-harm analysis, fair selection and inclusion of different communities and displaced people.

### Accountability and transparency

Open reporting, feedback and complaints mechanisms and clear selection criteria.

### Safeguarding and protection

Safeguarding and PSEA standards, a code of conduct and confidential reporting.

## HOW WE APPLY THEM IN EVERY PROGRAMME

1. Inclusion and do-no-harm analysis at design stage
2. Participation targets for women, youth and persons with disabilities
3. Safeguarding briefing and code of conduct for all staff and partners
4. Disaggregated data and participant feedback in every report

LOOKING AHEAD

# Strategic Priorities 2027–2030

Eight priorities will guide HAMMI's growth over the next four years. These are plans and ambitions, to be confirmed in a detailed strategic plan.

1 **Strengthen institutional systems and governance**
Board, policies, financial and HR systems, safeguarding and MEAL.

2 **Expand the four strategic pillars**
Dedicated leads, curricula and service lines for Digital, Green, Skills and Enterprise.

3 **Establish regular training and innovation programmes**
Accredited courses, a regular incubation cycle and annual innovation challenges.

4 **Develop partnerships with donors and the private sector**
Multi-year programme partnerships and corporate collaborations.

5 **Support youth and women-led ventures**
Dedicated women's and youth tracks with finance linkages.

6 **Promote green entrepreneurship and climate innovation**
Green business incubation and climate-smart pilots.

7 **Expand digital skills and technology solutions**
Digital academy, women in tech and MSME digitalisation.

8 **Build a financially sustainable innovation hub**
Diversified funding from partners and HAMMI's own training, advisory and incubation services.

INDICATIVE ROADMAP

**2027**
**Foundation**
Governance and systems in place; pillar teams established; centres in Mogadishu, Kismayo and Hargeisa strengthened.

**2028**
**Growth**
Flagship programmes running in all four pillars; first multi-year partnerships; digital learning platform launched.

**2029**
**Consolidation**
Expanded reach across Somalia; independent mid-term evaluation.

**2030**
**Scale and sustain**
Proven models scaled with partners; diversified income; regional knowledge exchange.

WHAT SUCCESS LOOKS LIKE BY 2030

- A well-governed innovation hub with strong systems and an independent board
- Four strategic pillars delivering recognised programmes
- Long-term partnerships with donors, government and business
- Diversified, sustainable funding for the hub

OUR COMPARATIVE ADVANTAGE

# Why Partner with HAMMI

### Integrated approach

Four strategic pillars under one innovation hub, so participants and partners get a complete pathway.

### Practical, market-driven skills

Training designed around what employers and markets need.

### Youth- and women-centred

Programmes built for and with young people and women.

### Innovation linked to enterprise

Ideas are tested and turned into viable businesses, not left as prototypes.

### Climate-smart focus

Green solutions and climate resilience run through our work.

### Locally grounded

Headquarters in Garowe and centres in Mogadishu, Kismayo and Hargeisa, with local staff and community networks.

EXISTING **WHAT HAMMI HAS TODAY**

- Headquarters in Garowe and centres in Mogadishu, Kismayo and Hargeisa
- A core team and advisors in digital skills, entrepreneurship, green skills, circular economy and agribusiness
- Running services: training, innovation lab, incubation, business advisory, coworking and events
- A MEAL function tracking participation and results

PLANNED **WHERE HAMMI IS GOING**

- Four fully staffed strategic pillars
- Stronger centres and wider reach across Somalia through partners
- Multi-year programmes with development partners and the private sector
- A financially sustainable innovation hub by 2030

## Let's grow Somalia's next generation of ventures together.

We welcome conversations about programme partnerships, co-funding, technical collaboration and research.

**info@hammi.org**

CONTACT

# Contact HAMMI Innovation Hub

We welcome enquiries from development partners, government, the private sector, universities, investors and prospective participants.

**WEBSITE**
www.hammihub.com

**EMAIL**
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tiktok.com/@hammihub

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linkedin.com/company/hammihub

This institutional profile describes HAMMI's existing capacity and its plans for 2027–2030. Planned activities, locations and initiatives are labelled as such and depend on partnerships and resources. Results figures are as reported by HAMMI and are being verified.

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