



Shabaab Club Frequently Asked Questions

“A clear commitment to be at the center of youth empowerment in the UAE”

Below are a collection of FAQs for those who wish to be involved in the Esref Sah Shabaab Club; an innovative program where Emirati youth will be trained to become financial planners and fully equipped with the knowledge and tools required to spread the message of financial awareness.

THE CLUB – WHY?

What is the Shabaab Club?

The Esref Sah Shabaab Club is an initiative of the Emirates Foundation that aims to equip more than 100 Emirati youths with the skills and knowledge to be able to educate others about financial literacy. Launched as part of the Foundation’s financial literacy initiative, Esref Sah, our members will be carefully selected and trained in order to run finance workshops and educational events, annually educating thousands of other youth in workplaces, schools and universities across the UAE.

Why does the Shabaab Club exist?

Particularly since the financial crisis, the hazards of low financial literacy levels has prompted an increasing number of financial awareness programs and initiatives to be set up worldwide; especially with a focus on youth. Our Club has been designed to stimulate discussion around youth empowerment through financial literacy in the UAE. By effectively spreading awareness about debt and the key areas of financial literacy through financial empowerment, our members can greatly assist in shaping the economic potential of youth within the UAE.

Why should I nominate myself/others to be a Shabaab Club Member?

As Esref Sah Shabaab Club Members you receive a unique level of training and expertise which will benefit you greatly in your personal life and financial future, including a personal finance certificate authorized by the Knowledge and Human Development Authority. By joining the Shabaab Club, you will be part of a pioneering group of young individuals who pledge to empower your peers with the message of financial awareness.

Why should I nominate my employees/students to be a Shabaab Club Member?

On top of the above benefits for each individual; participating in this program is making a clear commitment to be at the center of youth empowerment in the UAE. By having our members in your organization or institution, you will be able to utilize their knowledge and abilities to continually educate and empower youth within the UAE regarding the importance of personal finance. Additionally, we encourage you to

work with us to spread awareness amongst employees who are not yet part of the program, amongst your clients and consumers, and as part of your broader CSR (Corporate Social Responsibility) initiatives.

Will you be paying for the Shabaab Club?

The Shabaab Club is based around the concept of volunteering. If you are selected to be a Shabaab Club Member, we will be funding your training and assisting you in running their workshops. All we ask from you and your organization is commitment to the cause of financial literacy via a donation of your time and effort both during the initial training phase and when you are spreading awareness via annual activities and workshops.

RECRUITMENT AND SELECTION

How many people can I nominate to be a Shabaab Club member?

Our goal for the first year is 100 Shabaab Club Members. You are welcome to nominate as many candidates as you wish – so long as they match our candidate requirements (see the next question). We will select a suitable demographic spread of candidates that will maximize the impact of the program.

What are the candidate requirements?

If you are to be an Esref Sah Shabaab Club Member, you should be:

- ✳ Willing to dedicate a significant amount of your time over 6 months to be trained as a member
- ✳ Committed and eager to empower youth, your peers and society about personal finance through running workshops in the UAE every year; as well as undergoing refreshment sessions when required
- ✳ Flexible with your time within reasonable notice, including during working hours and in the evenings
- ✳ Passionate to inspire others, with strong communication and presentation skills as well as patience and compassion to deal with varied groups of individuals.

Experience Required

- ✳ Training experience and certificates (eg running training programs or teaching youth)
- ✳ Volunteering work, particularly with youth
- ✳ Public speaking
- ✳ Working with, or teaching, youth
- ✳ Community work
- ✳ Workplace excellence awards

Additional Requirements

- ✳ Fluent in Arabic
- ✳ Speaks English
- ✳ Emirati (preferred)
- ✳ Age 18-35
- ✳ UAE Resident

Where can I fill the Application Form?

The Application Form is available at emiratesfoundation.ae/ES/. To receive more information about the Club, email esrefsah@emiratesfoundation.com.

What is the selection process for Shabaab Club Members?

Recruitment and selection will take place over 2 phases:

Phase 1: Application

Ensuring you meet our candidate requirements, you must submit the application form along with your CV by the provided deadline. We will filter all application forms and select the candidates most suitable to progress to the next phase. Our selections will take into consideration factors such as your gender, location, age, experience and the character traits outlined in your application.

Phase 2: Aptitude Test

If you pass the Application stage, you will be invited to undergo an Aptitude Test. The Aptitude Test will be approximately 1 hour long and will include testing of personality and cognitive elements. You may be required to sit the aptitude test in a controlled environment; in this case we will notify you of testing centers and times in advance. We will analyze your performance in the application test alongside information from your application in order to decide whether you are suitable for the club.

Becoming a Trainee

If selected, you will be informed and required to sign a contract before being officially confirmed as passing the recruitment and selection stage and undergoing the training to become Shabaab Club Members. Please be aware that if you are accepting to proceed to the training stage, you should provide a No Objection Letter from your employer or educational institute.

TRAINING

How long does it take to be a Shabaab Club Member?

As a selected Esref Sah Shabaab Club member, you will undergo a rigorous 3 month training program in order to gain certification, which includes a 2 day course in personal finance and two one-on-one consultation sessions with a financial consultant.

After passing the online exam and receiving your certification, in the following 3 months you will be given initial mentorship when running workshops, a third one-on-one session with our financial expert and a 4 hour refresher session.

The below chart gives an overview of the timeline required for you as a selected candidate to become a Shabaab Club Member.

Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Identify Planners Application & test: 1 hour 30 min each	Training for Planners - Certification Identified trainees: 6 days & 1 hour exam		Training for Planners – Mentoring and Follow Up Identified trainees: 2 days		Training for Consultants Chosen planners: 3 days & 1 hour exam		
				Yearly duties once certified Planners (and those who are Consultants): <ul style="list-style-type: none"> • Reach approximately 400 youth per year via Esref Sah workshops • Attend refresher sessions (maximum of 4) 			

Is continual training required to retain certification for Shabaab Club Members?

As a Club Member, you will be expected to attend organized refresher sessions (maximum of 4 per year - 4 hours each).

Are there further advancement opportunities for Shabaab Club Members?

After the 6 months training, a selection of the most suitable Shabaab Club Planners will be recommended to receive a further 3 day course and exam in order to become Shabaab Club Consultants. If undertaking the course, you will learn how to provide a basic level of one-on-one consultation to other individuals. As a result, you would be able to carry out enhanced additional activities as part of your role. If you show outstanding performance in spreading financial awareness, you may be selected for special recognition awards or promotion to supervisory levels within the Club.

SHABAAB CLUB MEMBER DUTIES

What will my duties be after I am trained?

You are expected to reach at least 400 youth per year via Esref Sah workshops and activities in workplaces, schools and universities across the UAE. You will be given a supervisory contact point within Esref Sah and in order to ensure the target audience is recorded; you should report all work and reach to your assigned supervisory contact point. In order to keep certification, you will be required to attend occasional mandatory refresher sessions (see above).

Can I organize my own events as a Shabaab Club Member (or employer)?

You, your employer or your educational institute are encouraged to arrange your own events in order to spread financial awareness, so long as prior written approval is given by our supervisory contact point and you are only using our provided Materials.

Can I make my own financial awareness materials and present them?

You are not permitted to design or use your own materials, or give financial advice in any format related to your Shabaab Club training without prior written consent from our supervisory contact point.

What if my status changes whilst a Shabaab Club Member?

As a Shabaab Club Member, you have been selected carefully for your location and position in society to impact fellow youth. Any change in your status such as employer, home address or job position should be communicated to your assigned Esref Sah supervisor. If you change employer or educational institute, you should provide us with a No Objection Letter from the concerned organization.