



**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES
STRENGTHENING PROTECTION CAPACITY PROJECT**

Co-Funded by the European Commission and the Governments of Denmark, the Netherlands and the UK

Additional Project Proposals

Kenya

Strengthening Protection Capacity Project

And

Comprehensive Plan of Action for Somalia

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SPC & CPA ADDITIONAL PROJECT PROPOSALS

Project Proposals at a glance for Kakuma and Dadaab

KAKUMA

Improved Capacity of health services in Kakuma

A project designed and aimed to introduce a formal and structured teacher training component, as no formal training exists to teach professionals. This is particularly so in the health services area. Provisions for formally recognized training will increase the chances of those trained to find work or to complete for employment once repatriated.

Income Generation Activities and Skills providers training

A precursor to this project already has been approved under the SPCP implementation scheme for 2005. This project will build upon the existing project in a more extensive and comprehensive manner. The current project is designed to empower refugees and host communities with skills training in Income Generation Activities to enable them to become self sufficient either in the camp or surrounding area, or upon return to their home country.

Support to skills development and income-generating activities in the Camp

There are a multitude of programmes operating in Kakuma all designed to improve and enhance skills development, income generation, and micro-financing. However, there is an insufficient degree of strategic thinking and integration between the numerous programmes resulting in skills and business development not being utilized to its fullest potential. The project, through the hiring of a specialist, will address this weakness in service delivery and enhance the ability for refugees to be self sufficient, and overall address the needs of refugees in order for them to acquire the right mix of skills to allow them to successfully reintegrate upon return

Youth Social Entertainment and Educational Centre

A project designed to identify and formalize training regimes and capacitate the youth to respond to the service needs of clients in commercial or private residences, businesses, or being able to identify business ventures upon repatriation. The trained youth will be able to make a significant contribution to the family income, and the skills learnt will be in demand upon repatriation. The skills training should be followed-up by an entrepreneurship training program

Capacity Building in Micro-Finance

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. Micro-Finance is considered a (self-financing) service for pay, not as a social favour granted to disadvantaged groups. Consequently, in order for Micro-Finance to operate properly and to the benefit of refugees, loan and activities monitoring systems and staff need to be capacitated. The project will

enable Credit Assistants to better meet the needs of their clients and will contribute to bringing the current Micro-Finance Programme up to international standards.

Vocational Guidance and Vocational Counseling for youths from minority groups

Currently there is almost no vocational counseling in the Camp. There is a lack of exposure to the 'real world' including access to 'real' labour markets, which hinders the youth the opportunity to get to know the skills and trades that may be in demand on the labour market both locally and upon return. Young women and minority groups are particularly vulnerable to not receiving proper counseling. Additionally, vocational counseling will play an important role in linking refugee graduates with income and employment opportunities opening up in the Sudan. It is expected that such counseling support will likely encourage in interest in repatriation.

DADAAB:

Training for Documentalists and Librarians

The management of knowledge both in the form of printed matter and Online is of great importance to the public and private sector, particularly in countries rebuilding. The project will use the UNCHR Sub-Office as the learning centre, under professional guidance, to create, establish, and operate a documentation centre and technical library.

Vocational Training in the Health Sector

Somalia suffers from a shortage of healthcare professionals, and at the same time no formal training exists in Dadaab to address this shortage. While there are healthcare workers in the camps, most have not received formal training, which in turn, reduces the chances of these refugees finding employment once repatriated. The project will institute formal training undertaken by external health professionals who will be supported by health professionals currently employed in the camps.

Building Veterinary Assistance capacities in the refugee communities

Livestock is the traditional sign of wealth in many parts of rural Somalia, and consequently veterinary skills are in high demand both in the camps and in Somalia. Currently, veterinary assistance programmes target the local communities. This project will extend the training of veterinary assistants to the refugee community, thus enhancing their income and employment potential both in the camps and upon repatriation.

Making a Community Newspaper

Printed media remains an important mode of information dissemination. So far, no newspaper exists for the roughly 140,000 inhabitants of the Dadaab camps, or for the local community. At the same time, expertise and know-how of writing, editing, and managing the print media will be in demand as part of the process of rebuilding a civil society.

Making a Community Radio

Radio is an extremely important tool for information dissemination and education, as well as, for strengthening community identity. It further allows and contributes to the empowerment of disenfranchised groups or those suffering from disabilities. No radio station exists for the camps or local community. Learning the skills of running and operating a radio station will contribute to the process of building a civil society in Somalia, in addition, to the skills learnt.

Enhancing Internet Access

The Internet has become an indispensable tool for information transference and sharing, learning and communicating. While the camps do not have an Internet provider, *Posta Kenya* does, which currently is heavily utilized by refugees and local community. The project, in cooperation with *Posta Kenya*, will enhance Internet service in Dadaab by offering additional work stations and by attaching an educational component to the service in the form of an "Internet Tutor", who will assist users. Furthermore, a 'voucher scheme' will allow individualized access for students, which in turn will enhance their educational value.

Building skills in cooking and catering

A precursor to this project already has been approved under the SPCP implementation scheme for 2005. That project was designed to allow refugees currently working in the kitchen at the UNHCR compound in Dadaab to receive structured training. This project will build on the initial project and formalize training and further provide basic training in entrepreneurship in order to enter the culinary employment or the self-employed market.

Skills Development for school-drop-out and long-term unemployed youth

The school drop-out rate is relatively high in the camps; yet at the same time, there are very few skill development programmes for this group, who in turn, remain idle and loiter in the markets. Their idleness dramatically reduces their future opportunities for a productive life, and therefore, makes them a challenging group to repatriate. The project will provide this group with employment relevant practical skills that respond to market demands and offer them an opportunity to make some income either in the camps or upon repatriation.

Enterprise Based Training

Enterprise based training offers a viable and cost-effective form of training because its advantage is the closeness to markets and desires of customers. While such training is advantageous, it is prone to a lack of quality, and usually is devoid of proper training structures. This project will provide the necessary support structures and service to ensure that the clear value and quality in Enterprise Based Training is enhanced and maintained.

Building Housekeeping Skills

The UNHCR compound offers a suitable learning environment for those wishing to learn housekeeping services (hotels/guesthouses), which are services that will be in demand upon repatriation. Currently no formal training structures exist. This project will upgrade and formalize the skills of the current housekeeping staff. After their training, they will act as trainers for youth from the refugee camps wishing to enter this industry.

Capacity Building in Housekeeping

This project is a continuation of the "Building Housekeeping Skills" project, which foresees that after the refugee workers have received upgrade skills, they will be training, on a regular three month schedule youths from the camps. This project will give priority to school drop-outs and primary school leavers, and those wishing to return.

Capacity Building in Micro-Finance

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. While the camp recently introduced a micro-finance scheme and switched from the more traditional revolving loan-fund to a more market oriented approach, in order for this programme to be successful, it requires the credit assistants to be better equipped. The project will address credit assistants most

urgent capacity building needs with respect to micro-finance assessments, loan monitoring, marketing, bookkeeping, and customer care.

Vocational Rehabilitation and Community Based Rehabilitation

There are roughly 3000 person with disabilities in the camps, who receive varying degrees of assistance and services. However, only very few receive any form of vocational training. While a NGO is undertaking capacity building for staff and workers, this capacity building focuses on medical social and educational aspects only and does not consider the socio-economic aspects including skills development. The project will inject the socio-economic dimension into the current programme. After the fully rounded capacity building, staff and workers will be able to mainstream persons with disabilities into the social and economic life of the community.

Vocational Guidance and Vocational Counseling for refugee youth in Dadaab camps

Currently the majority of young people attending camp based schools are prompted towards academic achievements. Non academic options do not seem to play a role in the perspectives of secondary school students or senior primary school students; yet it is in this sector that there is a greater chance for successful employment, particularly upon repatriation. Young girls and minority groups are particularly susceptible to remaining marginalized due to a lack of proper guidance and counseling. Vocational counseling will offer some orientation on how to cope without losing creative potential and motivation. Further, it will play an important role in linking refugee graduates with income and employment opportunities in Somalia.

Training and capacity building for refugee governance in Kenya

This project aims at systematically training and equipping Kenyan government officials with the skills required to assume responsibility over key areas of refugee governance and protection; to increase knowledge and awareness of refugee issues among police, Immigration officers, and judges; to increase NGO protection knowledge to improve the safety net for refugees living outside the camps.

Technical Support SPCP/CPA Projects

While the need for improved protection and assistance clearly were identified by the Stakeholders, as where strategies to address those needs, UNHCR Kenya is overwhelmed by its workload. Regular staff is overburdened by their respective tasks and have, therefore, limited capacity to lead, oversee, monitor, and assist in the implementation of the projects in any sustained manner. Consequently, a Consultant is necessary to act as the focal point for the implementation of those projects not only implemented directly by UNHCR but also those implemented by Operational Partners, some of whom have not previously worked closely with UNHCR. Where required, the Consultant also will provide technical and legal advice, and throughout the tenure be accountable to UNHCR and donors.

KAKUMA BASED PROJECTS

Project Description K1

Agency	UNHCR
Project Title	<i>Improved capacity of health services in Kakuma</i>
Sector	Community services and education
Overall Objective	To introduce a formal and well structured teacher training component for health professionals Kakuma leading to certified qualifications (Grade I, II, III) for teachers
Project Purpose	Teachers receive formally recognized training in relevant professions
Beneficiaries	Direct: School leavers (Secondary and Primary) interested in teaching professions; Current incentive teachers Indirect: Opportunities for suitably qualified from local community
Implementing Partner(s)	LWF with UNHCR Community Services
Project Duration	14 months
Project Cost	\$594,000.00

Summary of Need/Gap Identified:

In Kakuma no formal training exists in the teaching professions (and likewise in the Health professions, nurse, mid-wife, community health worker, HIV/Aids Counselor, Pharmaceutical Assistant¹). The majority of the refugee incentive worker teachers did not receive a formal training, but trained on the job. There has been progress through placement of small numbers of teachers in Kenyan training institutes.

This project aims to introduce a formal and well structured teacher training component Kakuma leading to certified qualifications (Grade I, II, III) for teachers. At the same time, the provision of a formally recognized training also increases the chances of these refugee incentive workers to find work or compete for employment once repatriated, as appropriately trained refugees have a high likelihood of income and employment after their eventual repatriation.

Training will be in line with the relevant Kenyan Curricula and the requirements of the Kenyan Ministry of Education. Training will be provided on two levels: First, young people from the camps and local community (Primary or Secondary School graduates of Sudanese and minority groups) will benefit from this sort of training (initial training). Secondly, the training will also benefit the refugees and local population currently working in the schools. This will enhance their future chances for employment and, in the case of repatriating Somali and Sudanese refugees, will make an important contribution to the rehabilitation of severely depleted health services in their country of origin.

¹ This Project can be adapted for the Health Professions

The training will be undertaken by professionals from the Kenyan training institutes who will be supported by UNHCR Community service Department in the camp. In the first year of this project, covered by the present project document, significant budget inputs will be required for the creation of an adequate training infrastructure within the existing facilities in the camp (recognition of stage Pre-repatriation). In the following years, these costs will be reduced to funding the training proper only. The training cycle will be of modular training programmes.

Core Activities Proposed:

- Prepare full-fledged project document
- Establish a working relation with the Kenya Ministry of Education in regard to examination criteria for selected occupational profiles
- Develop/adapt existing curricula for initial training in the in line with the projected development of the education sector in South Sudan.
- Conduct a training needs analysis to define content of skills upgrading / refresher training to be provided to current teachers
- Prepare training programmes/syllabi/curricula according to identified needs and capacity
- Select trainers
- Undertake training for a total of 250 refugees and 50 from the local community (at least 35% of them being female) for initial training
- Undertake training of trainers among project staff of IP/OP
- Undertake upgrading of existing teachers
- Undertake their certification along the criteria established by the Ministry of Education

Outcome Expected:

- At least 90% of participants in the initial training graduate
- At least 85% of the teaching participating in skills upgrading / refresher training will be formally certified at the end of the project.
- A programme/syllabus for initial training in selected teaching professions Kakuma camp and in line with the requirements of the Ministry of Education is ready for implementation.

Suggested Implementing Costs: 594,000 US\$

- 7,000 US\$ for preparation of fully-fledged project document
- 60,000 US\$ Training Coordinator (12 wm)
- 20,000 US\$ Administrative support (36wm)
- 7.000 US\$ other staff cost (watchmen, cleaners etc)
- 120,000 US\$ Trainers (144 wm)
- 45,000 US\$ Technical Consultants (9wm)
- 180,000 US\$ Construction Costs (training facilities, classrooms, staff accommodation)
- 50,000 US\$ Minibus and running costs
- 10,000 US\$ Generator and running costs
- 10,000 US\$ In service training
- 10,000 US\$ miscellaneous
- 75,000 US\$ agency overheads, including M&E

Project Description K2

Agency	UNHCR Kakuma
Project Title	<i>IGA Skills training providers training</i>
Sector	Community Services / Protection
Objectives	The <i>Specific objectives of the programme are:</i> a) To train IGA/Community mobilisers in identifying income-generation opportunities relevant to but not restricted to camp-life and solving their current socio-economic problems. b) To conduct 4 TOTs on promotion of self-help initiatives with a demonstrable orientation towards IGA/SYIB for prospective repatriation or departure of refugees for the local community beneficiaries. c) To promote awareness to business linkages that support communities to gain access to markets.
Beneficiaries	Direct: Training: 10 Local community 50 In camp trained refugees engaged by partners in livelihoods activities 20 UNHCR and Partner staff
Implementing Partners	Monitored directly by UNHCR Kakuma Community Services
Project Duration	24 months
Project Cost	\$111,500.00

Summary of Needs and Gaps identified

There has been skills' training in the camp since 1992. The levels of training have greatly improved on the Kenya national scales to Grade 2 that is being offered by the local partner Don Bosco for some of its courses.

There is however a need to train the skills training providers on SYIB or self-employment skills delivery. This would encourage passing on knowledge to trainees beyond just the skill of masonry for instance to include market analysis and networking etc. The partner accepts that there is not a large number of completing trainees that take up income generating activities in the learned skills or trades. During field visits the trainees at Don Bosco responded that they had not thought of any business idea or a way to engage them after training.

Activities Proposed

Both Nationals and Refugees benefit from some integrated services in health, environment, education and production funded by UNHCR. The national population also benefits from facilities and services established or set up by Implementing Partners of UNHCR e.g. roads, schools, clinics, dispensaries emergency transport and water points. The local communities benefit from agricultural inputs, seeds/planting materials; firewood harvesting and other trade through their social networks with refugees (*spill over effect*).

To go beyond the spill-over effect the project will purposefully recruit trainees from the local community to participate in the trainings. Other trainees range from women already engaged in IGA to the unengaged youths.

Expected Outcome

UNHCR staff, Partner staff, local community and refugee beneficiaries will acquire skills and successfully pass on knowledge on livelihoods and IGA to future trainees. Emphasis is placed on business linkages and reality in areas of return that there are NO donors waiting with bags of money for micro-finance or micro-credit.

Suggested Implementing Costs: US\$ 111.500

– One national vocational guidance specialist (24 wm)	US\$ 24.000
– 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)	US\$ 17.500
– development and production of information tools and media	US\$ 3.000
– Tools and logistical Inputs	US\$ 30,000
– Training of trainers and in-service-training	US\$ 5.000
– Office equipment (4 laptops, desk, chair etc.)	US\$ 9.000
– office running and communication costs	US\$ 10.000
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 11.000

Project Description K3

Agency	UNHCR
Project Title	<i>Support to skills development and income-generating activities in camp</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	A skills development and income generation strategy for refugees in the camp is developed, implemented and monitored.
Beneficiaries	Direct beneficiaries: Refugees taking part in different skills development, income-generating and micro-finance programmes to be implemented in the camp; female refugees and persons with disabilities will receive particular attention; Indirect beneficiaries: members of the local community who will be associated with a number of activities
Implementing Partner(s)	UNV, DON BOSCO, LWF and others to be specified
Project Duration	12 months
Project Cost	\$55,000.00

Summary of Need/Gap Identified:

There are quite a number of on-going skills developments, income-generating and micro-finance programmes in Kakuma, mainly implemented by DON BOSCO. However, on the operational level, the UNHCR SOK could benefit from focused capacity building on skills development, income-generating and micro-finance programmes for staff to:

- provide programme guidance to all concerned implementation partners and their relevant activities,
- coordinate among and between these activities,
- guide staff and develop jointly with implementation partners quality standards and
- support OP/IPs in implementation and monitoring.

A UNV specialist in Vocational Training and Employment Promotion will be required as focal point for activities related to skills development, income generation and micro-finance in Kakuma camp.

Core Activities Proposed:

- ⇒ Assist the Community Services Department in Kakuma, in all programming and implementation issues related to skills development, income-generating and micro-finance programmes
- ⇒ Screen new proposals for their market-orientation and viability
- ⇒ Provide overall technical assistance to implementing partners in regard to their activities on skills development, income-generating and micro-finance
- ⇒ Support the coordination among these implementation partners and between the partners and UNHC; in this regard, hold monthly coordination meetings

- ⇒ Develop a monitoring tool and schedule, discuss it with relevant implementing partners, assure regular application of the monitoring tool, document monitoring results and transmit them to the Head of SOK as well as to implementing partners
- ⇒ Elaborate a skills development and income generation strategy for refugees in Dadaab
- ⇒ Assure the quality of relevant programmes by
 - Establishing quality benchmarks jointly with implementing partners
 - Organizing and implementing capacity building for UNHCR staff and staff of implementing partners on selected issues related to skills development, income-generating and micro-finance programmes
 - Coaching staff if so requested
- ⇒ Prepare the relevant proposals for submission to donors and advise SOK on programming and funding matters concerning skills development, income-generating and micro-finance programmes

Outcome Expected/Indicators:

- A skills development and income generation strategy for refugees in Dadaab camps agreed on by Head SOK, implementation partners and UNHCR BO Nairobi
- The strategy includes measurable targets for increasing the participation of women and of persons with disabilities in skills development, income-generating and micro-finance programmes
- At least four staff capacity building activities held per year and evaluated positively by at least 80% of participants

Suggested Implementing Costs: US\$ 55,000

- One UNV Specialist in Vocational Training and Employment Promotion (12 wm) US\$ 40.000
- Lump sum of 10.000 US\$ for capacity building/in-service training US\$ 10.000
- UNHCR SOK will provide office, computer as well as transport in and to the Camps

Project Description K4

Agency	UNHCR
Project Title	<i>Youth Social Entertainment and educational centre</i>
Sector	Community Services/Livelihood Promotion
Objectives	Empower youths in the camp in youth leadership and IGA
Beneficiaries	Direct: At least 12 refugee youth leaders that attended the Youth Leadership training Indirect: Training of youths from the refugee communities and from the local community
Implementing Partner(s)	UNHCR Community Services Trainer to be identified in Nairobi
Project Duration	4 months
Project Cost	\$18,000.00

Summary of Need/Gap Identified:

This training environment has not been utilized so far, though. The project will introduce, upgrade and formalize to some extent the identified skills to youths capacitating them in this way for training, on a regular base, youth from the camp and local community. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences; to set-up business ideas and identify opportunities upon return.

Sudanese refugee women in the camp do not in general indulge in traditional henna manicure and hairstyling which used to form an important part of their life cycle in Sudan, according to their own testimony. This is because there is a shortage of cash and associated lack of opportunities to earn income and thus the reluctance in spending a considerable part of their family budget on beauty processes. The training could however be beneficial in transferring skills to a number of youths and women that they could use upon repatriation.

The trained youths and women are likely to make a significant contribution to the family budget and will achieve an enhanced status in the family as well as in the community at large. Their skills are also likely to be demanded after repatriation. The skills training will have to be followed up by an entrepreneurship training (Start Your own Business – ILO) to be funded from other sources.

This project will supplement the activities of a LWF and IRC empowerment and group formation projects. As it is targeting mainly youths and women from the camp and local community, it will encourage micro-business in the camp proper.

Activities Proposed:

- Selection of trainer
- Preparation of skills upgrading
- Selection of trainees and training sites
- Provision of training tools and materials
- Training of a total of 30 women and 40 youths
- Identification of training programme/training of trainers programme together with Youths and women beneficiaries

- Implementation of skills upgrading programme/training of trainers programme
- Development of a syllabus for a three months training of trainees from the refugee communities and youth from the local community and printing of the syllabus

Outcome Expected:

- At least 10 women to be selected from school drop outs and from primary school leavers have the technical skill to offer traditional henna manicure and hairstyling.
- At least 50% of the beneficiaries successfully engage in IGA
- Micro-Finance services offered to trainees.
- It is likely that the skills acquired will have limited demand in the camp environment. Priority should be given therefore for refugees who show a strong interest in repatriation. The actual training cycle will be covered by a separate proposal.

Suggested Implementing Costs: US\$ 18,000

- 5.500 US\$ 4 w/m trainer, including travel and accommodation
- 1.500 US\$ preparatory mission by trainer
- 5.000 US\$ Construction and expansion of existing structures
- 1.200 US\$ learning tools and training materials
- 900 US\$ Development of a various syllabi for a three months training of trainees
- 500 US\$ miscellaneous
- 2.700 US\$ Tools and equipment
- 500 US\$ Monitoring and Evaluation
- 900 US\$ Implementing agency overheads including project management

Project Description K5

Agency	UNHCR
Project Title	<i>Capacity Building in Micro-Finance</i>
Sector	Livelihoods/IGA
Overall Objective	Employability of refugee population improved
Project Purpose	Micro-Finance services in the camps respond the need of camp population and are in lien with international standards
Beneficiaries	Direct: DON BOSCO Micro-Finance staff Indirect: Micro-Entrepreneurs and Start-Ups in the by refugees
Implementing Partner(s)	UNHCR Community Services, ILO ² , in cooperation with DON BOSCO
Project Duration	6 months
Project Cost	\$27,000.00

Summary of Need/Gap Identified:

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. It comprises the following core elements: Saving by the services' client, assessment of the business potential of his/her a business idea, the provision of a loan, loan-related business advice and support including follow-up on the business performance and the repayment schedule. Micro-Finance is considered as a (self-financing) service for pay, not as a social favour granted to disadvantaged groups.

DON BOSCO has been offering a traditional revolving loan-fund credit system in the camps. It currently manages a total of 389 loans, 349 of them being active. DON BOSCO has found that the repayment rate of the loans is too low to have the programme sustainable.

While DON BOSCO has a qualified Micro-Finance Coordinator, there is no functional loan and activity monitoring system and staff. There were only 4 Micro-Finance Assistant who follow-up on field work in the camps to those that took the loans. These Assistants are Secondary School Graduates who have been introduced to basic concepts of micro finance, but have so far had no formal training of any sort. Their most urgent capacity building needs in regard to micro-finance services refer to assessment, loan-monitoring, marketing, bookkeeping and customer care. The proposed activities will capacitate Credit Assistants to better meet the needs of their clients and will contribute to bringing the DON BOSCO Micro-Finance Programme up to international standards.

Core Activities Proposed:

- Develop terms of reference and recruit two qualified micro-finance/entrepreneurship professionals from Kenya or neighbouring country
- Review DON BOSCO Micro Finance Programme and analyse training needs of Micro-Finance Workers and other relevant staff
- Prepare training programme for Micro-Finance Workers (2 weeks) and implement it in the camp environment

² Follow up with Mr. Stephen Muthua, ILO ASIST Nairobi, stephenm@unops.org

- Supervise Micro-Finance Workers on the job (2 weeks)

Outcome Expected/Indicators:

- Three months after end of training, active loan groups report on an improvement of service quality provided by Micro-Finance Workers
- Micro-Finance Assistants' work performance reports of Micro-Finance Workers have improved 6 to 12 months after end of training.
- 9 months after end of training repayment rate has improved to 90% and is maintained for at least six consecutive months.

Suggested Implementing Costs: US\$ 27.000

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|-----------------------------------------------------------------------------------------------------------------------------|-------------|
| – Two micro-finance/entrepreneurship professionals (1.5 wm each, including programme preparation, travel and accommodation) | US\$ 18.000 |
| – SIYB/Micro-Finance Learning Materials | US\$ 2.500 |
| – Two weeks training cost for 9 to 12 people | US\$ 1.000 |
| – miscellaneous | US\$ 2.000 |
| – Implementing agency project support costs and monitoring | US\$ 3.500 |

Project Description K6

Agency	UNHCR
Project Title	<i>Vocational Guidance and Vocational Counseling for youths from minority groups</i>
Sector	Education/Community Services/livelihoods
Overall Objective	Employability of refugee population improved
Project Purpose	Provision of vocational guidance and counseling services provide refugee youth with a realistic picture of post-school learning and training options
Beneficiaries	Primary Students (standard 7 and 8) Secondary Students (form 3 and 4) Idle school leavers Targeting mainly Sudanese minority groups not represented in the current Refugee camp management structure
Implementing Partner(s)	JRS, LWF, IRC
Project Duration	18 months
Project Cost	\$91,500.00

Summary of Need/Gap Identified:

As in Dadaab, the majority of young people in the camp-based schools in Kakuma are aim for academic achievement with eventual acceptance into university. As positive as the strong emphasis on and motivation for education is, it sends out a message conveying the image of a University career being the non-plus-ultra, and this without any clear professional profile associated. Non-academic options do not seem to play a role in the perspectives of secondary school students and many senior primary school students. There is a clear bias towards white-collar work. The lack of exposure to the “real world”, including “real” labour markets, robs young people of the opportunity to get to know many skills and trades that may be in demand on labour markets and thereby offering a promising future.

Many girls continue to be ill-advised by parents and communities on options for acquiring skills, being advised only towards traditional skills (tailoring, weaving, catering, knitting etc.) that may have limited income and employment potential or may be excluded from skills development in general. For the girls, vocational guidance is also a means to motivate them for staying in the educational system and a learning environment, preventing early marriages and pregnancies. It is in this special context, that vocational guidance services have been mentioned in the draft CPA³.

In the camp situation, even at the best of all situations, there will always be a marginal grouping of a minority tribe, (we note here that both Sudanese and Somali cultures are highly clan or tribe based). In an extreme case, during a visit in Kakuma, the mission interviewed an idle well spoken Sudanese who ended up describing himself as belonging to a minority tribe called the

³ See CPA Chapter 11, Point 11.1.3 which suggests that “Career guidance counseling should be offered by trained Career Guidance Counselors to refugee females so as to guide them in making decisions on the type of vocational skills training they can benefit from now and in the future.”

Anuak, originally from Pochalla, near the Ethiopian border. The Anuak are approximately 250 in total. They have no representative in the refugee welfare system. They have no access to the Community Services Department as they are not allowed into the compound. They had actually had no access directly with the SO since registration. The Anuaks are predominantly young male between 15 and 35. There are approximately 50 women in the Anuak community. They live on the outskirts of the Camp thus; have to travel a long distance to reach the SO. When asked of coping mechanisms, the young man laughed out and exclaimed “we cope with each other”. The Anuak community has for instance not a single member of the community working as an “incentive worker”. A situation like this would not be captured ordinarily in a routine field visit. Here, vocational counseling could offer some orientation how to cope within the camp situation and to ensure that a number of youths and women from the Minority groups like the Anuaks benefit from the training offered in the camps.

Vocational counseling can also play an important role in linking refugee graduates, both from camp-based skills development as well as from trainings outside the camps, with income and employment opportunities gradually opening up in Sudan. Such a support may in fact help to increase the likelihood of voluntary repatriation as more and more may prefer an economic opportunity in parts of the country with a minimum level of security to an idle existence in camps which are stable but largely destitute. Such support would include linking qualified post-trainees with demands for qualified staff coming from Sudan—based NGOs and UN-agencies as well as to the ILO/UNHCR programmes in Sudan.

The project will recruit a qualified Kenyan vocational guidance specialist to work with LWF/IRC/JRS and UNHCR Community services to facilitate the integration of vocational guidance services in the school system, with a focus on Minority groups. Particular efforts will be undertaken to hire from minority groups for the position of Vocational Guidance Assistants as this is likely to enhance the impact of guidance services on marginalised groups.

In cooperation with community services, career counseling will be offered to idle youth who do not find any structured activity after school. Taking into account the limited opportunities for training or work in the camps, this counseling will try to convey appropriate coping strategies to youth who find themselves in an apparent “dead end”. These coping strategies will include referral to community-self help groups, sports associations, youth associations etc.

Core Activities Proposed:

- Develop terms of reference and recruit qualified vocational counseling professional from Kenya
- Develop terms of reference and required profile for vocational guidance assistants
- Recruit vocational guidance assistants
- Train vocational guidance assistants
- Develop appropriate information tools and media for primary and for secondary level
- Provide refresher training for Secondary School Teachers who already offer vocational guidance to Form 4 students.
- Establish and implement vocational guidance services
- Establish a system monitoring vocational guidance services rendered
- Develop a strategy for the provision of vocational counseling to idle youth (school drop-outs as well as school leavers)
- Develop a strategy for providing linkage services for graduates of different training programmes to income and employment opportunities in areas of return
- Implement and monitor strategy

The Vocational Guidance Specialist will train senior refugees with significant work experience in their country of origin as vocational guidance assistants. Under the direct monitoring and supervision of the Vocational Guidance Specialist, the Vocational Guidance Assistants will work in the camp-based primary (class 7 and 8) and secondary (class 11 and 12) schools, offering orientation to female and male youth in the process of making choices on their future.

Outcome Expected/Indicators:

- Each class 7&8 (Primary School) and class 11&12 receives at least two vocational counseling group sessions per school-year
- In each camp, at least two vocational counseling group sessions per school-year have been undertaken with each Parents-Teacher Association (PTA)
- Each vocational guidance assistant has rendered at least 100 individual vocational guidance sessions per school year
- Each vocational guidance assistant has rendered at least 75 individual vocational counseling sessions per year.
- Income/employment opportunities are identified inside Sudan for at least 50 qualified refugees after 12 months and additional 75 qualified refugees after 24 months of project implementation
- Minority groups are represented in the Refugee management structures equitably

Suggested Implementing Costs: US\$ 91.500

- One vocational guidance specialist (12 wm)	US\$ 24.000
- 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)	US\$17.500
- Lump sum for capacity building/in-service training	US\$ 10.000
- development and production of information tools and media	US\$ 3.000
- Training of trainers and in-service-training	US\$ 5.000
- Office equipment (4 laptops, desk, chair etc.)	US\$ 9.000
- Office and communication costs (Youth centres, 2.500\$/year)	US\$ 10.000
- miscellaneous	US\$ 2.000
- Implementing agency project support costs and monitoring	US\$ 11.000

DADAAB BASED PROJECTS

Project Description D1

Agency	UNHCR
Project Title	<i>Training for documentalists and librarians</i>
Sector	Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Offering qualified secondary school graduates access to higher education in line with labour market demands
Beneficiaries	4 Qualified Graduates from the Secondary Schools in the Dadaab camps (at least 2 females); 1 equally qualified youth from the local community
Implementing Partner(s)	UNHCR Community Services
Project Duration	18 months
Project Cost	\$71,000.00

Summary of Need/Gap Identified:

The management of knowledge in the form of on-line and printed documents is of increasing importance in managing public and private sector endeavors alike. These skills will play an important part in the reconstruction of the Somali civic society, its administration and its private enterprises.

At the same time, the UNHCR Sub-Office in Dadaab (SOD) does so far not have an elaborated documentation system or a technical library where reference documents in regards to protection, repatriation and resettlement are analyzed, systematized and stored for retrieval. Through this project, trainees will learn, under professional guidance by a qualified documentalist, the respective necessary skills by establishing a documentation centre and technical library at the SOD. Two of the five trainees will eventually be hired to staff the documentation centre/library and to guide SOD-staff in using it. The availability of the documentation centre/library will make documents (file and in-print) easily available to SOD-staff and will thus contribute to making their work more efficient and effective.

Core Activities Proposed:

Preparatory Phase

- Announce new programme in all camps and in Dadaab town
- Select appropriately qualified students (at least 20% female; 5 students from Dadaab town)
- Select librarian cum trainer from Kenyan School of Library Science or any other qualified institution
- Build documentation centre⁴ on SOD office compound

⁴ In case no appropriate room can be made available at SOD

- Prepare a one year training programme

Implementation phase

- Gradually establish documentation centre/library
- Train 5 secondary graduates during this process

Outcome Expected/Indicators:

- At least four out of 5 trainees pass final test
- After completion of training, at least two trainees are hired to manage documentation centre/library at UNHCR compound
- After completion of training, at least one trainee is accepted for higher studies at a school of library/documentation studies
- Six months after the opening of the documentation centre, at least 80% of SOD professional staff rates the library/documentation centre as a relevant contribution to making their work more efficient and more effective.

Suggested Implementing Costs: US\$ 71,000

• Qualified documentalist/librarian cum trainer (18 wm)	27,000 US\$
• Construction of documentation centre	15,000 US\$
• 4 computers, documentation software, 4 printers	12,000 US\$
• Bookshelves and other furniture	2,000 US\$
• Training costs (including transport and meals) 12 months/ 5 trainees	3,000 US\$
• Office materials	1,000 US\$
• Miscellaneous	2,000 US\$
• Implementing Agency Support Cost and Monitoring	9,000 US\$

Project Description D2

Agency	UNHCR
Project Title	<i>Vocational Training in the Health Sector</i>
Sector	Health
Overall Objective	Improved capacity of health services in the Dadaab camps
Project Purpose	Health Service workers receive formally recognized training in relevant professions
Beneficiaries	Direct: School leavers (Secondary and Primary) interested in paramedical professions; Health workers currently working in GTZ-administered health services in Dadaab camps Indirect: The Community at large, benefiting from better health services
Implementing Partner(s)	GTZ ⁵
Project Duration	14 months
Project Cost	\$594,000.00

Summary of Need/Gap Identified:

Somalia suffers from a shortage in the health professions, including paramedical ones. Therefore, appropriately trained refugees have a high likelihood of income and employment after their eventual repatriation. At Dadaab, no formal training exists in the paramedical professions (nurse, mid-wife, community health worker, HIV/Aids Counselor, Pharmaceutical Assistant). GTZ is currently employing a total of 312 workers in the health services in the three Dadaab camps, refugees as well as locals. The large majority of them has never received a formal training, but has been trained on the job only. This has led to some sort of stagnation in the development of health services. At the same time, the lack of a formally recognized training also reduces the chances of these refugees to find work or employment once repatriated.

This project aims to introduce a formal and well structured training component into the Dadaab health services leading to certified qualifications (Grade I, II, III) for mid-level health personnel (e.g. community health worker, nurse, midwife, HIV/AIDS counselor etc). Training will be in line with the relevant Kenyan Curricula and the requirements of the Kenyan Ministry of Health. Training will be provided on two levels: First, young people from the camps and Dadaab town (Primary or Secondary School graduates⁶) will benefit from this sort of training (initial training). Secondly, the training will also benefit the refugees and local population currently working in the health services. This will enhance their future chances for employment and, in the case of repatriating Somali and Sudanese refugees, will make an important contribution to the rehabilitation of severely depleted health services in their country of origin.

The training will be undertaken by external health professionals who will be supported by health professionals currently employed by the GTZ health services in the camps. In the first year of this project, covered by the present project document, significant budget inputs will be required

⁵ A substantial financial contribution is possible under the BMZ-GTZ-UNHCR Partnership Programme. For follow-up contact heidi.gutsche@gtz.de

⁶ In line with the application rules and regulations of the Government of Kenya for the respective profession

for the creation of an adequate training infrastructure within the existing health services in Dadaab. In the following years, these costs will be reduced to funding the training proper only. A full training cycle will be two or three years, with the training for HIV/Aids counselors being short modular training programmes.

Core Activities Proposed:

- Prepare full-fledged project document
- Select from current range of jobs the occupational profiles to be covered by project (e.g. community health worker, nurse, midwife, HIV/AIDS counselor etc.)
- Establish a working relation with the Kenya Ministry of Health in regard to examination criteria for selected occupational profiles
- Develop/adapt existing curricula for initial training in the health professions in Health Services in the Dadaab-camps.
- Undertake training needs analysis to define content of skills upgrading / refresher training to be provided to current health workers
- Prepare training programmes/syllabi/curricula according to need
- Select trainers
- Undertake training for a total of 80 refugees (at least 35% of them being female) for initial training in the selected health professions
- Undertake training of trainers among senior staff of GTZ health services
- Undertake upgrading of existing health workers
- Undertake their certification along the criteria established by the Ministry of Health

Outcome Expected:

- At least 90% of participants in the initial training are graduated
- At least 85% of the health workers participating in skills upgrading / refresher training will be formally certified at the end of the project.
- A programme/syllabus for initial training in selected health professions within the existing Health Services in the Dadaab-camps and in line with the requirements of the Min Health is ready for implementation.

Suggested Implementing Costs: 594,000 US\$

- 7,000 US\$ for preparation of fully-fledged project document
- 60,000 US\$ Training Coordinator (12 wm)
- 20,000 US\$ Administrative support (36wm)
- 7.000 US\$ other staff cost (watchmen, cleaners etc)
- 120,000 US\$ Trainers (144 wm)
- 45,000 US\$ Technical Consultants (9wm)
- 180,000 US\$ Construction Costs (training facilities, classrooms, staff accommodation)
- 50,000 US\$ Minibus and running costs
- 10,000 US\$ Generator and running costs
- 10,000 US\$ In service training
- 10,000 US\$ miscellaneous
- 75,000 US\$ agency overheads, including M&E

Project Description D3

Project adaptable to and relevant for Kakuma as well

Agency	UNHCR
Project Title	<i>Building Veterinary Assistance capacities in the refugee communities</i>
Sector	Community Services
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to plan, run and manage veterinary assistance services
Beneficiaries	Direct: 6 refugees from each of the three Dadaab camps Indirect: Livestock raising population in the camps
Implementing Partner(s)	CARE
Project Duration	12 months
Project Cost	\$40,000.00

Summary of Need/Gap Identified:

Livestock are traditionally the main wealth in rural Somalia, in particular in the North and the North East of the country. This habit continues to be prevalent in particular among those Somali refugees who had a nomadic lifestyle before leaving their country. Estimates state that refugees in the three camps have around 30.000 goat/sheep, 9.000 cows, 3.500 donkeys (mainly for transport of goods) and 500 camels although legal restrictions by the Government of Kenya do not authorize them to hold livestock.

Veterinary skills, protecting and maintaining the livestock's health and therefore assuring their economic value has therefore a high demand both in the camp environment as well as in Somalia. CARE is currently running a training programme for veterinary assistance targeting the local community as part of a local area assistance programme (LAAP); refugees so far do not have any access to the respective activities. This project is meant to extend training of veterinary assistants to the refugee community thus enhancing their income and employment potential both in the camps as well as upon repatriation. The training will be given in the camp environment which provides a "real life" learning environment and offers trainees the opportunity to practice their new skills with the livestock of either refugees or the local community. Learning in the camp environment will also permit to interact and exchange with the LAAP-project mentioned above.

Core Activities Proposed:

- Review existing CARE Local Area Assistance Programme on Training of Veterinary Assistants
- Interact with Kenyan (enter name of school for veterinary assistants which collaborates with LAAP) in the preparation of training programme for refugees
- Identify and hire appropriately qualified trainers
- Prepare content of training jointly with selected trainers
- Prepare profile expected from successful applicants for training

- Announce new training programme in the camps, and select suitable candidates in line with profile developed (total of 18 trainees; 6 per camp, at least 1 per camp female)
- Procure appropriate teaching/learning material and equipment
- Implement 12 months training programme and monitor training success
- Add an entrepreneurship component to the training of veterinary assistants
- Apply competency tests in line with Kenyan certification standards

Outcome Expected/Indicators:

- At least 15 participants pass competency-based test at the end of training
- At least 12 successful graduates provide veterinary assistance services 6 months after the end of the training

Suggested Implementing Costs: US\$ 40.000

– Two trainers for veterinary assistants (12 wm each, including transport and accommodation)	US\$ 24.000
– Procurement of learning tools and materials	US\$ 5.000
– Travel costs for trainees from camps	US\$ 2.000
– Lunch costs for trainees	US\$ 1.500
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 5.500

Project Description D4⁷

Agency	UNHCR
Project Title	<i>Making a community newspaper</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to edit and manage a community newspaper
Beneficiaries	Secondary School Graduates from the camps and the local community, at least 25% of them female
Implementing Partner(s)	Filmaid International ⁸
Project Duration	18 months
Project Cost	\$73,000.00

Summary of Need/Gap Identified:

Newspapers/newsletters are an important tool for the information, communication and education of any given community. So far, no newspaper exists within and for the Dadaab refugee community of 140.000 or for the local community around the camp. At the same time, the expertise and know-how of writing, editing and managing a newspaper will be in demand in the process of building some form of a civic society in Somalia.

Filmaid International, already an implementation partner in Kakuma, is well acquainted with the utilisation of different media in development. Filmaid International will be providing/organizing the necessary expertise and assure the quality of the training provided.

Core Activities Proposed:

- Consult with UNDP Somalia Distance Learning Programme for Journalists to synchronise training programme content⁹
- Prepare content of training covering both journalistic/writing aspects and the management of a newspaper
- Prepare profile expected from successful applicants
- Identify appropriately qualified trainer
- Announce new training programmes to secondary school graduates in the camps and Dadaab community, apply practical test (writing stories) to applicants and select the suitable ones in line with profile developed (total of 12 trainees; 3 per camp, 3 from Dadaab, 25% female).

⁷ This proposal needs further review and discussion with Filmaid International or potential other implementation partner.

⁸ For follow-up, contact Mr. Charles Otieno: cotieno@filmaidinternational.org

⁹ Mr. Tom Munyasya, Project Manager, Distance Learning & ICTs Governance & Financial Services (tom.munyasya@undp.org).

- Implement journalistic training programme for six months, focusing on skills such as reporting, writing, interviewing, editing etc.
- Implement management training for six months, focusing on desk-top publishing, printing, distribution, marketing, budgeting, acquisition of adds, development of a business plan etc. as well as teambuilding and team-management
- Develop a zero-draft of a community newspaper/newsletter¹⁰ for free distribution in the three camps and in Dadaab village
- Coach the trainees for one year in the actual issuing and marketing of a newspaper/newsletter for the refugee community and Dadaab village
- Assess the potential for making the newspaper/newsletter into a business and identify the appropriate price in line with the limited purchasing power prevailing in the respective communities

Outcome Expected/Indicators:

- At least 9 trainees remain committed to work on a community newspaper after termination of the project.
- Female journalists contribute to at least 25% of the content of each issue of the newspaper
- At least 10.000 issues of the zero draft are distributed in the camps and in Dadaab community free of charge.
- At the end of the project, at least 3.000 issues of the newspaper/newsletter are sold for a price of 10 KSh in the camps and in Dadaab village¹¹.

Suggested Implementing Costs: 73,000 US\$

– Trainer/Coach in Journalism and Newspaper Management 18 wm	36,000 US\$
– Office Rent/Electricity	2,000 US\$
– Desk Top Publishing	6,000 US\$
– Paper and Ink	2,500 US\$
– Transport fees ¹² (200 Ksh per day per person; 9 persons, 400 days)	10,500 US\$
– Miscellaneous	3,000 US\$
– Monitoring and Evaluation	..4,000 US\$
– Implementing agency overheads including project management	9,000
US\$	

¹⁰ The decision whether to do a newspaper (several issues a week) or a newsletter (once or twice per month) can be undertaken only after assessing the reception of the zero-draft by the communities and their readiness/ability to pay for future issues.

¹¹ Due to the limited purchasing power in the Dadaab camps and in Dadaab village, it is not expected that 9 journalists will be able to fully live from the income generated by selling the newspaper. The money generated (minus the costs for electricity, printing, distribution etc.) will be a contribution to the family budget.

¹² There will be one office at IFO as the centrally located camp (or – if feasible, in Dadaab village). Transport will be necessary to allow trainees from the other camps to learn/work at that office).

Project Description D5¹³

Agency	UNHCR
Project Title	<i>A Community Radio Station</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to plan, run and manage a community radio station
Beneficiaries	Secondary School Graduates from the camps and the local community, at least 25% of them female
Implementing Partner(s)	Filmaid International ¹⁴
Project Duration	18 months
Project Cost	\$92,000.00

Summary of Need/Gap Identified:

Radio can be an important tool for the information, communication and education of any given community as well as for the building of a community identity. It offers also the potential to contribute to the empowerment of certain groups such as women and people with disabilities who can use radio as a tool towards identity building. So far, no radio station exists within and for the Dadaab refugee community of 140.000 or for the local community around the camp. At the same time, the expertise and know-how of writing, editing and running a radio programme and of managing a radio station will be in demand in the process of building some form of a civic society in Somalia.

Filmaid International, already an implementation partner in Kakuma, is well acquainted with the utilisation of different media in development. Filmaid International will be providing/organizing the necessary expertise and assure the quality of the training provided.

Core Activities Proposed:

- Prepare content of training covering both journalistic/script writing aspects, technical aspects and the running and management of a radio station
- Prepare profile expected from successful applicants for training
- Identify appropriately qualified trainer
- Announce new training programmes to secondary school graduates in the camps and Dadaab community, apply practical test (e.g. writing scripts, undertaking interviews) to applicants and select the suitable ones in line with profile developed (total of 12 trainees; 3 per camp, 3 from Dadaab, 25% female).
- Implement journalistic training programme for six months, focusing on skills such as reporting, writing, interviewing, editing etc.

¹³ This proposal needs further review and discussion with Filmaid International or potential other implementation partner, in particular in regard to the budget.

¹⁴ For follow up contact Mr. Charles Otieno: cotieno@filmaidinternational.org

- Implement management training for six months, focusing on desk-top publishing, printing, distribution, marketing, budgeting, acquisition of ads, development of a business plan etc. as well as teambuilding and team-management
- Coach the trainees for one year in the actual planning, producing, airing and management of a community radio programme for the refugee community and Dadaab village
- Assess the potential for recovering a significant part of the costs for running the community radio through selling airtime (public announcements, vacancy announcements, commercial announcements, family announcements such as funeral, marriage etc.)

Outcome Expected/Indicators:

- At least 9 trainees remain committed to work on a community radio station after termination of the project.
- Female journalists
- By the end of the project, at least 6 community groups from the camps or Dadaab township produce their own programme once per month, with assistance from the trained youth
- At the end of the project, at least 50% of the running costs of the community radio are covered by fees for private and business ads aired on the community radio

Suggested Implementing Costs: 92,000 US

– Trainer/Coach in Radio Journalism, Radio Production and Management of a Community Radio	18 wm	36,000 US\$
– Low-power FM transmitter		10,000 US\$
– Other technical installations for producing and airing radio programmes		10,000 US\$
– Office Rent/Electricity		2,500 US\$
– 3 computers, 1 printer		4,000 US\$
– Transport fees ¹⁵ (200 Ksh per day per person; 9 persons, 400 days)		10,500 US\$
– Miscellaneous		3,000 US\$
– Monitoring and Evaluation		..4,000 US\$
– Implementing agency overheads including project management		12,000 US\$

¹⁵ There will be one office at IFO as the centrally located camp (or – if feasible, in Dadaab village). Transport will be necessary to allow trainees from the other camps to learn/work at that office).

Project Description D6

Agency	UNHCR
Project Title	<i>Enhancing Internet Access</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Enhanced Internet Access enables local community and refugees better access to information and educational resources
Beneficiaries	Local and camp population
Implementing Partner(s)	<i>Posta Kenya/Care</i>
Project Duration	24 months
Project Cost	\$84,000.00

Summary of Need/Gap Identified:

The Internet, as the key instrument of the knowledge society, has become an indispensable tool for information sharing, learning, communication and increased access to education for any given community. In a cost-efficient way, it promotes economic development and contributes to the growth of communities.

While not a single Internet service is available in one of the camps, the local post-office at Dadaab provides a public Internet-access. It provides of two workstations only, though, and has limited opening hours. Users pay 100 KSh for 85 minutes on-line time. Besides a few locals, refugees take up the transport costs in order to use this service. Usually, clients have to wait considerable time in order to have access to one of the two terminals.

These Internet services at Dadaab are run and managed by *Posta Kenya*, the public national postal company, represented by the Provincial Postmaster based in Garissa. This project, in cooperation with *Posta Kenya*, will enhance the Internet service at Dadaab. It will offer additional number of work stations as well an educational component by attaching an "Internet Tutor" to the post office who will assist users in the navigation of the net. This will help users to make better, more efficient use of their precious on-line time and will help them when searching educational webpages. Furthermore, a 'voucher scheme' will be developed that will allow, on a time-limited basis, individualized access for students who do not have the purchasing power to buy on-line time¹⁶. This will increase the educational value of the enhanced internet service.

Posta Kenya (Garissa) has already expressed informally its interest in enhancing Internet access in Dadaab. CARE will undertake all further interaction with *Posta Kenya* in the enhancement of the services and will monitor the work of the Internet Tutor.

¹⁶ For example, students could receive an on-line voucher worth 100 KSh each second months that would enable them to navigate free of charge for 85 Minutes. The voucher would be clearly linked to refugee ID/ration card to minimize the risk that it will be sold.

Core Activities Proposed:

- Develop jointly with *Posta Kenya* a plan for the physical enlargement of the building structure currently housing the Internet service
- Procure six additional terminals for the internet service and install them¹⁷.
- Prepare profile for Internet Tutor
- Identify two appropriately qualified Internet Tutors
- Develop with *Posta Kenya* a schedule with improved opening hours for the Internet service at Dadaab post office.
- Provide Internet Tutoring for a period of 24 months
- Develop 'voucher scheme' that can facilitate internet access for impoverished refugees who do not have the purchasing power to buy on-line time.
- Actively promote the use of the Internet among female students
- Monitor progress of project

Outcome Expected/Indicators:

- Utilisation rate of the public Internet increases by 10% monthly for the first six months after the opening of the extended service
- At least 1/3 of Internet users are female
- Internet tutors receive an average of 500 requests for assistance per month

Suggested Implementing Costs: 84.000 US\$

– Construction of extension of infrastructure housing the internet access	10.000 US\$
– Procurement of six Internet terminals and two printers and their installation	13.000 US\$
– 2 Internet Tutors, (each 24 wm) ¹⁸	36.000 US\$
– 3.000 Vouchers per school year (total of 6.000 vouchers at 100 KSh each)	9.000 US\$
– Miscellaneous	3.000 US\$
– Monitoring and Evaluation	3.000 US\$
– Implementing agency overheads including project management	10.000 US\$
–	

¹⁷ Connection license to be assured and covered by *Posta Kenya* in line with the rules and regulations already covering existing services

¹⁸ Can be reduced to 6.000 US\$ if two qualified incentive workers can be identified (or trained beforehand)

Project Description D7

Agency	UNHCR
Project Title	<i>Building skills in cooking and catering</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	Young refugees are skilled in appropriate and healthy ways of cooking, catering and food hygiene and can respond to range of demands (local community, camp community, country of origin; African and Western Cuisine)
Beneficiaries	Trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services/Catering Committee Trainers are senior staff of the kitchen at UNHCR compound Dadaab
Project Duration	24 months
Project Cost	\$10,650.00

Summary of Need/Gap Identified:

Catering and cooking are services that are in demand in the refugee camps as well as in the countries of origin. So far, no training programme meets these needs. Selected youth, at least 1/3 of them female, will be trained by senior staff of the kitchen at UNHCR compound Dadaab to respond, after graduation from the training programme, to a wide range of clients and their preferences for African or Western Cuisine. The staff have been upgraded and qualified to act as trainers under a previous project. That previous project has also developed a syllabus for a six months training, outlining all aspects of cooking, catering and food hygiene to be covered during the training period. The six months training will be offered to two groups of four trainees, 3 from the refugee communities at Dadaab and 1 from the local community¹⁹. These groups will be trained in two shifts in order to allow a relevant number of youth to benefit from this training. At the end of the training, trainees will have to take an internal test (practice and theory) to be given and graded by the UNHCR Catering Committee. If passing the test, trainees will receive an internal certificate from the Catering Committee at UNHCR Dadaab. Trainees will also receive a basic training in entrepreneurship in order to facilitate to enter self-employment should they wish to do so. Trainers are refugee workers at the Dadaab UNHCR compound. They will give the training as part of their overall work schedule and will not be paid for the training. They will, however, receive an incentive at the end of the six months training period for every trainee who has passed the test.

¹⁹ In line with the schedule of the kitchen (6am to 9 pm), this training requires the presence of trainees on the compound. Funds will therefore be made available, if need occurs, in order to allow the building of additional shelter for these trainees.

Core Activities Proposed:

- Develop selection criteria for participation in training
- Select trainees
- Develop a training plan in line with the existing syllabus, specifying the role of each trainer and the time-table for trainees, considering the “two-shift” system and the needs of the kitchen to provide three meals a day
- Establish interaction with camp-based entrepreneurship development programme (CARE) and organize respective training sessions
- Develop a test (practice and theory) and give it to trainees at the end of the training period
- Hand over internal certificate to successful trainees

Outcome Expected/Indicators:

- 16 trainees trained per year for a period of six months (at least six female; four of the trainees to be from Dadaab community)
- At least 14 trainees pass the final test

Suggested Implementing Costs: US\$ 10.650

– Training material practice (20 US\$/month/trainee)	US\$ 3.840
– Training material theory (10 US\$/month/trainee)	US\$ 1.920
– Incentive for Head Trainer (800 KSh for each trainee passed)	up to US\$ 350
– Incentive for 3 other trainers (700 KSh for each trainee passed)	up to US\$ 900
– One week entrepreneurship training 500 US\$ x 4	US\$ 2.000
– Miscellaneous	US\$ 590
– Agency overheads	US\$ 1.200

Project Description D8

Project adaptable to and relevant for Kakuma as well

Agency	UNHCR
Project Title	<i>Skills Development for school drop-outs and long-term unemployed youth</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	Competencies of school drop-outs increased in accordance with income opportunities
Beneficiaries	Direct: At least 200 school drop outs per year (at least 40% of them female)
Implementing Partner(s)	GTZ ²⁰
Project Duration	30 months (6 months preparation; 24 months implementation)
Project Cost	\$741,000.00

Summary of Need/Gap Identified:

In the three Dadaab refugee camps, there are currently approximately 2000 young people per year who leave the camp-based school system. These include drop-outs from primary schools; primary school graduates and secondary school graduates. Only about 200 of them have the opportunity to attend tertiary education or some form of vocational training. For the approximately annual 1,000 schools drop outs and primary school leavers, who do not achieve the high marks necessary to attend secondary education, very few skill development programmes are currently existing, managed by CARE (carpentry, tailoring, welding, typing, masonry, woodcarving, tye and die, production of mobility aids), offering a maximum of 250 places per year. Therefore, an estimated 750 of school drop-outs and primary school leavers annually are without any programme and loiter the camp streets and markets. This creates significant social problems for their families as well as for the community at large. Their idleness also reduces dramatically their opportunities to lead in the future a productive life and to earn their own income.

It is therefore of utmost importance to provide these young people with employment-relevant practical skills that respond to market demands and offer them an opportunity to make some income, either in the camps or after repatriation.

GTZ has a proven experience in planning, implementing and monitoring employment-relevant skills development programmes for disadvantaged target groups. These courses offer a nine months practical skills training, encompassing remedial basic education for school-drop outs as well as an entrepreneurship promotion component that prepares the youth to start their own micro-entrepreneurial activities after completion of the training course.

The training courses to be offered will be selected from the following skill training areas not available in the camps so far: electricity, welding, plumbing, beauty / hairdressing, bakery

²⁰ A substantial financial contribution is possible under the BMZ-GTZ-UNHCR Partnership Programme. For follow-up contact heidi.gutsche@gtz.de

products, food processing, processing of life-stock products, shoemaking, garbage collection and recycling. These are skills for which high demand is anticipated in Somalia²¹. The final selection of the trades will be undertaken during the preparation of the fully fledged project document and in consultation with the refugee community and other implementation partners.

Core Activities Proposed:

- Preparatory Phase (6 months):

- Prepare fully-fledged project document
- Undertake training needs analysis to define content of skills upgrading programmes
- Adapt existing GTZ training programmes/materials for short skills development programmes and develop new ones when needed/justified
- Select trainers
- Define selection criteria for future trainees
- Select camp-based training sites together with trainers
- Procure tools and materials as required

- Implementation Phase (24 months)

- Undertake skills training in the defined skills programmes (at least 40% of them being female; minorities to be participating in line with their percentage-wise presentation in the camps)
- Provide remedial basic education for school-drop outs/illiterates
- Give entrepreneurship training during last two months of training
- Link trainees to micro-finance services as offered by CARE
- Monitor and evaluate training programmes

Outcome Expected:

- At least 200 school drop outs per year (at least 40% of them female) finalise a 9 months skills development training.
- At least 60% of course graduates use their skills six months after graduation
- Six months after graduation, at least 50% of course graduates earn at least an average of 70 KSh/day in using the skills acquired.

Suggested Implementing Costs: 741,000

- Preparation of full-fledged project document	US\$ 7,000
- Construction of mobile training shelters	US\$ 30,000
- Development/adaptation of programme/syllabus for training courses	US\$ 30,000
- Training Coordinator (24 wm)	US\$ 120,000
- Administrative support (72wm)	US\$ 40,000
- Other staff cost (watchmen, cleaners etc)	US\$ 14,000
- Trainers (288 wm)	US\$ 240,000
- Technical Consultants (9wm)	US\$ 45,000
- Tools and training materials	US\$ 50,000
- Post-training start-up kits (2x200x200 US\$)	US\$ 80,000
- Miscellaneous	US\$ 5,000
- Agency overheads, including M&E	US\$ 80,000

²¹ See: European Commission, Kenya Delegation, Somalia Operations: Support to Employment Promotion in Somalia – Feasibility Study Report June 2004.

Project Description D9

Agency	UNHCR
Project Title	<i>Enterprise-based Training</i>
Sector	Livelihood Promotion
Objectives	Micro-Enterprises in the camp markets offer training in skills that respond to market demands
Beneficiaries	Direct: At least 3 job coaches per camp (to be selected from senior camp population with significant previous work experience). Idle school drop-outs who so far had no opportunity to learn a viable skill. Indirect: Micro-enterprises who will benefit from support offered by job coaches and from additional labour provided by trainees. .
Implementing Partner(s)	to be identified by the UNV specialist in Vocational Training and Employment Promotion ²²
Project Duration	26 months
Project Cost	\$61,000.00

Summary of Need/Gap Identified:

Enterprise-based training offers a viable and cost-effective form of training. Its great strength is its closeness to the market and the desires of customers. Enterprise-based training has been practiced in Somalia, and, according to a recent survey, also in the camps, approximately one third of micro enterprises train youth, mostly from their own family. This notwithstanding, of the people trained in enterprises, roughly one third are neither family nor clan members.

In spite of its obvious advantages, enterprise-based training is prone to a lack of quality, slow learning progress, absence of structure and possible abuse of the trainee, in particular if he/she is not a family member. Support services are required to assure the quality of the training outcome. These support services assist the micro-entrepreneurs in the training process, monitors training progress and can, if appropriately qualified, support certain aspects of entrepreneurship development.

An entrepreneurship training (Start/Improve Your own Business – ILO), to be funded from other sources, will have to be integrated with the enterprise-based skills training and will both benefit the micro-entrepreneurs as well as the trainees.

Activities Proposed:

- Selection of implementation partner
- Screening of camp markets for viable enterprise-based training sites²³
- Preparation of job profile for job coach position
- Selection of future job coaches from among senior refugee population with working experience

²² This position is planned under the proposal “Support to skills development and income-generating activities in Dadaab camps”. That proposal has already been submitted under the CPA project.

²³ Assessment forms of the enterprise-based survey mentioned above are on file at UNHCR Community Service. These can serve as a first orientation in this task.

- Preparation of 3 weeks training programme (content and logistics) of future job coaches
- Identification of trainer for training of job coaches
- Training of 9 job coaches (two men, one woman) per camp²⁴
- Creation of three positions for job coaches per camp
- Direct supervision of job coaches in the first three months of their assignment
- Creation of linkages with entrepreneurship development programmes (S/IYB)²⁵
- Coaching of at least 45 existing enterprise-based trainees per camp
- Identification of at least 15 new enterprise-based training sites per camp and their coaching
- Monitoring and evaluation of the programme

Outcome Expected:

- At least three job coaches per camp trained and employed
- At least 60 trainees per camp coached in enterprise-based training until the end of the project period
- At least 30 micro-entrepreneurs per camp have participated in an “improve your business training” and 75% of them judge this training as useful three months after its end.
- All enterprise-based trainees have participated in a “start your business training” and 50% of them judge this training as useful three months after its end.

Suggested Implementing Costs: US\$ 61.000

- Programme preparation including preparation of full-fledged project document, screening of markets, selection of future job coaches and preparation of training programme for job coaches	US\$ 8.000
- Trainer for job coaches (4 wm ²⁶), including travel and accommodation	US\$ 13.000
- 9 job coaches x 24 wm x 7.000 KSh	US\$ 22.000
- tools and training materials	US\$ 3.000
- miscellaneous	US\$ 1.500
- Monitoring and Evaluation	US\$ 5.000
- Implementing agency overheads including project management	US\$ 8.500

²⁴ It is possible to add potential future job coaches from Dadaab community as well

²⁵ to be funded under other components of this programme

²⁶ the four wm include preparation of the actual training programme and the supervision of job coaches after training.

Project Description D10

Agency	UNHCR
Project Title	<i>Building housekeeping skills</i>
Sector	Community Services/Livelihood Promotion
Objectives	Young refugees provide quality services in housekeeping
Beneficiaries	Trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services
Project Duration	12 months (4 training cycles of three months)
Project Cost	\$3,850.00

Summary of Need/Gap Identified:

Housekeeping services will in demand in countries of repatriation both in hotel/guesthouses as well as in households of the local well-to-do and the expatriate community alike. The UNHCR compound at Dadaab offers a suitable training environment for these skills as it provides on a daily base a “real” learning environment by providing services to the compound’s tenants. This training environment has not been utilized so far, though. An initial project²⁷ will have upgraded and formalize the skills of the current housekeeping staff at the UNHCR compound and will have prepared a three months training syllabus. The staff will then act as trainers for youth from the refugee camps and Dadaab town in a client-oriented learning environment. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences.

Activities Proposed:

- Develop selection criteria for participation in training
- Select trainees
- Develop a training plan in line with the existing syllabus, specifying the role of each trainer and the time-table for trainees,
- Develop a test (practice and theory) and give it to trainees at the end of the training period
- Hand over internal certificate to successful trainees

Outcome Expected:

- 16 trainees trained per year for a period of six months (at least six female; four of the trainees to be from Dadaab community)
- At least 14 trainees pass the final test

It is likely that the skills acquired will have limited demand in the camp environment. Priority among the refugee community should be given therefore to refugees who show a strong interest in repatriation.

²⁷ This initial project is submitted under Result 4.

Suggested Implementing Costs: US\$ 3.850

- Training material practice (10 US\$/month/trainee)	US\$ 500
- Travel costs for trainees from camps to compound	US\$ 1.000
- Lunch costs for trainees	US\$ 800
- Incentive for Head Trainer (700 KSh for each trainee passed) up to	US\$ 200
- Incentive for 3 other trainers (500 KSh for each trainee passed) up to	US\$ 350
- Miscellaneous	US\$ 500
- Agency overheads	US\$ 500

Project Description D11

Agency	UNHCR
Project Title	<i>Capacity Building in housekeeping</i>
Sector	Community Services/Livelihood Promotion
Objectives	A core group of trainers in housekeeping is qualified to provide training to young refugees in quality provision of housekeeping services
Beneficiaries	Direct: At least four refugee staff at UNHCR compound Dadaab Indirect: Future trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services Trainer to be identified in Nairobi
Project Duration	2 months
Project Cost	\$5,500.00

Summary of Need/Gap Identified:

Housekeeping services will in demand in countries of repatriation both in hotel/guesthouses as well as in households of the local well-to-do and the expatriate community alike. A basic know-how in house-keeping skills has been gathered by refugee staff at the UNHCR compound at Dadaab. This compound offers a suitable training environment as it provides on a daily base a “real” learning environment by providing services to the compound’s tenants. This training environment has not been utilized so far, though. The project will upgrade and formalize to some extent the skills of the current housekeeping staff at the UNHCR compound, capacitating them in this way for training, on a regular base, youth from the refugee camps and Dadaab town in a client-oriented learning environment. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences.

Activities Proposed:

- Selection of trainer
- Preparation of skills upgrading programme/training of trainers programme for refugee housekeeping staff at the UNHCR compound Dadaab
- Implementation of skills upgrading programme/training of trainers programme at Dadaab
- Development of a syllabus for a three months training of trainees from the refugee communities at Dadaab and youth from the local community and printing of the syllabus

Outcome Expected:

A group of at least four refugee workers trained/upgraded in housekeeping skills, including standards of hygiene and client-orientation. After this qualification, they will be training, on a regular three months schedule, two groups of four trainees, 3 from the refugee communities at Dadaab and 1 from the local community. Priority will be given to school-drop outs and primary school leavers.

It is likely that the skills acquired will have limited demand in the camp environment. Priority should be given therefore for refugees who show a strong interest in repatriation. The actual training cycle will be covered by a separate proposal.

Suggested Implementing Costs: US\$ 5.500

- 1.300 US\$ 1 w/m trainer, including travel and accommodation
- 500 US\$ preparatory mission by trainer
- 1.000 US\$ upgrading of housekeeping tools and equipment
- 600 US\$ learning tools and training materials
- 900 US\$ Development of a syllabus "housekeeping" for a three months training of trainees
- 500 US\$ miscellaneous
- 700 US\$ agency overheads

Project Description D12

Agency	UNHCR
Project Title	<i>Capacity Building in Micro-Finance</i>
Sector	Livelihood/IGA
Overall Objective	Employability of refugee population improved
Project Purpose	Micro-Finance services in the camps respond the need of camp population and are in lien with international standards
Beneficiaries	Direct: CARE Micro-Finance staff Indirect: Micro-Entrepreneurs and Start-Ups in the three Dadaab Camps
Implementing Partner(s)	ILO ²⁸ , in cooperation with CARE
Project Duration	6 months
Project Cost	\$27,000.00

Summary of Need/Gap Identified:

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. It comprises the following core elements: Saving by the services' client, assessment of the business potential of his/her a business idea, the provision of a loan, loan-related business advice and support including follow-up on the business performance and the repayment schedule. Micro-Finance is considered as a (self-financing) service for pay, not as a social favour granted to disadvantaged groups.

CARE has recently introduced a micro-finance concept²⁹ and switched from a more traditional revolving loan-fund to a more market-oriented approach. It currently manages a total of 9465 beneficiaries in 189 loan groups, 166 of them being active. Since the start of the Micro-Finance Programme in 2004, CARE has disbursed US\$ 72.200.

CARE has a qualified Micro-Finance Coordinator in each camp. He is assisted by a (semi-qualified) Micro-Finance Assistant who supervises a team of up to five Micro-Finance Workers who do the core of the field work in the camps. Credit Assistants are Secondary School Graduates who have been introduced to basic concepts of micro finance, but have so far had no formal training of any sort. Their most urgent capacity building needs in regard to micro-finance services refer to assessment, loan-monitoring, marketing, bookkeeping and customer care. The proposed activities will capacitate Credit Assistants to better meet the needs of their clients and will contribute to bringing the CARE Micro-Finance Programme up to international standards.

Core Activities Proposed:

- Develop terms of reference and recruit two qualified micro-finance/entrepreneurship professionals from Kenya or neighbouring country

²⁸ Follow up with Mr. Stephen Muthua, ILO ASIST Nairobi, stephenm@unops.org

²⁹ See: CARE Dadaab: Microfinance Policy. April 2005.

- Review CARE Micro-Finance Programme and analyse training needs of Micro-Finance Workers and other relevant CARE staff
- Prepare training programme for Micro-Finance Workers (2 weeks) and implement it in the camp environment
- Supervise Micro-Finance Workers on the job (2 weeks)

Outcome Expected/Indicators:

- Three months after end of training, active loan groups report on an improvement of service quality provided by Micro-Finance Workers
- Micro-Finance Assistants' work performance reports of Micro-Finance Workers have improved 6 to 12 months after end of training.
- 9 months after end of training repayment rate has improved to 95% and is maintained for at least six consecutive months.

Suggested Implementing Costs: US\$ 27.000

– Two micro-finance/entrepreneurship professionals (1.5 wm each, including programme preparation, travel and accommodation)	US\$ 18.000
– SIYB ³⁰ /Micro-Finance Learning Materials	US\$ 2.500
– Two weeks training cost at Dadaab for 9 to 12 people	US\$ 1.000
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 3.50

³⁰ Start/Improve your Business.

Project Description D13

Agency	UNHCR
Project Title	<i>Vocational Rehabilitation and Community-Based Rehabilitation (CBR)</i>
Sector	Community Services/Livelihoods
Objectives	Improved perspectives for economic self-reliance of disabled refugees
Beneficiaries	Direct: Up to 20 CBR incentive workers from CARE and GTZ Indirect: Up to 3.000 disabled refugees in the three Dadaab camps
Implementing Partner(s)	CARE/UNHCR Community Services/ILO
Project Duration	3 months (including preparation phase)
Project Cost	\$13,000.00

Summary of Need/Gap Identified:

Latest statistics indicate a total number of 2,869 persons with disabilities (“PWD”) in the three Dadaab camps (1,531 male, 1,337 female)³¹. PWD receive the general basic health services as well as a number of specific therapeutic and educational interventions (physiotherapy, orientation and mobility, occupational therapy, daily living skills). 1,402 children, all Somali, (65% boys, 35% girls) with some forms of disabilities (917 male; 485 female) attend the camp based special education (3.6% blind, 9.3% deaf, 5.6% mentally handicapped, 34.6% physically handicapped, 46.9 with speech disability). However, only 26 PWD (4 females) receive any form of vocational training, a further 110 PWD participate in some form of economic activity.

CBR with and for PWD at Dadaab has recently received new attention through the enhanced cooperation with *Bethany Kids at Kijabe Hospital*. This NGO will be undertaking capacity building of a total of 20 staff from CARE and GTZ who are undertaking the major interventions with PWD in the camp environment. This capacity building, though, focuses on medical, social and educational aspects only and does not consider socio-economic aspects including skills development.

The proposed project will introduce a socio-economic dimension to the new CBR-programme in Dadaab. It will provide participants (who are already working for GTZ and CARE) with a basic understanding for promoting, as part of their CBR-work, the integration of PWD into on-going and future skills development and entrepreneurial activities in the camps and will provide these staff with the necessary skills for (physically and socially) adapting places of learning, training and work for PWD. After this capacity building, staff will be able to facilitate the participation of PWD in mainstream programmes in the camp community.

At least 30% of participants in the capacity building programme will be PWD themselves (half of them being female). This will contribute to their empowerment and will permit them to contribute to the development of the disability community.

³¹ CARE: June 2005 Situation Report

Activities Proposed:

- Selection of trainer
- Preparation of training programme under the guidance of the selected trainer and preparation of training workshop
- Implementation of 3 day training workshop in Dadaab (26 participants; at least 6 of them PWD; half of the PWD being female)
- Two weeks field work with coaching of participants in assessing economic opportunities for PWD and/or facilitating their participation in skills development and entrepreneurial activities in the camps. This will include action-oriented instruction on how to make programmes (physically and socially) accessible for PWD.
- Preparation of a small guide (booklet) for CBR workers and for staff in skills and entrepreneurship development programmes on how to integrate disabled refugees in a camp environment
- Monitoring of programme success

Outcome Expected:

- Six months after the end of the capacity building, the number of pwd in skills development and vocational training programmes has at least doubled (compared to the June 2005 data).
- At least 1/3 of PWD in training are female
- At least 200 PWD participate in economic activities 9 months after the end of the capacity building.
- At least half of the PWD participating in the capacity building are hired by implementing partners to support CBR activities in the camps.
- 18 months after the end of the capacity building, the Guide on skills development and entrepreneurship promotion of disabled refugees in a camp situation is used in at least three other countries

Suggested Implementing Costs: US\$ 13.000

- | | |
|----------------------------------------------------------------------------------------------------|------------|
| - 0.5 w/m ILO expert for the preparation of the training programme | |
| - (includes monitoring and quality control) | US\$ 6.000 |
| - 2 w/m Voc. Rehab/CBR expert (national) (includes coaching and drafting of booklet) | US\$ 3.000 |
| - 3 days capacity building workshop and 2 weeks coaching for 26 participants (including transport) | US\$ 1.000 |
| - miscellaneous (including printing of booklet) | US\$ 1.500 |
| - Support Cost and Monitoring | US\$ 1.500 |

Project Description D14

Agency	UNHCR
Project Title	<i>Vocational Guidance and Vocational Counseling for refugee youth in Dadaab-camps</i>
Sector	Education/Community Services
Overall Objective	Employability of refugee population improved
Project Purpose	Provision of vocational guidance and counseling services provide refugee youth with a realistic picture of post-school learning and training options
Beneficiaries	Primary Students (standard 7 and 8) Secondary Students (form 3 and 4) Idle school leavers
Implementing Partner(s)	CARE
Project Duration	24 months
Project Cost	\$81,500.00

Summary of Need/Gap Identified:

In spite of some efforts at Secondary School level (Form 4), currently, the majority of young people in the camp-based schools are prompted towards academic achievements. As positive as the strong emphasis on and motivation for education is, it sends out a message conveying the image of a University career being the non-plus-ultra, and this without any clear professional profile associated. Non-academic options do not seem to play a role in the perspectives of secondary school students and many senior primary school students. There is a clear bias towards white-collar work. The lack of exposure to the “real world”, including “real” labour markets, robs young people of the opportunity to get to know many skills and trades that may be in demand on labour markets and thereby offering a promising future.

Many girls continue to be ill-advised by parents and communities on options for acquiring skills. They may be directed only towards traditional skills (tailoring, weaving etc.) that may have limited income and employment potential or may be excluded from skills development in general. For them, vocational guidance is also a means to motivate them for staying in the educational system and a learning environment, preventing early marriages and pregnancies. It is in this special context, that vocational guidance services have been mentioned in the draft CPA³².

In the camp situation, even at the best of all situations, there will always be a residual group of youngsters being idle, this being after school or after skills development. Here, vocational counseling could offer some orientation how to cope with this situation without losing one’s own creative potential and motivation.

³² See CPA Chapter 11, Point 11.1.3 which suggests that “Career guidance counseling should be offered by trained Career Guidance Counselors to refugee females so as to guide them in making decisions on the type of vocational skills training they can benefit from now and in the future.”

Vocational counseling can also play an important role in linking refugee graduates, both from camp-based skills development as well as from trainings outside the camps, with income and employment opportunities gradually opening up in Somalia. Such a support may in fact help to increase the likelihood of voluntary repatriation as more and more may prefer an economic opportunity in parts of the country with a minimum level of security to an idle existence in camps which are stable but largely destitute. Such support would include linking qualified post-trainees with demands for qualified staff coming from Somalia—based NGOs and UN-agencies as well as to the ILO LED-programmes in Somalia.

The project will recruit a qualified Kenyan vocational guidance specialist. He/she will be based within CARE Education Sector to facilitate the integration of vocational guidance services in the school system. The Vocational Guidance Specialist will train senior refugees with significant work experience in their country of origin as vocational guidance assistants. Under the direct monitoring and supervision of the Vocational Guidance Specialist, the Vocational Guidance Assistants will work in the camp-based primary (class 7 and 8) and secondary (class 11 and 12) schools, offering orientation to female and male youth in the process of making choices on their future. This service can also be offered to the schools in Dadaab. Particular efforts will be undertaken to hire women for the position of Vocational Guidance Assistants as this is likely to enhance the impact of guidance services on girls.

In cooperation with community services, career counseling will be offered to idle youth who do not find any structured activity after school. Taking into account the limited opportunities for training or work in the camps, this counseling will try to convey appropriate coping strategies to youth who find themselves in an apparent “dead end”. These coping strategies will include referral to community-self help groups, sports associations, youth associations etc.

Core Activities Proposed:

- Develop terms of reference and recruit qualified vocational counseling professional from Kenya
- Develop terms of reference and required profile for vocational guidance assistants
- Recruit vocational guidance assistants (2 per camp; particular efforts will be undertaken to identify one woman per camp for this position)
- Train vocational guidance assistants
- Develop appropriate information tools and media for primary and for secondary level
- Provide refresher training for Secondary School Teachers who already offer vocational guidance to Form 4 students.
- Establish and implement vocational guidance services
- Support careers fairs as planned by CARE
- Establish a system monitoring vocational guidance services rendered
- Develop a strategy for the provision of vocational counseling to idle youth (school drop-outs as well as school leavers)
- Develop a strategy for providing linkage services for graduates of different training programmes to income and employment opportunities in Somalia
- Implement and monitor strategy

Outcome Expected/Indicators:

- Each class 7&8 (Primary School) and class 11&12 receives at least two vocational counseling group sessions per school-year
- In each camp, at least two vocational counseling group sessions per school-year have been undertaken with each Parents-Teacher Association (PTA)
- Each vocational guidance assistant has rendered at least 100 individual vocational guidance sessions per school year
- Each vocational guidance assistant has rendered at least 75 individual vocational counseling sessions per year.
- Income/employment opportunities are identified inside Somalia for at least 50 qualified refugees after 12 months and additional 75 qualified refugees after 24 months of project implementation

Suggested Implementing Costs: US\$ 81.500

– One vocational guidance specialist (24 wm)	US\$ 24.000
– 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)	US\$ 17.500
– development and production of information tools and media	US\$ 3.000
– Training of trainers and in-service-training	US\$ 5.000
– Office equipment (4 laptops, desk, chair etc.)	US\$ 9.000
– office running and communication costs (4 offices, 2.500\$/year)	US\$ 10.000
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 11.000

NAIROBI / NATIONWIDE BASED PROJECTS

Project Description N1

Agency	UNHCR
Project Title	Training and capacity building for refugee governance in Kenya
Sector	Protection
Objectives	To systematically train and equip Kenyan government officials with the skills required to assume responsibility over key areas of refugee governance and protection; to increase knowledge and awareness of refugee issues among police, Immigration officers, and judges; to increase NGO protection knowledge to improve the safety net for refugees living outside the camps.
Beneficiaries	The Government of Kenya and Local NGO partners.
Implementing Partner(s)	UNHCR, Government agencies, and Non-governmental organisations.
Project Duration	18 months, from January 2006 to June 2007
Proposed Cost:	\$286,800 US Dollars

Summary Gap Identified and Recommendations proposed:

The National Consultations recommended the development of a clear transitional strategy for the Government to takeover responsibility for refugee governance and identified training as a key component in the Government of Kenya's ability to take over core responsibilities in refugee governance and management.

A series of measures to ensure the delivery of training and capacity building in the area of refugee governance were recommended. For example, it was recommended that UNHCR and the Government establish on the job training programmes in registration and refugee status determination for Government officials. Such programmes would include in-depth training on Refugee Status Determination criteria, registration processes, and data management.. It was also recommended that UNHCR and the Government develop a joint work plan to provide training in refugee law, protection, and refugee governance and management to the Refugee Secretariat staff and staff of line ministries, focusing particular attention on the training needs of immigration and police officers.

While a part of the activities highlighted above would normally flow from the adoption of refugee legislation, it was recognised that the government could take over certain critical areas of refugee protection even on the strength of current non-refugee specific legislation.

Whilst acknowledging the high demand for training the consultations were also mindful that at present UNHCR is primarily responsible for protection delivery as well as refugee governance;

therefore, it was recommended that States support the strengthening of UNHCR capacity through addressing, among other needs, current human resources constraints.

Another recommended strategy for enhanced refugee protection in the urban environment included developing the protection safety net by increasing the network and coordination among NGO's and UNHCR in Nairobi. In order to ensure that the various agencies are properly equipped to deal with a broader protection role they will also require training from UNHCR on refugee protection and international and national laws relating to refugees.

Summary of Needs:

Due to UNHCR's continued primary responsibility for refugee management and governance in Kenya, UNHCR does not currently have the staffing capacity to carry out intensive training programmes with either government officials or NGO staff, particularly as there is no training officer for UNHCR Kenya. Training activities are therefore limited by staffing constraints.

At the same time, due to the pending enactment of the Kenya Refugee Bill and the recruitment of staff and mobilisation of resources to the National Refugee Secretariat, there is a high demand for systematic training both prior to and following the Bill's passing into law. All relevant government departments will require training on the legal implications of the Bill, and the National Refugee Secretariat will need in depth tuition and on the job training and mentoring to enable them to gradually take on refugee governance responsibilities.

The current Participatory Assessment process and Nairobi Initiative has also highlighted the increased need for protection and refugee law training for NGO networks in Nairobi, yet again, UNHCR does not currently have the staff or dedicated resources to address this requirement in systematic manner.

UNHCR therefore requires additional funding for a consultant for a period of 18 months to enable the above training needs to be comprehensively met during this crucial period of handing over refugee governance to the Government of Kenya, as well as providing refugee protection training to relevant NGO's in Nairobi.

UNHCR will also require funding to cover the cost of the organisational and material aspect of training, including transport, materials, venues, per diem and other logistical costs, as well as with curriculum development, printing and dissemination.

Activities Proposed:

In accordance with the recommendations from the National Consultations on Strengthening Protection capacity:

- Design and implement a joint training plan with key government departments (The National Refugee Secretariat, Ministry of Immigration, The Police, The Judiciary, the Prison Service, Ministry of Home Affairs), both prior to and following the passing of the Kenya Refugee Bill.
- Design and implement a joint training plan with key NGO partners.

- Design and implement an on the job training scheme for National Refugee Secretariat staff shadowing UNHCR registration, protection delivery and eligibility staff.
- Assist and advise relevant government departments in the development of implementing regulations to the Kenya Refugee Bill.
- Draft and disseminate an easy to use reference handbook on the Kenya Refugee Bill and other relevant national and international legislation relating to refugee governance in Kenya.
- Ensure that within government departments and NGO's that internal trainers are trained so that they can train new staff and refresh the knowledge of existing staff in refugee protection and governance.
- Work with government and NGO's to ensure that refugee protection and governance are mainstreamed in their curriculum for trainees.
- Step up existing training programmes for police and immigration officers, and widen the target audience to enclose other categories, such as judges, who often deal with refugees.

Outcome Expected:

- All key counterparts in government departments receiving at least one week of training within the project period.
- All key National Refugee Secretariat staff having received at least one month of on the job training alongside UNHCR staff (*subject to government staffing*).
- Refugee protection and governance established within the training curriculum of key government departments, with internal trainers capable of conducting training on this topics themselves.
- Regulations to the Kenya Refugee Bill drafted.
- Reference handbook to the Kenya Refugee Bill drafted.
- At least 3 focal persons from key NGO partners receiving at least one week of training in refugee protection.

Suggested Costs:

-Consultant costs 18 months: \$108,000 *

-Living Allowance 18 months: \$64,800 *

-Training costs: \$109,000

(Including venues, logistics, stationary and incidentals, based on at least 350 individuals attending a week of training over a total 18 week training period)

-Printing costs: \$5000

(Including Handbook and training materials)

TOTAL: \$286,800 US Dollars

** As per standard UN rate.*

KAKUMA / DADAAB / NAIROBI BASED PROJECTS

Project Description KDN1

Agency	UNHCR
Project Title	Technical Support SPCP/CPA Projects
Sector	Protection, Programme, and Community Services
Objectives	Focal point for the implementation and monitoring of SPCP/CPA projects
Beneficiaries	Direct: Refugees will benefit from the implementation of the projects and there will be greater strengthening of IPs and OPs operational/communication links with UNHCR
Implementing Partner(s)	UNHCR
Project Duration	6 - 9 months (maximum)
Project Cost	US\$57,600.00 – 86,400.00 (max for 9 months)*

Summary:

The National Consultation on the SPCP & CPA identified 154 recommendations by which the Government of Kenya, UNHCR, and NGO partners should improve and strengthen refugee protection and assistance. After further consultations with stakeholders, the 154 recommendations were distilled into 37 concrete projects, with additional projects being designed as a result of September 2005's Participatory Assessment exercise. The drafted and the envisioned projects all are geared towards increasing regional protection, supporting host communities, and increasing the capacity of refugees to successfully re-integrate upon return to their home countries.

Summary of Needs:

While the need for improved protection and assistance clearly were identified by the Stakeholders, as where strategies to address those needs, UNHCR Kenya is overwhelmed by its workload. Regular staff is overburdened by their respective tasks and have, therefore, limited capacity to lead, oversee, monitor, and assist in the implementation of the projects in any sustained manner. Consequently, a Consultant is necessary to act as the focal point for the implementation of those projects not only implemented directly by UNHCR but also those implemented by Operational Partners, some of whom have not previously worked closely with UNHCR. Where required, the Consultant also will provide technical and legal advice, and throughout the tenure be accountable to UNHCR and donors.

Activities Proposed:

- Preparation and identification of process and procedures to implement projects for those Partners not familiar with UNHCR procedures
- Standardize procedures for all SPCP/CPA projects for better comparative accountability
- Establish clear lines of communication between the various agencies involved in implementing the projects
- Establish or increase liaison with NGOs not ordinarily partnered with UNHCR but are implementing one of the projects

UNHCR BO Nairobi

- Monitor and use existent accountability mechanisms of implemented projects
- Ensure regular progress reports to donors as to the efficacy of continuing a project

Outcome Expected:

The proposed projects will be implemented within the established guidelines with clear accountability and progress reports, which will result in better protection and assistance to refugees and host communities, and increase the potential of successful repatriation programmes.

Suggested Costs: US\$57,600.00 – 86,400.00 (max for 9 months)*

-Consultant costs: \$36,000.00 - \$54,000.00 (max for 9 months)*
-Living Allowance: \$21,600.00 - \$32,400.00 (max for 9 months)*

The Suggested Costs include office space, office equipment, and travel

*** As per standard UN rate**