



IDP Livelihood Skills Training and Support Pilot Project

I. Project Summary

- Over one million Cameroonians have been internally displaced to the major cities of Yaounde, Douala, and Bafoussam, etc. following the ongoing insecurity in the North West and South West Regions of Cameroon since 2016. As the conflict continues to be more devastating so is the number of internally displaced persons (IDPs) in these host communities increasing as they continue to flee into a network of relatives and friends who initially support them against the worst hardships; but eventually, they become a burden to the host families and community
- Most of these IDPs live without any source of income, which makes it impossible for them to afford basic decent living, let alone paying for their education and medical expenses; thereby, losing their dignity and self-esteem. Without any source of income, vocational skills and decent livelihood opportunities, these IDPs are at risk of losing hope; accepting violence as normal and replicating it; thereby, undermining their own futures, and the future and stability of their host communities.
- Saika Elisabeth Foundation (SELF) has therefore taken a special interest in these hardest-hit and vulnerable Internally Displaced Persons in the city of Douala and shall focus on facilitating sustainable livelihood opportunities for them. This shall be done by providing relevant, reliable, and sustainable livelihood skills training that shall be relevant to current and future employment opportunities; improve their understanding of markets; provide them with start-up support for their petty business enterprises; and/or offer them employment placement services.
- The proposed pilot project shall therefore strictly identify and place 20 beneficiary IDPs on apprenticeship for them to receive hands-on livelihood skills training which will permit them to either get employed or start up small income generating businesses.



II. Beneficiaries

Potential beneficiaries for the pilot project shall be vulnerable IDPs aged 18-35, from the North West and South West Regions living in host communities in the city of Douala...specifically; 20 identified and selected vulnerable IDPs (male and female) who will be trained and supported in various aspects of livelihood opportunities.

III. Project Goal

The goal of the project is to improve living conditions and increase the economic self-reliance of targeted vulnerable internally displaced persons in the host communities of the city of Douala.

IV. Project Objectives

- To build the skill sets and financial security of vulnerable IDPs in the city of Douala
- To support trained IDPs with start-up capital for small and medium-sized business enterprises
- To provide employment placement services to trained IDPs

V. Expected Results

- 20 IDPs receive training in improved relevant livelihood skills based on market assessment
- 5 Groups of trained IDPs are supported to start joint small or medium-sized business enterprises
- About 5 trained IDPs obtain gainful employment through a job referral system

VI. Project Implementation

- The SELF IDP Livelihood Skills Training and Support Pilot Project is designed to create economic opportunities for disadvantaged internally displaced persons through high-quality, short-term skills training. At start up, SELF shall carryout a labor market skills gap assessment to identify trade areas that have the potential to provide the most opportunities for trained IDPs.
- In this pilot phase, 20 disadvantaged IDPs shall be targeted for technical skills training through apprenticeship which is a low-cost method of skills training that provides learning opportunities to individuals who lack the educational or financial requirements for formal training.
- Through this apprenticeship model, SELF shall work with the identified and selected Master Craftspeople to outline apprenticeship training plans that shall ensure that in six to twelve months, apprentices would have covered and mastered the required skills to excel in the learned trades.

- Safety practices and safe environments shall also be considered. Contracts or MOUs shall be signed between SELF and the Master Craftspeople that outline the target number of IDPs to be trained, terms of payment, the reporting and monitoring schedule, and a clause on child protection and consent. Subsequently, an orientation shall be held and the Master Craftspeople shall outline the skills and competences that the IDPs shall be expected to learn and acquire within the apprenticeship duration.
- Training fee set by the Master Craftspeople shall be paid in two installments...before training starts and before graduation. The IDP apprentices shall then learn the trades or skills through hands-on training from the Master Craftspeople at his/her worksite for a recognized period, which shall be six months to one year.
- The apprentices' graduation shall be based on his or her demonstrated competency. Upon completion of the apprenticeship training, some apprentices shall register and write the Ministry of Employment and Vocational Training supervised examination in order to obtain certificates recognized by the state.
- After graduation, trained IDPs shall be organized into groups of similar trades and joint small or medium-sized business enterprises established for them. They shall run the businesses and share the dividends after paying all overhead costs. It is envisaged that in the future, group members should be able to start up their individual business enterprises from their savings and also receive and train other apprentices. However, any graduate is free to start their own business with own means or choose to be employed in another enterprise.

VII. Project Activities

Activity 1: Conduct an assessment of local markets and business opportunities

A market assessment will be conducted to gather information about market trends. The assessment will include collecting information about potential employers and gathering information on the demand and supply sides of the market. This information will be used to develop a database of potential employers and opportunities, which will help SELF to organize relevant skill trainings and apprenticeships for selected IDPs

Activity 2: Identify and select 20 vulnerable IDPs and determine their training priorities

Through this activity, SELF will mobilize 20 vulnerable IDPs to benefit from vocational training and apprenticeships. In line with SELF's commitment to participatory programming, the 20 selected vulnerable IDPs will be directly consulted and counselled leading them to make informed decisions about typology of skills they prefer.

Activity 3: Identify appropriate Apprenticeship Worksites

Apprenticeship worksites that meet the set criteria will be identified and mapped. Their trainers will need to be experienced and have appropriate skills to work with vulnerable persons. In order to minimize cost of transportation and maintain regular attendance during the training, the proximity of the worksite to the beneficiaries' homes will be taken into consideration

Activity 4: Provide training and skills development for youth in identified livelihoods areas

SELF will sign training contracts with relevant Master Craftspeople, who shall be identified during the market assessment. These Master Craftspeople will be expected to develop and follow training plans and training modules in their field of expertise.

Activity 5: Follow-up of trainees in apprenticeship

Monitoring training sites, particularly with periodic unannounced visits, combined with performance assessments for Master Craftspeople, shall be important to ensure that the quality of training is in accordance to the guidelines set in the training plan/contract and progressing appropriately. Site visits shall also provide an opportunity for SELF to receive feedback from the Master Craftspeople and apprentices in order to timely address any challenges.

Activity 6: Provide start-up/support capital for small or medium-sized business enterprises

Under this activity, SELF shall establish small-sized enterprises for groups of trained IDPS in appropriate trades and they shall all work and share the profits as a group. A group member who has saved enough is free to start up his/her own business enterprise and still remain part of the joint venture. SELF shall also create Credit Union Savings Accounts for each trained beneficiary IDP and accompany them to do daily obligatory savings.

Activity 7: Provide follow-up mentoring and coaching to the established businesses

SELF will provide ongoing support, mentoring, and coaching to the established group businesses. This support shall include assessing how the business is going; how the group is keeping their business records; what kind of challenges the business is facing; and assisting them to address these challenges and bottlenecks. Continued support, mentoring and coaching shall also be used as a means to monitor the project's activities.

VIII. Selection Criteria for Master Craftspeople

The Master Craftspeople shall be assessed through screening interviews to ensure the selection of the right caliber of craftsperson. SELF shall use the following criteria to select Master Craftspeople:

- Experience in providing vocational skills training to apprentices; especially the vulnerable

- Quality of products/services
- State of Master Craftsperson's business
- Location of workshop/site
- Availability/adequacy of appropriate tools or equipment at workshop
- Interest in the training model
- Basic educational background
- Availability of an assistant for the purpose of regular training activities
- Reputation in the vicinity

IX. Procedure for the recruitment of beneficiary IDPs

1. Initial interview and assessment

Through an interactive discussion the identified IDPs shall provide information that will form part of their case study profile, and which shall help SELF to determine their penury level.

Information required in the case study shall include but not limited to; name, age, town/village of origin, reason for fleeing, current living condition, previous history of the IDP, parental information, means of survival, education level, challenges, preferred skill, former knowledge of preferred skill, and future plans. All this information will be used to develop each IDPs case study profile

2. Home visits

After the case study has been taken, home visits shall be made with prior notification. This shall help SELF to get more insight about the socio-economic status of the home and the IDP (living conditions, number of persons in the house, relationship with host family, economic activity of parent/guardian, etc.). It shall also assist SELF to verify the information provided in the case study profile. At the end of the exercise, home reports of the IDPs will be written

3. Selection and recruitment of vulnerable IDPs for vocational skills placement

The SELF selection committee shall study the case study and home visit reports of identified IDPs and re-interviews them so as to authenticate the report or clarify on some key areas and remove favour or bias. Re-interviewing of some IDPs shall also help to crosscheck inconsistency in the home visit reports and information provided in the case studies. The IDPs that meet the selection criteria shall then be selected and recruited for the training