



UNIVERSITY
OF CENTRAL ASIA



CROSS-BORDER VOCATIONAL EDUCATION IN BADAKHSHAN PHASE II (CVEB II)

Quarterly Report (October - December 2012)

Prepared for: the United States Agency for International Development (USAID)

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Period of Activity: 1 October 2012 – 31 December 2012

Implementing organization: University of Central Asia (UCA)

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Project Start Date: 1 October 2011

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Acronyms Used in this Report

AKDN	Aga Khan Development Network
AKF	Aga Khan Foundation
ATC	Accounting Technology Certificate
CAO	Central Administration Office
CVEB I	Cross Border Vocational Education in Badakhshan Phase I
CVEB II	Cross Border Vocational Education in Badakhshan Phase II
EAP	English for Academic Purposes
ECTS	European Credit Transfer System
FPO	Faizabad Project Office
GBAO	Gorno-Badakhshan Autonomous Oblast
ICDL / ECDL	International/European Computer Driving Licence
LCCI	London Chamber of Commerce and Industry
MS	Microsoft
MOS	Microsoft Office Specialist
PIP	Project Implementation Plan
PMEP	Performance Monitoring and Evaluation Plan
SPCE	School of Professional Continuing Education
ToT	Training of Trainers
UCA	University of Central Asia
USAID	United States Agency for International Development

Activity Summary

Lead Implementing Partner:	University of Central Asia
Other Implementing Partners:	N / A
Activity Name:	Cross-border Vocational Education in Badakhshan Phase II (CVEB II)
Activity Objective:	The CVEB II project aims to continue to foster cross border cooperation and job creation between Afghan Badakhshan and GBAO, Tajikistan, through the provision of training that responds to the needs of the labor market.
Life of Activity:	October 1 st 2011 – March 29 th 2013
Total Estimated Contract/Agreement Amount:	\$400,000
Obligations to date:	\$272,077
Accrued Expenditures 7th Quarter (October - December 2012):	\$43,394
Activity Cumulative Accrued Expenditures to Date (October - December 2012):	\$315,471
Estimated Expenditures Next Quarter:	\$86,970

*Based on current projections

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ATTACHMENTS:

ANNEX A: Revised Workplan

ANNEX B: Revised Performance Monitoring and Evaluation Plan

1. EXECUTIVE SUMMARY

Cross-Border Vocational Education in Badakhshan Phase II (CVEB II) is a one-year program implemented by the University of Central Asia (UCA)'s School of Professional and Continuing Education (SPCE) in the cross-border region of Afghan Badakhshan and the Gorno-Badakhshan Autonomous Oblast (GBO), Tajikistan.

Building on the experience of CVEB I in delivering short cycle education in Gorno-Badakhshan Autonomous Oblast (GBO) in Tajikistan, the overall goal of the USAID-supported CVEB II program is to continue to foster cross border cooperation and job creation between Afghan Badakhshan and GBO, Tajikistan, through the provision of training that responds to the needs of the labor market. This is being achieved by further increasing the capacity of SPCE to deliver relevant and high-quality training to learners in the region; increasing access to short cycle education by administering a scholarship program for Afghans and Tajiks to take SPCE courses in Khorog, Tajikistan; and increasing the quality of the labor market by focusing on future trainers.

In October 2012, SPCE resumed program implementation after a ten-week delay caused by the military events in Khorog in July 2012. Thirty-one beginner level students returned to campus to finish their ICDL and English courses. Additionally, nine new students arrived on campus to start the English for Academic Purposes and Microsoft Office Specialist programs, and to resume the Accounting Technology Certificate program. The table below shows program enrollment status as of the end of the reporting period. The number of students in Afghan programs includes replacements from GBO.

Number of female and male students of CVEB program in Q4

Program	No of female	No of male	Total
IT for Tajiks	4	3	7
EAP for Tajiks	6	1	7
IT/MOS for Afghans	0	13	13
EAP for Afghans	7	8	15
ATC for Afghans	4	13	17
Total	21	38	59

As mentioned in the Q3¹ report, the ten-week delay affected course participation, and some students withdrew from the program. At the end of the current reporting period, three additional female students withdrew from the program owing to family issues and failed exams. The table below summarizes scholarship placements made to date.

Summary of CVEB II scholarship placements Q4

# of Afghans scholarships: Basic level	# of Afghans scholarships: Advanced level	# of Afghans receiving scholarships for second time	# of Tajiks receiving scholarships for basic & advanced level	# of Tajiks receiving scholarships as replacements for Afghans	Total Afghan & Tajik Scholarships Awarded
25	17	20	14	8	84

¹ Q3 refers to July – September 2012. Q4 refers to October – December 2012.

During the reporting period, SPCE also made printed three ICDL textbooks (MS Power Point, MS Access, and MS Outlook& Internet).

Outside of their coursework, CVEB students took part in academic and cultural activities. CVEB learners participated in English clubs with Chris Meoli, an English Language Fellow placed at SPCE Khorog. Additionally, CVEB students participated in a Thanksgiving Day performance at the American Corner in Khorog.

2. PROJECT OVERVIEW, RATIONALE, AND STRATEGY

Afghanistan and Tajikistan's economic growth requires a robust labour force equipped with the skills and the knowledge to meet the demands of today's global economy. Young populations can play a significant role in strengthening the national economies of both Afghanistan and Tajikistan. However, the economic potential of youth and their potential human capital in both countries is hindered by formidable challenges in the education systems of both countries. Instability and a lack of investment have contributed to the deterioration of educational infrastructure, outdated curriculums and equipment, and an acute shortage of qualified instructors at all levels of the education system.

Now in its second phase, the *Cross-Border Vocational Education in Badakhshan* program aims to continue to foster cross-border cooperation and job creation between Afghan Badakhshan and GBAO, Tajikistan. This is being achieved through three specific objectives:

- *Further increase the capacity of SPCE to deliver relevant and high-quality training to learners in the region. SPCE will*
- *Increase access to short cycle education by administering a scholarship program for Afghans and Tajiks to take SPCE courses in Khorog, Tajikistan. SPCE will deliver*
- *Increase the quality of the labor market by focusing on future trainers.*

The project is implemented by the University of Central Asia (UCA)'s School of Professional and Continuing Education (SPCE) in Khorog, Tajikistan. SPCE aims to further the work of educational and workforce development in Central Asia by providing a range of training and professional development opportunities to young people and adults in flexible learning formats.

3. PROGRAM UPDATE

The Program Update is divided by project objective. For each of the three objectives, the following information is provided: 1) An overview of the objective and its baseline status at the beginning of CVEB II; 2) Significant achievements and progress toward targets (taken from the updated Performance Monitoring and Evaluation Plan, attached as Annex B); and 3) Planned activities in the upcoming quarter, according to the approved Workplan (attached as Annex A).

3.1. OBJECTIVE 1: FURTHER INCREASE THE CAPACITY OF SPCE TO DELIVER RELEVANT AND HIGH-QUALITY TRAININGS TO LEARNERS IN THE REGION

MAJOR PROGRESS ACHIEVED

Support for staff of SPCE Faizabad Project Office

The SPCE Faizabad Project Office Manager attended the final semester of the post-graduate course on Sustainable Rural Development from December 12th – 20th, 2012. During the last session, participants sat for exams on course topics including *Rural development and its stakeholders*; *Project planning and management*; and *Appropriate technologies and practices for sustainable development*. Upon successful completion of the final exams, participants will be awarded with certificates from

Indian University of Hyderabad and Ministry of Rural Rehabilitation and Development of Afghanistan. Results will be released in February 2013.

Also during the reporting period, the Student Service Officer attended a training session on using and managing SPCE's student database. Held in Dushanbe, this training took place in Dushanbe from December 4th – 7th and was conducted by a trainer from SPCE's Central Administration Office.

PERFORMANCE VS TARGETS IN PERFORMANCE MONITORING AND EVALUATION PLAN

During the reporting period, the main targets in the Performance Monitoring and Evaluation Plan (PMEP) were:

Indicator	Target	Completed to Date	Status
Item #2: Staff trained in Dari	14 staff trained in Advanced Dari, 15 trained in Beginning Dari	9 staff completed advanced Dari; 8 staff completed basic Dari	Completed
Item #3: Instructors trained in teaching and instructional methods	As needed	0	In progress. 14 English instructors attended Methodology course. Final one-day session to be held in January 2013.
Item #6: Faizabad Project Office staff receiving professional development training	3	3	Completed

PLANNED ACTIVITIES FOR JANUARY – MARCH 2013

The following activities are planned for January – March 2013, as listed in the Revised Detailed Workplan Matrix (Annex A):

Capacity Building of SPCE Staff

As mentioned in the Q3 report, SPCE Khorog organized a Training of Trainers course for 14 instructors of Conversational English and English for Academic Purposes at SPCE Khorog from July 16th – 23rd 2012. In addition to building pedagogical and methodological competencies, the training also explored teacher-training approaches that participants can readily apply in mentoring and training their peers.

SPCE was unable to complete the final day of the training (July 23rd) due to the military action in Khorog's town center. Originally planned for December 2012, the final training will now take place in January 2013 to coincide with the previously determined training schedule of the SPCE trainer. After the training, SPCE's Manager of Academic Affairs and Senior English Instructor will conduct regular observations and provide feedback on the instructors' integration of newly acquired techniques and approaches

3.2. OBJECTIVE 2: INCREASED ACCESS TO SHORT CYCLE EDUCATION BY ADMINISTERING A SCHOLARSHIP PROGRAM FOR AFGHANS AND TAJIKS TO TAKE SPCE COURSES IN KHOROG, TAJIKISTAN

Under CVEB II, SPCE is continuing to deliver Basic Level programs in IT, Cashier / Bookkeeping, and English, and will also develop four new programs: IT for Tajiks (the International Computer Driving License, or ICDL, in Tajik language) and three Advanced Level courses in Dari: English for Academic Purposes (EAP), Microsoft Office Specialist (MOS), and Accounting Technology

Certificate (ATC). Activities listed below under Objective 2 refer to Basic Level programs, except where otherwise noted; Objective 3 covers activities for Advanced courses.

MAJOR PROGRESS ACHIEVED

Delivery of Courses and Programs

During Q3, SPCE concluded delivery of three basic level courses: IT course for Afghans, Conversational English for Afghans, and IT course for Tajiks. The Cashier / Bookkeeping course concluded in Q2.

IT courses for Tajiks (Tajik language)

During the reporting period, the IT Tajik group completed the last three modules of the ICDL program: *MS Access Database*, *MS Power Point*, and *MS Outlook & Internet*.

In Q4, students who previously failed other ICDL modules sat for additional makeup exams. Despite receiving additional consultation, some students failed their third attempts on the Module I and Module V exams. Overall, four students successfully completed all seven ICDL modules; two students passed six modules; and one student passed four modules. Please see the section on “Examinations for International Qualifications” for full exam results.

Conversational English for Afghans

After receiving approval from the Afghan Embassy, Afghan learners returned to Khorog in late September and resumed the course on October 1st. Learners then completed the six classes remaining in this module. Thirteen learners passed the Pre-Intermediate level and then advanced to the EAP program. Two learners received low grades in the final exam of the Pre-Intermediate course; however, upon approval from SPCE, these students were conditionally allowed to begin the first module of the EAP program given their demonstrated commitment and effort in the beginner level courses.

IT courses for Afghans (Dari language)

The IT Afghan group resumed the final module (*MS Outlook & Internet*) on October 1st. The course concluded on October 25th, and students then sat for their final exams.

Upon conclusion of the program, three students successfully completed all six modules; three students passed five modules, and one student passed only two modules. Those students who failed the first Module VII make-up exam will sit for the second make-up exam in January 2013. Please see the section on “Examinations for International Qualifications” for full exam results.

Facilitate Examinations for International Qualifications

IT courses for Tajiks (Tajik language):

During the reporting period, the IT Tajik group sat for exams in three modules of the ICDL program: *MS Access Database*, *MS Power Point*, and *MS Outlook & Internet*. Results are shown in the table below.

#	Module V MS Access Database	Module VI MS Power Point	Module VII Outlook & Internet
1	PASSED	PASSED	PASSED
2	PASSED	PASSED	PASSED
3	FAILED	PASSED	PASSED
4	FAILED	PASSED	PASSED
5	PASSED	PASSED	PASSED
6	FAILED	FAILED	PASSED
7	FAILED	PASSED	PASSED

In Q4, students who previously failed other ICDL modules sat for additional makeup exams. Despite receiving additional consultation, some students failed their third attempts on the Module I and Module V exams. Overall, four students successfully completed all seven ICDL modules; two students passed six modules; and one student passed four modules. The table below demonstrates the final exam results after the second and third attempts:

#	Module I Basic Skills	Module II Using Computer	Module III MS Word	Module IV MS Excel	Module V MS Access Database	Module VI MS Power Point	Module VII Outlook & Internet
1	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
2	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
3	FAILED**	PASSED	PASSED	PASSED	PASSED*	PASSED	PASSED
4	PASSED*	PASSED	PASSED	PASSED	PASSED*	PASSED	PASSED
5	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
6	FAILED**	FAILED*	PASSED	PASSED	FAILED**	PASSED*	PASSED
7	FAILED**	PASSED	PASSED*	PASSED	PASSED*	PASSED	PASSED

* - result after 1st make-up exam; ** - result after 2nd make-up exam.

IT courses for Afghans (Dari language):

Four students passed and three failed the final test of the last module, *MS Outlook & Internet* (see table below for full results). These three students then sat for a make-up exam after receiving additional consultation; as a result, two out of the three learners passed on the second attempt.

Module 7, after first attempt		Module 7, after second attempt	
#	Module VII - MS Outlook & Internet	#	Module VII - MS Outlook & Internet
1	FAILED	1	PASSED
2	PASSED	2	PASSED
3	FAILED	3	FAILED
4	PASSED	4	PASSED
5	FAILED	5	PASSED
6	PASSED	6	PASSED
7	PASSED	7	PASSED

Upon conclusion of the program and make-up exams during the reporting period, three students successfully completed all six modules; three students passed five modules, and one student passed only two modules. Those students who failed the first Module VII make-up exam will sit for the second make-up exam in January 2013. The table below shows ICDL examination results as of the end of Q4.

#	Module I Basic Skills	Module II Using Computer	Module III MS Word	Module IV MS Excel	Module VI MS Power Point	Module VII Outlook & Internet
1	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
2	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
3	FAILED*	PASSED	FAILED**	FAILED*	PASSED	FAILED*
4	PASSED	PASSED	PASSED	PASSED	PASSED	PASSED
5	FAILED*	PASSED	PASSED	PASSED	PASSED	PASSED
6	FAILED*	PASSED	PASSED	PASSED	PASSED	PASSED
7	FAILED*	PASSED	PASSED	PASSED	PASSED	PASSED

* - result after 1st make-up exam; ** - result after 2nd make-up exam.

Produce and Print Learning Resources

During the reporting period, three textbooks (*MS Power Point*, *MS Access*, and *MS Outlook & Internet*) for the ICDL program were printed in hard copy. Electronic versions of all ICDL textbooks were also produced. As with the first four textbooks produced for Modules I – IV, SPCE printed 10 copies of the three newly published textbooks to distribute to current participants in the program. After receiving feedback and approval from the Ministry of Education of Tajikistan, SPCE will publish additional copies of all modules. This follow-on activity would enable these translated books to be used in government schools after the end of the project.

Status of learning materials for CVEB II basic programs

Title of module	Development	Translation	No of pages	Review 1	Review 2	Publication
Basic Skills	Complete	Complete	131	Complete	Complete	Complete
Using Computer	Complete	Complete	70	Complete	Complete	Complete
MS Word	Complete	Complete	113	Complete	Complete	Complete
MS Excel	Complete	Complete	96	Complete	Complete	Complete
MS PowerPoint	Complete	Complete	84	Complete	Complete	Complete
MS Access Database	Complete	Complete	134	Complete	Complete	Complete
Outlook and Internet	Complete	Complete	84	Complete	Complete	Complete

PERFORMANCE VS TARGETS IN PERFORMANCE MONITORING AND EVALUATION PLAN

During the reporting period, the main targets in the Performance Monitoring and Evaluation Plan (PMEP) were:

Indicator	Target	Completed to Date	Status
Item #7 Scholarships awarded	30 scholarships for Afghans; 14 scholarships for Tajiks	25 scholarships awarded to Afghans; 7 awarded to Tajiks	Completed
Item #8 Courses developed and translated	Develop and translate 7 modules of ICDL	7 modules translated	Completed

PLANNED ACTIVITIES FOR JANUARY – MARCH 2013

The following activities are planned for January – March 2013, as described in the Revised Detailed Workplan Matrix (Annex A):

Produce and Print Learning Materials:

After receiving approval from the Ministry of Education of Tajikistan, SPCE will print additional copies of all seven ICDL textbooks. While not included in the original proposal, this activity represents a long-term effort on the part of SPCE staff to integrate ICDL into the official curricula for Tajikistan's government schools. Under the current project, SPCE developed the curriculum and published materials for Tajik learners currently enrolled in the CVEB programme.

Graduation Ceremony

SPCE Khorog will hold a graduation ceremony on March 23rd, 2013. During the ceremony, 14 learners (seven Afghans and seven Tajiks) from the basic level IT programs are expected to receive ICDL certificates. Fifty-nine CVEB scholarship recipients (37 Afghans and 22 Tajiks, including eight replacements) who have completed advanced training will also be awarded certificates.

3.3. OBJECTIVE 3: INCREASED QUALITY OF LABOR MARKET BY FOCUSING ON FUTURE TRAINERS

The advanced level programs aim to address the need for qualified teachers in Badakhshan by providing both advanced content training, as well as methodology training. During the reporting period, SPCE Khorog began delivery of two advanced level programs – EAP and MOS. SPCE Khorog continued delivery of the ATC program after a ten-week delay caused by the Khorog-based military action in July 2012.

MAJOR PROGRESS ACHIEVED

Administer Scholarship Program – Advanced Level:

EAP for Afghans:

SPCE originally allocated 15 scholarships for the EAP program (10 for Afghan learners, and five for Tajik learners). As noted in the Q2 and Q3 reports, SPCE encountered programme implementation delays owing to visa processing problems in 2011 and the Khorog conflict in July 2012. As a result, five total learners (three female) withdrew from the program. SPCE attempted to fill these slots with qualified Afghan applicants. However, upon the start of the EAP program in October, two slots remained unfilled. SPCE therefore filled these two remaining slots with qualified Tajik learners.²

MOS for Afghans:

Thirteen total scholarships were allocated for the MOS program. As mentioned in the Q2 and Q3 reports, eight learners withdrew from the program earlier in the program due to family issues and program implementation delays. In Q4, two female participants withdrew from the program at the last minute, and were replaced with qualified learners from GBAO. Currently, there are 11 Afghan and two Tajik replacement students enrolled in MOS program.

Orientation for Afghan and Tajik Learners

As with previous CVEB II cohorts, SPCE organized an orientation program for Afghan students arriving in October 2012. Orientation sessions were held for both Afghans and Tajik students who joined SPCE during the reporting period. At the orientation sessions, learners received and reviewed SPCE's academic regulations and policies, as well as the terms and conditions of the scholarship. Learners subsequently signed scholarship agreements to formally agree to the terms and conditions. Following the formal portion of the orientation, learners were given a tour around SPCE and its facilities, and learned more about life in Khorog outside of the classroom. The Academic Regulations were included as annexes to the Q1 report.

Facilitate visas for Afghan learners

During the reporting period, visas were issued for 10 Afghan students of the EAP and MOS groups for the period of November 2012 – March 2013. Additionally, SPCE secured visa extensions until

² All candidates for the open EAP scholarship positions submitted applications and completed interviews with the Project Coordinator and Senior English lecturer to ensure a meritocratic and transparent selection process.

March 2013 for the 30 students whose visas expired at the end of December. SPCE encountered no issues with processing and extending the visas.

Delivery of Courses and Programs

During the reporting period, all advanced courses were in progress.

ATC for Afghans:

This program started June 25th with 17 students (15 Afghans, two Tajiks). During the reporting period, students completed two modules: *Basic Accounting* and *Methodology*. In Q4, students sat for the final exam of *Basic Accounting*, with 15 students out of 17 students passing on the first attempt. The two students who did not pass will sit for make-up exams after consultation. Students will complete the final module (*Managerial Accounting*) early March 2013.

EAP for Afghans:

SPCE began delivery of the program on October 15th with 15 students. During the reporting period, two female students withdrew due to family issues, and two additional female students failed in the final exams.³ Therefore, they were replaced with qualified Tajik learners from GBAO. Currently, there are 11 Afghan and four Tajik students in the group.

MOS for Afghans:

SPCE began delivery of the program on November 5st with 13 students (11 Afghans and two Tajiks). During the reporting period, two Afghan students withdrew from the program at the last minute; SPCE therefore replaced these learners with qualified students from GBAO who passed a transparent application process and received subsequent approval from SPCE's Central Administration Office. During the reporting period, students completed the first module, *MS Word Expert*. SPCE is in the process of arranging official examinations.

EAP for Tajiks:

This program began on August 30th with seven Tajik students. During the reporting period, students completed *CEN Intermediate* and *EAP* modules. One male student failed the final exam of the Intermediate level and was replaced with a female student from Khorog whose selection was based on a transparent application process and subsequent approval from SPCE's Central Administration Office.

Advanced Level Course Enrolment

Revised Table:

Programme	No. of Scholarship placements (revised)	No. of Scholarships Awarded	No. Male	No. female	% Male students	% Female students
EAP - Afghans	15	6	5	1*	83%	17%
EAP - Tajiks	7	7	1**	6	14%	86%
ATC for Afghans	17	9	6	3***	67%	33%
IT for Trainers (MOS)	13	6	6	0****	100%	0%

* This is Tajik female

** One male student failed exam and was replaced with female

*** Two are Tajik female students

**** An Afghan female learner withdrew from the program and was replaced with a Tajik male student.

Produce and Print Learning Materials - Advanced Level

During the reporting period, all ATC program materials (Accounting textbook, Accounting workbook, ATC Methodology, Managerial Accounting textbook, and Managerial Accounting

³ The two failing students were the two students who were conditionally admitted to the EAP program, given their poor results in the Pre-Intermediate level.

workbook) were finalised and published. Electronic versions of all ATC program textbooks were provided to SPCE's Central Administration Office.

Status of learning materials for CVEB II advanced programs

Program	Title of course	Development	Translation	Page number A4 format	Review 1	Review 2	Publication
EAP	Purchased						
ATC	Managerial accounting textbook	Done	Done ⁴	134	Done	Done	Complete
	Managerial accounting workbook	Done	Done		Done	Done	Complete
	Basic accounting textbook	Done	Done	116	Done	Done	Complete
	Basic accounting workbook	Done	Done	98	Done	Done	Complete
	Methodology	Done	Done	99	Done	Done	Complete

Facilitate Examinations for International Qualifications

MOS learners will sit for their exams in Q1 2013.

PERFORMANCE VS TARGETS IN PERFORMANCE MONITORING AND EVALUATION PLAN

Due to delays in implementation, targets will now be met in accordance with the revised Workplan. During the reporting period, progress was made toward the following targets in the Performance Monitoring and Evaluation Plan (PMEP):

Indicator	Target	Completed to Date	Status
Item #10 Scholarships awarded for advanced study	45 advanced scholarships awarded	52 total scholarships awarded	Completed
Item #11 Advanced SPCE courses developed/adapted	2 (EAP and ATC)	EAP and ATC courses (2 total) adapted	Completed
Item #12 Advanced learning materials produced	5 textbooks and workbooks in Dari	ATC books and workbooks (5) published	Completed

PLANNED ACTIVITIES FOR JANUARY - MARCH 2013

⁴ All ATC materials were translated from Russian into Dari language.

The following activities are planned for January – March 2013, as listed in the Revised Detailed Workplan Matrix (Annex A):

Delivery of Courses and Programs

EAP, ATC and MOS for Afghans, and EAP for Tajiks will conclude in Q1 2013.

Facilitate Examinations for International Qualifications

In Q1, MOS students will sit for final exams in three modules: *MS Excel Expert*, *MS Power Point Expert*, and *MS Outlook Expert*.

Graduation Ceremony

SPCE will hold a graduation ceremony on March 23rd for those learners successfully completing their programs. In addition to the previously mentioned 14 learners (seven Afghans and seven Tajiks) receiving ICDL certificates, 37 Afghan and 22 Tajik learners are expected to be awarded with UCA certificates for completing advanced level programs.⁵

Open Day Events

For the Afghan students, the Faizabad Project Office will organize an Open Day Event at the end of March. Open Day Events aim to link Afghan program graduates with employment opportunities in their home community, while also promoting the CVEB program.

4. GENDER REPORTING

The table below describes the number of female and male learners enrolled in CVEB programs during Q4. Of the 59 learners studying at SPCE Khorog in Q4, 36% were female.

Program	No of female	No of male	Total
IT for Tajiks	4	3	7
EAP for Tajiks	6	1	7
IT/MOS for Afghans	0	13	13
EAP for Afghans	7	8	15
ATC for Afghans	4	13	17
Total	21	38	59

**Please note that the programs for Afghans includes replacements from GBAO

5. CHALLENGES AND LESSONS LEARNED

Program implementation was delayed due to military conflict in Khorog.

As mentioned in the Q3 report, programme implementation was delayed due to the July 2012 military conflict and ensuing security concerns in the center of Khorog. At the request of the local Afghan representation in Tajikistan, all Afghan CVEB students returned home for the months of August and September. Following the visit of Tajik President Rahmon to GBAO on September 20th, SPCE held meetings with both the Afghan Consulate in Khorog and the Afghan Embassy in Dushanbe. Both offices approved the return of Afghan learners, and SPCE quickly arranged return trips for those learners with valid visas on September 30th. The Tajik MFA subsequently approved visa stamps for advanced level Afghan learners on October 13th. As discussed in this report, class schedules for both the beginner and advanced level courses were adjusted to account for this delay.

Difficulty securing replacements for learners who withdraw from the program

⁵ The 22 Tajiks include eight learners who filled open scholarship spaces after Afghan learners withdrew from the program.

As mentioned in both this report and the Q3 report, some learners withdrew from the program due to the delayed implementation schedule or for family reasons. While SPCE filled these slots through an open application and interview process, the overall process consumes significant staff time, and replacement students end up missing some classes.

MOS international exams

SPCE is working with SPCE's Central Administration Office to arrange and pay for these final exams. As the MOS program offers an international qualification, SPCE must pay for each exam attempt.

6. ANTICIPATED CHANGES TO THE WORKPLAN

SPCE will now hold its graduation ceremony on March 23rd. SPCE will also hold the last day of a Training of Trainers for SPCE instructors in January 2013. The attached revised Workplan reflects these changes.