Cooperative Agreement Nº AID-656-LA-12-00001

Annual Performance Report
October 1, 2013 – September 30, 2014

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I. Program Background

PREPA: *Preparação Laboral para Jovens* (PREPA), formerly known as Youth:Work Mozambique, is a partnership between IYF and USAID/Mozambique under IYF's Youth:Work Leader with Associates Award. With a start date of January 1, 2012, this three-year US$1.2 million PEPFAR project aims to improve livelihood opportunities for highly vulnerable in- and out-of-school youth and members of their household.

Per the agreement, the **objectives** of the program are to:

- Strengthen the employability and entrepreneurship skills of youth and ensure that these skills are aligned with labor market demands so that youth are well equipped for employment opportunities;
- Strengthen the life skills of vulnerable youth through training, particularly related to HIV prevention and adolescent reproductive health; and
- Improve collaboration and build local capacity through alliances, partnerships, and exchanges among training institutes, youth-serving organizations and the private sector.

The **target group** includes orphans and vulnerable children (OVC) between the ages of 15 and 18, youth up to 24 years of age living with HIV and receiving anti-retroviral treatment (ART), and their household members (up to age 24) who are caregivers/provide economic support.

Due to the extremely vulnerable nature of this group, IYF has carefully designed the program activities to properly address the needs of the target population and the needs of the local labor market in order be effective and ensure activities lead to successful outcomes. Hence, the program has been implemented in two phases:

- **Project Year 1 (2012), Pilot Phase:** The original Program Description focused on vocational training in the tourism sector of Cabo Delgado (CD). IYF carefully assessed the local situation in CD, including: the local business environment; the challenges faced by OVCs, youth living with HIV/AIDS and their youth caretakers; capacities of training organizations; and available curriculum focused on the tourism sector. During this phase, IYF attempted to identify and work with a qualified partner to assess the current labor market and emerging trends in CD, create a solid tourism and life skills training curriculum, and test training activities. Assessment findings and IYF efforts throughout Year 1 demonstrated a mismatch between target population size, project goals, job growth, and local partner capacity in CD. As a result, IYF and USAID mutually agreed to a program redesign and change in geographic location for Years 2 and 3 of PREPA.

- **Project Years 2-3: Program Redesign and Expansion:** In the first half of 2013, IYF and USAID redesigned the program approach to allow programming in Maputo province and to expand livelihoods interventions. Under the revised PD, IYF will move beyond "hard skills" technical training to a broader package of livelihoods training. This could include a combination of targeted short-term courses, soft or life skills training, on-the job training and mentoring programs, entrepreneurship training, and other complementary services to increase the employability prospects of target youth. The

length of the courses and other support services and livelihood activities will be determined by IYF and its partners, depending on youth needs, opportunities and partner capacity.

As a result of this program, youth will not only engage in sustainable livelihoods activities, but will be less likely to engage in risk-taking behaviors and more likely to take measures to protect their health. To support this program, PREPA will create partnerships/alliances among public, private and non-profit sectors in order to involve them in the project, maximize resources and add value to youth employability interventions in Mozambique.

II. Key Activities/Summary of Major Results for this Quarter

A. Strengthened OVC Linkages under PEPFAR

Based on clear guidance from AOR [redacted] regarding the importance of ensuring that OVC activities are truly reaching vulnerable target groups under PEPFAR, and that OVCs are being actively referred to various HIV prevention support services, IYF and its partners have made this a strong priority under PREPA over the past year. Everyone understands that these linkages and referral systems are critical for USAID/PEPFAR, so IYF continues to emphasize implementation of these measures for target youth.

UPA was able to strengthen its partnership with local clinics and NGOs that work directly on HIV/AIDS. UPA has partnered with local health organizations supported by FHI360 as well as with ASSCODECHA, a local CBO supported by Population Services International (PSI). These organizations work directly on HIV/AIDS prevention, including testing, guidance and ongoing support for OVCs and people living with HIV/AIDS. All of these organizations have a direct relationship with the local health authorities in Maputo district and the surrounding *bairros* where UPA and its CBO partners work. These organizations, summarized below, have supported UPA to strengthen its HIV/AIDS lessons and support for youth.

Organization	Location	Scope	Relationship with PREPA
Hixikanwe	Ka Mubukwana (all *bairros* including Luís Cabral and Inhagoia)	Support for People Living with HIV	Encouraged its clients and their families to enroll in Cycle 4 of PTS training. Have supported youth living with HIV based on referrals from AKK and ACODESPU's PTS trainings.
KUBATSIRANA	Lhamankulo (Chamanculo C and D)	PLWHA	Referred multiple youth to ACADEC for PTS Cycle 4 training.
KUFUNANA	Ka Mubukwana (all *bairros* including Luís Cabral and Inhagoia)	PLWHA	Encouraged its clients and their families to enroll in Cycle 4 of PTS training. Partnered with FHI360 on a project to provide guidance and testing for PTS trainees.

During the current reporting period, UPA initiated a new partnership with health organization, AMODEFA. A convention between the two organizations has been drafted and is expected to be signed next quarter. Under this agreement, AMODEFA will provide testing, counseling, and male circumcision services to PREPA youth. Next quarter, UPA will be organizing a health fair

to be attended by youth from all four training cycles. The fair will reinforce HIV/AIDS training received during PTS and continue to raise awareness about male circumcision. Testing and counseling services will be offered at the event.

ARISO has developed relationships with the Health Center of Sabié and two clinical partners – KUPONA and Vumbanana – as part of their strategy to reach the target population and deliver effective HIV/AIDS interventions. Both clinical partners helped ARISO identify and select youth that were either infected or affected with HIV to participate in the PREPA training program. They also played an integral role in referring youth to the local health center and in delivering health information during PTS sessions.

ARISO organized 12 lectures, three for each PTS cohort, and invited either KUPONA or Vumbanana to deliver presentations on HIV/AIDS and other sexually transmitted diseases. An average of 18 youth attended each session. The Health Center of Sabié organized a health fair for PREPA beneficiaries and delivered services to those referred by KUPONA and Vumbanana. The Center also assisted ARISO in tracking the number of beneficiaries that were tested or circumcised.

During this quarter, ARISO referred seven youth (2 males/5 females) to health services, four males pursued male circumcision and five more youth (2 males/3 females) were tested for HIV and counseled. The HIV testing occurred during the cooperative kit ceremony (see details below) where the Health Center of Sabié was invited to participate. In addition to the five PREPA beneficiaries, the Health Center also tested 13 community members (4 males/9 females) during the event. These numbers are reflected in the table below.

Health Services Received during quarter

Activity	Male	Female	Total
Male Circumcision	9	n/a	**9**
Testing and Counseling[1]	8	13	**21**
Referrals	2	5	**7**

Responding to the guidance provided by USAID and IYF, **CODD** adopted an important strategic measure by establishing a partnership with Population Services International (PSI-Jeito[2]) at the district level in Matola. This partnership was facilitated by IYF, who contacted FHI360 and requested that both organizations work together through their respective local implementing partners on the PREPA and PCC projects. A partnership agreement was signed by CODD and PSI-Jeito in June for the recruitment/selection of beneficiaries in the three PREPA categories for OVCs, based on PSI's target populations.

As a result of the partnership between CODD and PSI-Jeito, PREPA beneficiaries in Matola regularly received services of HIV/AIDS prevention and referrals. This assured that the project is well-aligned with the objectives of PEPFAR and OVC programs.

[1] This number includes 13 community members who were tested during the cooperative kit ceremony.
[2] PSI-Jeito is an NGO with representation in Mozambique that works in the area of public health (HIV-AIDS/STIs). It is one of the biggest distributors and promoters of the use of condoms in sexual relations, constantly working on sensitization/education about the risks of HIV transmission and other STIs.

PSI has activists/counselors who specialize in HIV/AIDS issues, working at the district level in Matola. They implement their activities with the same target group of youth as PREPA. PSI allocated a specific lecturer/counselor for each neighborhood. Three educational lectures (*sensibilização*) were successfully delivered to PTS participants regarding HIV/AIDS/STI issues (e.g. sexual and reproductive health, family planning, home-based care, voluntary testing and counseling). The lectures were delivered in the three neighborhoods on the following dates:

- First *palestra*: August 1, 2014;
- Second *palestra*: August 13 in Kongoloti and Machava-Sede, and August 20 in Tsalala (due to illness of the lecturer);
- Third *palestra*: August 29, which coincided with the last day of PTS and end of CODD's second training cycle in Matola.

Voluntary counseling and testing was offered at all three lectures in the three locations, along with referrals of HIV-positive youth to health centers for clinical services/antiretroviral treatment and referrals of young men interested in voluntary circumcision. See table below:

Site	Males tested	Females tested	Total tested	Negative test result	Positive test result	Counseled without test	Health Center Referrals
Kongoloti	9	4	13	13	0	0	0
Tsalala	12	17	29	29	0	0	0
Machava-Sede	8	26	34	28	6	1	6
Total	**29** (38.2%)	**47** (61.8%)	**76**	**70**	**6**	**1**	**6**

Of the six youth who tested positive, five were referred to C*entro de Saúde de Machava II* and one to *Centro Saúde de Ndlavela*.

Finally, **FEM** continued to provide specific lesson on the link between health, HIV/AIDS and entrepreneurship to accompany their entrepreneurship training. These lessons were conducted in partnership with facilitations from local ACIDECO and health clinics in each of the three localities. In these lessons youth were referred to the services available by ACIDECO and provided with the opportunity for testing and care.

B. PREPA Pipeline

On July 10, 2014, USAID issued a modification to the PREPA cooperative agreement including incremental funding of $350,000 (up to the full obligation of $1.2 million) and a 3-month no-cost extension to February 6, 2015.

Because of delays related to partners' submission of various milestone documents, as well as long wait times for USAID approval of FOGs/program contracts, PREPA spending and implementation are behind the planned schedule. IYF is currently preparing a detailed request to USAID (under separate cover) for an additional 3-month no-cost extension – through May 6, 2015.

C. Project Updates

IYF staff and partners focused their efforts on the following grant activities, summarized in this table and detailed in the narrative below:

Grantee	Grant Period	Training Locations	July - Sept Training	Previous Cycles	PTS Youth
UPA	FOG #1: May 1, 2013 – April 30, 2014	Peri-urban Maputo: • Chamanculo D • Luis Cabral • Aeroporto B • Inhagoia	Cycle 2 vocational training (**46 youth**): Feb 17- July 4, 2014	Cycle 1 PTS (**79 youth**[3]): July 24-Sept 4, 2013 Cycle 2 PTS (**196 youth**): Oct 2-Dec 11, 2013	680 enrolled 666 completed
	FOG#2 Jan 24, 2014 – Oct 13, 2014		Cycle 4 PTS (**195 youth**): May 9-July 9, 2014 Cycle 4 voc. training (**163 youth**): July 23-Aug 4, 2014	Cycle 3 PTS (**196 youth**): Feb 12-April 14, 2014 Cycle 3 voc. trg (**45 youth**): Feb 2-April 15, 2014	
ARISO	FOG #1: Oct 7, 2013 – Oct 31, 2014	Moamba district: • Sabié • Corumana	Cycle 2 PTS (**83 youth**): May 19-July 12, 2014 Cycle 2 practical avi/ horticulture training (**39 youth**): July 28-Oct 20, 2014	Cycle 1 PTS (**93 youth**): Dec 2, 2013-Feb 26, 2014 Cycle 1 practical avi/horticulture trg (**45 youth**): April 21-May 9, 2014	200 enrolled 176 completed
CODD	FOG #1: Dec 9, 2013 – Oct 13, 2014	Manhiça district: • Manhica-Sede • Palmeira • 3 de Fevereiro Matola district	Cycle 2 PTS (**150 youth** in Matola): July 14-Aug 29, 2014	Cycle 1 PTS (**101 youth**) Jan 13-Feb 24, 2014	300 enrolled 251 completed
FEM	FOG #1 Apr 25, 2014 – Oct 17, 2014	Manhiça district: • Manhiça-Sede • Palmeira • 3 de Fevereiro	Entrepreneurship trg: 3 de Fevereiro and Palmeira (**36 youth**): July 1- July 15, 2014	Entrepreneurship training: Manhiça-Sede and Palmeira (**50 youth**): May 27-June 30, 2014	101 enrolled 86 completed
				CUMULATIVE TOTAL	**1281 enrolled** **1179 completed**

[3] Actual student numbers, accounting for dropouts.

1. UPA

a) *Management*

In August, UPA held meetings with HIGHSCORE and CFP VJ Matilho to explore additional vocational training options for PREPA beneficiaries, specifically targeting professions with high labor market demand. HIGHSCORE would equip youth with the appropriate skills to work in supermarkets and the CFP is exploring the possibility of a course in mechanics and electric cars. These meetings will continue in the next quarter.

UPA is pursuing a Memorandum of Understanding (MOU) with Change the World (CTW) and AKK in an effort to increase access to information technology (ICT) training for the youth in Inhagoia. CTW offered ICT training for 23 PEPFAR youth in July at their center in Magoanine. Despite interest, only eight youth attended these classes as transportation costs have proved prohibitive. The MOU will involve establishing a computer lab at AKK with the assistance of CTW, who will also provide eight computers and three tables. The center is projected to be setup in the period following the national elections and will be used to train Cycle 5 youth.

UPA has submitted a draft proposal for a third FOG[4] with IYF, which would train a fifth cycle of 150 OVCs in life skills and ICT. Once the trainings are complete, UPA will leverage funds from ESSOR to finance the livelihood tracks. As part of the proposal preparation process, UPA sought to solidify a partnership with local health organization AMODEFA, to provide testing, counseling and male circumcision services to Cycle 5 youth. A convention between UPA and AMODEFA has been drafted and should be finalized and signed in the upcoming quarter. In anticipation of FOG3, UPA began recruiting youth for Cycle 5 of PTS. UPA's partner CBOs worked with *Chefes de Quarteirão* to disseminate information about the upcoming training.

By the end of September, 262 youth had expressed interest:

District	Neighborhood	Partner CBO	Cycle 5 Candidates		
			Males	Females	Total
Chamankulu	Aeroporto A/B	AJUDEM	33	37	70
	Chamanculo D	ACADEC	18	28	46
KaMubukwana	Inhagoia	AKK	31	30	61
	Luís Cabral	ACODESPU	36	49	85
		Total	**118**	**144**	**262**

b) *PTS Training Implementation*

During this quarter, UPA successfully completed Cycle 4 PTS training, the last life skills training under the current FOG2. Over the course of the reporting period, UPA continued to support its four partner CBOs to conduct *Serviço Orientação ao Curso* (SOC), *Serviço de Orientação ao Trabalho* (SOT), and *Serviço Orientação Auto Emprego* (SOAE) training for 169 Cycle 4 youth

[4] Whether FOG3 can be awarded will depend on a three-month no-cost extension to PREPA (to May 6, 2015) being approved by USAID.

and offer continued job placement and/or entrepreneurship support to beneficiaries from the previous cycles.

Cycle 4 PTS training concluded on July 9 with 195 beneficiaries (92 males/103 females). There were 15 dropouts, 9 of whom are mothers of young children. These women were unable to find someone to look after their children and as a result were forced to discontinue the course. The remaining 6 (4 females/2 males) left due to a loss of interest. UPA conducted home visits, but were unable to recuperate these dropouts.

Cycle 4 PTS Training (May 9- July 9)

District	Neighborhood	Partner CBO	Cycle 4 PTS Beneficiaries		
			Males	Females	Total
Chamankulu	Aeroporto A/B	AJUDEM	28	20	48
	Chamanculo D	ACADEC	18	30	48
KaMubukwana	Inhagoia	AKK	21	29	50
	Luis Cabral	ACODESPU	25	24	49
		Program Total	**92**	**103**	**195**

c) *Progress on Livelihood Tracks*

After the completion of Cycle 4 PTS training, youth had the opportunity to select one of the three livelihood tracks offered by UPA. As shown in the table below, 169 youth chose to pursue one of the three options. The remaining 26 PTS graduates did not wish to receive livelihood training at this time and will remain in UPA's database so that they can enroll at a later date.

Cycle 4 Livelihood Track Selection

Track	Vocational training			Job orientation			Self-employment		
Gender	M	F	T	M	F	T	M	F	T
Number of Youth	45	51	96	28	28	56	10	7	17

Vocational Training (SOC)

During this quarter, vocational training for Cycles 3 and 4 took place. Of the 96 Cycle 4 beneficiaries selected for SOC, 93 received orientation July 28 through July 31. Cycle 3 youth began vocational training at Metalomecânica and UGC in July and training at Profamília continued as planned. As a result of a miscommunication between UPA and Metalomecânica, no spots had been reserved for the seven PREPA youth hoping to enroll in the industrial electricity course. UPA has since been looking for other centers to absorb these youth. This task has proven difficult as the preferred alternative, CFP Electrotecnica, is undergoing renovation and will not offer any courses this quarter.

UPA is however, in the midst of pursuing an opportunity with Electricidade de Moçambique (EDM) to provide in-house training to PREPA beneficiaries followed by an internship at EDM. A meeting between the two parties was held on September 29 to discuss the possibility. EDM is interested in including more than the seven youth identified for the training, yet still needs to

elaborate a training program and seek approval from the HR department before moving forward. The training status of Cycle 3 youth is shown in the table below.

Training Program	Training Center	No. of Students			Start Date	End Date
		M	F	Total		
Culinary	Profamília	1	6	**7**	June 12	Oct. 19
Pastry Chef		2	4	**6**		
Restaurant and Bar		2	3	**5**		
Housekeeping		1	4	**5**		
Air Conditioning	Metalo-mecânica	4	1	**5**	July 28	Dec. 12
Industrial Electricity		**5**	**2**	**7**	***TBD***	***TBD***
Automotive Electricity	UGC	5	0	**5**	July 7	Oct. 27
Automotive Mechanics		5	0	**5**		
	Total	25	20	**45**		

Career Counseling/Internship/Job Placement (SOT)

Over the past few months, UPA has focused on strengthening relationships with various government, private and non-profit stakeholders to improve their services. They contacted 66 companies over the past three months in search of employment opportunities for the youth (see Annex 1). UPA also sent letters to the city councilmen of the districts of KaMubukwana and Hlamankulu requesting a meeting to discuss the availability of public funds for beneficiaries following the entrepreneurship track.

Between July and September, 58 youth from Cycle 4 received SOT training at AKK and 55 youth were successfully placed into either jobs or internships. In late July, AKK delivered SOT training to the first cohort of Cycle 4 beneficiaries. For the first time, UPA invited their partners and former PTS beneficiaries to the sessions so that they could share their job searching experience and promising practices with the trainees. The first training cohort was composed of 22 youth selected from the 56 who chose this track. Of the 22 youth, 17 (7 males/10 females) successfully completed training. Five youth either did not answer their phones or were reportedly ill.

The second cohorts of Cycle 4 job orientation training occurred in mid-September, each group comprised of 25 beneficiaries. By the end of the three days, 41 youth (18 males/23 females) successfully completed the training. Of the nine who dropped out, one found an internship, two were successfully placed into jobs, and the remaining six claimed that they either did not have time or were not informed of the training details.

During this quarter, UPA successfully placed 25 beneficiaries into internships (12 males/13 females) and 30 into jobs (16 males/14 females). The results are displayed in the tables below.

Internship Placements (July-September)

Company	Occupation	Beneficiaries Placed		
		M	F	Total
Air frio	Air Conditioning	0	2	2
Teclima	Air Conditioning	1	3	4
Maraba residêncial	Hospitality and Tourism	0	2	2
Hotel terminus	Hospitality and Tourism	1	1	2

Qualitys parts	Automotives	3	0	3
Kaya Kwanga	Hospitality and Tourism	0	2	2
Auto Dengo	Automotives	3	0	3
Hotel Santa cruz	Housekeeping	0	2	2
Auto breve	Automotives	0	1	1
Premier Bakery	Bread making	2	0	2
Oficina Tio boa	Automechanics	1	0	1
Hotel Polana	Hospitality and Tourism	1	0	1
	Total	**12**	**13**	**25**

Job Placements (July-September)

Company	Occupation	Beneficiaries Placed		
		M	F	Total
Cerrveja de Mocambique 2M	Delivery	1	0	1
Gulo Dice	Sales Clerk	0	1	1
Residências	Housekeeping	0	1	1
FHI	Activist	0	1	1
Acodespu	Activist	1	0	1
Semafero	Waiter	1	0	1
Water and Sanitation for Urban Poor	Activist	2	2	4
KLM	*Reprográfo*	1	0	1
Premier Bakery	Bread making	4	1	5
Maxis	Hospitality and Tourism	2	3	5
Expoafrica	Sales	1	0	1
Sinoafrica	Dispatcher	1	0	1
Intercampos	Research	0	2	2
Oskar Magno	Sales	0	1	1
ACADEC	Activist	0	3	3
Salina	Seasonal worker	1	0	1
Loja	Sales	1	0	1
	Total	**16**	**14**	**30**

Entrepreneurship

During the quarter, 12 beneficiaries (8 males/4 females) from Cycle 4 received entrepreneurship training. AKK delivered SOAE training from July 28 through August 4. Of the 17 youth selected for this track, one chose not to enroll in the course and four dropped out. One of the beneficiaries was forced to discontinue training after he was hospitalized as a result of a serious accident and another chose to pursue culinary training and thus switched to the SOT track. The remaining two beneficiaries provided no explanation.

The 12 youth divided themselves into three groups, each group developing a business plan and identifying microfinance institutions and associated requirements for accessing loans. The groups are as follows:

Group	Members			Business Idea
	M	F	Total	
I	2	2	4	Hair Salon
II	3	1	4	Producing and Selling Ice Cream
III	3	1	4	Tailoring
	8	4	12	

ESSOR and UPA conducted an internal evaluation of the business plans in August. Beneficiaries had the opportunity to sit down with the evaluators and discuss ways to strengthen their plans. The main obstacle the youth have encountered is access to finance. Microfinance institutions require collateral to apply for a loan, something that the youth do not have. As a possible solution, UPA has suggested that the youth identify a family member or friend with the ability to access credit and allow the youth to take out a loan in their name. This may be feasible with projects that are less capital intensive, such as the ice cream shop.

In August, UPA contacted three microfinance institutions: Africa Works, Moza Banco, and Banco Procredit requesting their participation in a committee to review beneficiaries' business plans. Unfortunately, due to availability constraints, the institutions have yet to be involved.

Between July and August, nine beneficiaries (2 males/7 females) have started their own business and have been receiving follow-up support from UPA. UPA has also continued to conduct follow-up visits with youth entrepreneurs from previous cycles. These visits serve to motivate the youth, monitor their progress, and help them improve their use of various business tools (i.e. tracking expenses and maintaining client records).

New Businesses Developed (July-September)

Cycle	Beneficiary	Activity	Neighborhood
3	[redacted]	Selling bananas and tomatoes	Chamanculo
4	[redacted]	Producing and selling *gulabos*	Chamanculo
4	[redacted]	Selling bread and *badjias*	Aeroporto
3	[redacted]	Selling used clothes	Inhagoia
3	[redacted]	Selling coal	Luis Cabral
4	[redacted]	Selling basic food items	Luis Cabral
3	[redacted]	Selling fish	Chamanculo
4	[redacted]	Selling *Frozy* soft drinks	Luis Cabral
4	[redacted]	Rearing and selling chickens	Aeroporto

d) *Challenges*

Despite delivering quality life skills and employability training to vulnerable youth, including specific sessions on HIV/AIDS prevention, the HIV/AIDS interventions were not considered sufficient during the PEPFAR SIMS visit. During the evaluation, the PEPFAR representative (AOR [redacted]) noted the need to better identify youth living with HIV and develop a clinical referral system. The recommendations are detailed in Annex 2. To better address PEPFAR requirements, UPA has pursued a partnership with AMODEFA, a local health organization, with the intention of better identifying PLWH and developing a system to refer

beneficiaries for testing, counseling, and male circumcision. A convention between the two NGOs has been drafted and is expected to be finalized in the upcoming quarter.

UPA is currently surveying PSI activities in its four neighborhoods of operation to assess the number of PREPA beneficiaries that have sought testing and counseling services. To further strengthen HIV/AIDS intervention activities, UPA is organizing a health fair involving youth from all four cycles. Testing and counseling services will be available at the event and health workers will offer information promoting male circumcision.

2. ARISO

a) *Management*

In the past quarter, ARISO experienced cash flow management issues on the project that resulted in some operational challenges. The first reason for this was that ARISO failed to submit milestone 7 and 8 documents on time (they were 12 weeks and 6 weeks late, respectively), meaning payment from IYF ([redacted]) could not be made. Second, ARISO recently decided to include electric water pumps in the horticulture kits instead of watering cans, a costly item that had not been budgeted for. The size of the land provided by the local government was larger than anticipated, meaning that electric pumps were required to implement agricultural activities effectively.

The resulting operational challenges were the inability to purchase an horticulture kit for one of the cooperatives in Sabié (AJAS), and a delay in the purchase of an aviculture kit for KUTSAKA. As AJAS (Cycle 2) is being trained with APACRIF (Cycle 1), practical training activities continued without interruption using APACRIF's equipment. However, beneficiaries from KUTSAKA (Cycle 2) were unable to begin practical training activities until they received the kit on September 19. Having no reserve funds, ARISO purchased the aviculture kit using borrowed money. The horticulture kit will not be purchased until ARISO fulfills the next milestone obligation (Milestone 7) and receives payment from IYF (projected for mid-October).

b) *Training Implementation*

PTS Cycle 2

Cycle 2 of PTS training occurred from May 19 to July 12. While 100 youth were initially enrolled, there were 5 dropouts before the training began, leading to an official starting group of 95. Of the 95 youth, 83 successfully completed PTS training (52 females/31 males) and 12 chose to discontinue. Of the youth who dropped out, six (3 females/3 males) moved to Moamba or Maputo to seek employment; two males went to South Africa to find work; two females got married and moved to a different town; one male was incarcerated for stealing; and one female passed away from an unknown illness.

Second PTS Training Cycle Enrollment/Completion

Location	Participants Enrolled in PTS			Participants who Completed PTS		
	Male	Female	Total	Male	Female	Total
Sabie	24	24	48	22	23	45
Corumana	13	34	47	9	29	38
Total	**37** (39%)	**58** (61%)	**95**	**31** (37%)	**52** (63%)	**83**

Practical Training Cycle 2

During this quarter, ARISO conducted agri-business entrepreneurship training and practical training in horticulture and aviculture for Cycle 2 participants. Cycle 1 beneficiaries from the horticulture track in Sabié and Corumana also received practical training during this period. As described in the previous report, flooding in the region and poor management from ARISO's head office had caused significant delays in practical training for this group. ARISO remedied the situation by combining Cycle 1 and Cycle 2 horticulture training groups in Sabié and offering simultaneous trainings in Corumana.

Sabié Cycle 1 and 2 trainees began **practical horticulture training** in late July, Corumana Cycle 1 continued until mid-September, and Corumana Cycle 2 began in August. All training groups prepared garden beds, planting cucumbers, onions, tomatoes, kale, lettuce, beets and cabbage (that were later transplanted to the permanent cultivation site); prepared the permanent land; transplanted the aforementioned vegetables; irrigated; planted green beans; weeded; fertilized; harvested; and took actions to control pests and prevent diseases. The beneficiaries in Sabié have already begun harvesting tomatoes, green beans, lettuce and kale. By the end of the reporting period, they had sold 400 kg of tomatoes, 120 kg of green beans and 22 heads of lettuce, receiving a total of [redacted]. The beneficiaries have chosen to consume the kale rather than sell it, as the supply in the market is currently saturated rendering the price insignificant. ARISO predicts that the group in Corumana will begin harvesting in November.

By mid-September, Corumana Cycle 2 beneficiaries had successfully completed all phases of **practical aviculture training** and emerged with [redacted] in earnings. This money is being held by the group's treasurer and will be put towards the activities of their cooperative, PROGRESSO. The cooperative received their kit during the ceremony on September 19 and have since begun caring for the new lot of 200 chicks. The chickens should be fully grown and ready to sell in late October. The group is reportedly very enthusiastic about their progress so far.

Cycle 2 aviculture training in Sabié suffered significant delays during this quarter. Due to the above mentioned financial difficulties, equipment for the training was not obtained until September 19. Training began upon receipt of the materials and must be completed by the end of October, when the FOG ends.

Cooperative Formation

Out of Cycle 2, three cooperatives were formed, involving 39 youth: KUTSAKA; AJAS (*Associação de Jovens Agricultores de Sabie*); and PROGRESSO.

The beneficiaries of Cycle 2 in Corumana decided to join forces and create one cooperative that focuses on both aviculture and horticulture. They reasoned that by diversifying their activities and having year-round production (i.e. can rear chickens during floods or the dry season) they would increase chances of overall success. These youth participated in both types of practical training. For this reason, program activities resulted in the formation of seven cooperatives rather than eight.

The table below contains a comprehensive list of cooperatives created and the number of beneficiaries in each:

Number of Beneficiaries in Each Cooperative

Cycle	Location	Area		Cooperative Details	
		Horticulture	Aviculture	Activity	Name
Cycle 1	Sabie		12	Aviculture	ACRIFAS
		10		Horticulture	APACRIF
	Corumana		11	Aviculture	ACRIFACO
		12		Horticulture	AGRIC
	Subtotal	**22**	**23**		
Cycle 2	Sabié		10	Aviculture	KUTSAKA
		10		Horticulture	AJAS
	Corumana	19		Avi and Horticulture	PROGRESSO
	Subtotal	**39**			
TOTAL		**84**			

ARISO organized a formal ceremony in September to present the aviculture and horticulture kits to the cooperatives. The event was held in Sabié and attended by: the *Chefe do Posto Administrativo de Sabié*; the *Administradora do Distrito de Moamba*; youth beneficiaries; ARISO management; IYF staff; family members of the youth; and community members. As a prelude to the event, ARISO gave the government officials a tour of the training sites in Sabié.

Overall, the *Administradora* and *Chefe do Posto* were impressed with the program and with encouragement and advocacy from the IYF Technical Advisor, promised to enable the legalization of the cooperatives. The *Administradora* further offered to facilitate access to finance through the *Fundo de Desenvolvimento Distrital* (FDD) in the district of Moamba. Details of the event can be found in the trip report at Annex 3.

All cooperatives are seeking legalization and access to finance on the district level. To date, all 7 cooperatives have been endorsed by the *posto* of Sabié and the district of Moamba, but not yet been approved. This process typically takes 15 days. As mentioned above, the local officials have agreed to facilitate this process so it is expected that all cooperatives will soon become legalized.

Delays in the legalization of the cooperatives were largely caused by difficulties in obtaining the required documentation. Each group member needed to present proof of residency, pay the annual personal tax, and have photo identification. Many of the youth did not have money to acquire a Declaration of Residency (50 MT) or pay the tax (100 MT). To solve the issue, the *posto* allowed the youth to apply for the Declaration of Residency on credit (meaning this fee

would be paid once the cooperatives generated a profit) and ARISO paid the tax for 12 of the beneficiaries who were not able to.

The PREPA project in Moamba had a strong impact on OVC beneficiaries and their families/ households. Over the course of the grant period, 176 OVCs received PTS life skills training -- improving their employability and livelihood opportunities, and heightening their awareness of HIV prevention measures. Of these youth, 84 formed cooperatives, 36 secured formal sector employment, and 42 found jobs in the informal sector. With the ability to generate income, the youth greatly contributed to food security in their homes. The community also noted a drastic reduction in the number of young male deaths linked to the poaching of rhinoceroses in South Africa. It is believed that the PREPA intervention discouraged this behavior by providing alternate economic livelihood opportunities.

c) *Challenges*

ARISO acknowledged three main challenges during the quarter: financial management, the legalization of the cooperatives, and the ability to sell produce in the marketplace. The beneficiaries found that the local market did not have the capacity to absorb the new vegetables they were producing and identified a need to expand to other markets. The cooperatives will revise their business plans to factor in transportation costs to reach larger markets that have a higher demand for their goods. The cooperatives focused on aviculture did not have any difficulties in selling their goods in Sabié. They found that the local demand was sufficient to absorb the chickens produced.

Despite the difficulties associated with financial management and the legalization of the cooperatives detailed above, ARISO was able to deliver Cycle 2 practical trainings in aviculture and horticulture during this quarter and the cooperatives (with the exception of one) have received their production kits.

3. CODD

a) *Management*

Key actions taken during the quarter included strengthening linkages between CODD, political authorities/administrative structures and local service providers in the three neighborhoods of intervention. Relationships were also established with local churches so that their infrastructure could be used for PTS training. CODD also reinforced its PTS team by sending two candidates to IYF's recent Training of Trainers. CODD now has a complete team of seven trainers, including the two new people.

b) *Beneficiary Recruitment/Selection*

The preparation process for the second training cycle took into account CODD's experiences and challenges from cycle 1 in Manhiça district. The following steps were taken to recruit youth:

- Contracting of local facilitators to support CODD in the identification and recruitment of candidates for life skills training;

- Identification of spaces/classrooms for training (from two churches and a CBO);
- Identification of suppliers for snacks/beverages for PTS participants;
- Contact with local and community authorities to present CODD and the PREPA project, and to request legal authorization to implement the project in the three target neighborhoods;
- Identification, registration and selection of beneficiaries for PTS training. Since all youth candidates were referred by CODD's PEPFAR partner organization – and thus met the target group criteria for OVCs – CODD made the final selection decisions based on interviews and other vulnerability criteria (e.g. occupational status, availability to follow the training schedule, etc.)

The table below presents the distribution of beneficiaries by gender and location. Of the 150 selected:

- 64% were female and 36% male;
- More than one-quarter (27%) were unemployed;
- The majority of participants (106, about 70%) were students. 49 youth had 5th grade education, 66 had 7th grade education, 27 had 10th grade, and 8 had 12th grade.

Distribution of PTS Beneficiaries

Site	Candidates			Beneficiaries selected			Youth Waiting List		
	M	F	Tot.	M	F	Tot.	M	F	Tot.
Machava-Sede	19	49	68	12	38	50	6	12	18
Kongoloti	36	44	80	18	32	50	18	12	30
Tsalala	30	37	67	24	26	50	6	11	17
Total	**85**	**130**	**215**	**54**	**96**	**150**	**30**	**35**	**65**

c) *PTS Training Implementation*

PTS Cycle 2

PTS training in Matola was delivered at all sites from July 14 to August 29. Morning sessions were held from 9:00-11:00, and afternoon sessions from 13:00-15:00. The cycle 1 dropout rate in Manhiça was high, with about one-third of youth (49 of 150) not completing PTS training. CODD dramatically improved PTS retention in cycle 2, with the following average attendance rates: Machava-Sede: 79.7%; Kongoloti: 73.2%; and Tsalala: 89.9%.

To combat dropouts, CODD made a strong effort to maintain students' motivation in class. During the first two weeks, attendance was relatively low (particularly by youth under age 18). This was immediately corrected through the admission of other interested youth. Since CODD had proactively developed a sizeable waiting list, they were able to replace students who were not responsible or motivated in their attendance. Attendance at morning sessions was generally higher than afternoon sessions.

Weekly Attendance of Participants by Site and Session

Week	Dates	Machava-Sede		Kongoloti		Tsalala		Attendance rate
		AM	PM	AM	PM	AM	PM	
1	14/07/2014	17	19	11	9	14	16	**AM:** 65,7% **PM:** 61,7%
	16/07/2014	20	14	7	14	22	21	
	18/07/2014	20	17	17	13	20	16	
	Avg. attendance	*71.3%*		*47.3%*		*72.6%*		
2	21/07/2014	24	13	20	17	20	25	**AM:** 85,3% **PM:** 73,5%
	23/07/2014	24	15	23	19	21	19	
	25/07/2014	19	13	16	14	25	23	
	Avg. attendance	*71.9%*		*75.9%*		*90.3%*		
3	28/07/201	22	19	22	20	23	24	**AM:** 84,4% **PM:** 82,6%
	30/07/2014	16	21	18	23	23	23	
	01/08/2014	20	16	21	17	25	23	
	Avg. attendance	*75.9%*		*80.6%*		*93.9%*		
4	04/08/2014	24	20	20	15	25	25	**AM:** 89,2% **PM:** 81,2%
	06/08/2014	22	19	20	18	28	24	
	08/08/2014	22	20	19	17	24	25	
	Avg. attendance	*84.6%*		*72.6%*		*98.6%*		
5	11/08/2014	22	19	18	17	23	24	**AM:** 82,2% **PM:** 83,5%
	13/08/2014	22	21	17	25	24	25	
	15/08/2014	22	22	19	21	18	23	
	Avg. attendance	*85.3%*		*72%*		*91.3%*		
6	18/08/2014	22	18	21	14	24	23	**AM:** 88,8% **PM:** 81,7%
	20/08/2014	22	21	21	19	23	21	
	22/08/2014	22	20	21	23	24	25	
	Avg. attendance	*83.3%*		*79.3%*		*93.3%*		
7	25/08/2014	22	21	23	15	20	24	**AM:** 87,1% **PM:** 85,7%
	27/08/2014	22	19	22	24	19	22	
	29/08/2014	22	22	22	21	24	25	
	Avg. attendance	*85.3%*		*84.6%*		*89.3%*		

d) *Challenges*

One challenge was that one of the PTS trainers was unable to fulfill his duties as planned due to a serious car accident of family members in week 2 of PTS. As a result, the CODD director had to serve simultaneously as a replacement PTS trainer and the coordinator/manager of overall PREPA project. It is hoped that in the next cycle, the CODD director will be able to focus more on oversight of PTS trainers rather than direct training delivery.

Low attendance/participation by beneficiaries in the first two weeks of PTS training was also a challenge. It was addressed by initially including more than 25 youth in each session (to compensate for dropouts) and enrolling youth from the waiting list.

Finally, in Tsalala neighborhood, the priest who had rented training space to CODD at the church cancelled the arrangement in week 4 of training. This was in response to community members questioning the use of the worship space for training. CODD was urgently obligated to find an alternative space in the neighborhood for the last three weeks of PTS. While the space was functional, it was not as good as the original space.

4. FEM

a) *Management*

FEM's management of entrepreneurship training in the district of Manhiça was handled by a team comprised of two FEM technical specialists in EMPRETEC and Farming as a Business (FaaB) curricula; three experienced local facilitators; and three ACIDECO activists that facilitated the recruitment of youth. This team was able to effectively manage the follow-up work (*acompanhamento/seguimento*) from July to September.

FEM has a very positive working relationship with ACIDECO, a local CBO in Manhiça. ACIDECO established a partnership with FEM in the same way they did with CODD (for PTS training). In this case, the partnership covered the following activities:

- Facilitation of contacts between FEM and local authorities (at the district, municipality and local levels in all sites);
- Recruitment of qualified youth participants;
- Identifying appropriate training space for rental by FEM; and
- Identifying someone to cook meals for students on-site

b) *Recruitment/Selection of Candidates*

The target group for FEM's entrepreneurship training was the cohort of 101 youth who successfully completed CODD's PTS training. To reach this group, FEM conducted individual interviews[5] and made various outreach efforts to invite OVCs to participate in follow-on EMPRETEC/FaaB training. Intermediaries were also involved in outreach, including ACIDECO, activists, and local facilitators that did the initial recruitment, plus neighborhood structures.

Despite these strong recruitment efforts, only 74 of the 101 PTS graduates enrolled in FEM's training. The remaining 27 students recruited were non-PTS graduates, as shown below. As a basis for selection of candidates who did not graduate from PTS, FEM used the same process that CODD had used for initial PTS recruitment – selecting youth that met one of the three PREPA categories of vulnerability from the universe of ACIDECO's OVC population.

[5]For all candidates, FEM used a selection survey that contained questions about their social conditions, entrepreneurial potential, and predisposition to establish an income-generating activity.

Site	Course	Enrolled in training		
		Total	PTS graduates	Other OVCs
Manhiça-Sede	EMPRETEC	17	12	5
	FaaB	17	14	3
Palmeira	EMPRETEC	17	15	2
	FaaB	17	9	8
3 de Fevereiro	EMPRETEC	33	24	9
	Total	**101**	**74**	**27**

FEM's efforts to enroll 100% of PTS graduates in entrepreneurship training were not entirely successful due to several factors: (1) Some had returned to formal school and were not interested in pursuing income-generating activities; (2) It was difficult to find all of the PTS graduates since some of them had moved away from Manhiça, some had changed telephone numbers, and some were not contactable; (3) Some of the youth who had been interviewed by FEM and said they were going to take part in training later either disappeared or said they were no longer interested in participating; and (4) Some PTS graduates were engaged with other community members in seasonal work (i.e. sugar cane harvesting) in the fields of MARAGRA and Xinavane.

Age Distribution of Beneficiaries

Sites	Number	Years of Age								
		16	*17*	*18*	*19*	*20*	*21*	*22*	*23*	*24*
Manhiça-Sede	34	3	2	3	4	7	6	3	3	3
Palmeira	34	2	4	3	4	5	4	3	6	3
3 de Fevereiro	33	6	3	4	5	8	2	1	2	2
TOTAL	**101**	11	9	10	13	20	12	7	11	8

Of the 101 youth enrolled in entrepreneurship training, 30 were between ages 16 and 18. This is consistent with the fact that older youth are better situated and more interested in engaging in self-employment, given their maturity, experience levels and family responsibilities. As we observed during CODD's PTS training, a significant number of candidates were secondary school students, which contributed to a high dropout rate. Therefore the smaller number of younger OVCs enrolled in entrepreneurship training seems to indicate that parents and schools are doing a good job of keeping youth in school. It also shows that entrepreneurship activities are more likely to be attractive to older adolescents and young adults.

c) *Implementation of EMPRETEC and FaaB Training*

Classes were delivered by FEM according to the following schedule:

Sites	EMPRETEC training (8 days)		AM session	PM session	EMPRETEC Attendance
	Start date	End date			
Manhiça-Sede	May 27	June 3	8:00 to 13:00	14:00 to 17:00	100%
Palmeira	June 23	June 30			95%
3 de Fevereiro	July 8	July 15			91%
	FaaB training (4 days)				**FaaB Attendance**
Manhiça-Sede	June 5	June 8			100%
Palmeira	July 1	July 4			93%

Of the 101 youth who enrolled, a total of 86 successfully completed training: 88% of the PTS cohort (65 of 74 youth) and 78% of the non-PTS cohort (21 of 27 youth). The highest dropout rate (40%) occurred in 3 de Fevereiro, where 13 young people (7 males/6 females) were interviewed by FEM and confirmed their interest in training, but subsequently never attended class and could not be tracked down for follow-up.

Site	Course	Completed training		
		PTS cohort	Others	Total
Manhiça-Sede	EMPRETEC	12	5	17
	FaaB	14	3	17
Palmeira	EMPRETEC	15	1	16
	FaaB	9	7	16
3 de Fevereiro	EMPRETEC	15	5	20
	Total	**65**	**21**	**86***

* 53 EMPRETEC and 33 FaaB

As shown below, more than half of enrolled youth that successfully completed training were female. The greatest difference was in Palmeira (21 female /11 male graduates). This is related to the greater mobility of men in rural areas vs. the tendency of women to remain in one location. Men in areas like Palmeira and 3 de Fevereiro tend to migrate to nearby urban centers or to South Africa in search of better work opportunities – turning many rural zones into majority female populations. Since Manhiça-Sede is now a municipal hub, more men tend to migrate there from the interior of the district.

Gender Distribution of Youth

Site	Candidates enrolled			Graduates		
	Male	F	Total	M	F	Total
Manhiça-Sede	18	16	34	18	16	34
Palmeira	13	21	34	11	21	32
3 de Fevereiro	18	15	33	11	9	20
TOTAL	49 (48.5%)	52 (51.5%)	101	40 (46.5%)	46 (53.5%)	86

According to the trainers' observations, the biggest difference between students was related to their level of commitment to their work, their attitude towards training, and their motivation to write their business plans. Palmeira stood out from the other sites due to the strong enthusiasm, attendance and performance demonstrated: of the 34 participants, 22 had completed their business plans by the end. In general, the students had the academic background to understand the content administered and complete their business plan, as the majority were studying/had completed the basic secondary level. The big gap was in the lack of practical business experience, since most of the youth had previously pursued common employment alternatives (e.g. seasonal work) rather than self-employment. Thus most participants experienced systematic entrepreneurship training and support for the very first time.

Regarding youths' observations about the training, they suggested that both courses be extended: FaaB from 4 days to one week and EMPRETEC from 8 to 9 days. In the monitoring

visit conducted by IYF to Palmeira (see Annex 4), it was clear that the FaaB course's content, materials and reading assignments would have been more easily completed if students had more time. Thus IYF concurs that extending FaaB training would be beneficial. FEM should decide whether adding one day to EMPRETEC is needed/advisable in the future. The evaluations completed by all students indicated a very positive assessment of the courses, the facilitators and the materials. They felt that both the content and the experiential learning exercises would greatly contribute to the new direction they want to take in their lives – self-employment and entrepreneurship.

d) *Follow-up and Support for Potential Entrepreneurs*

For youth in each locality, three follow-up sessions were conducted after EMPRETEC and FaaB training:

Dates of Follow-up Visits		
Manhiça-Sede	**Palmeira**	**3 de Fevereiro**
June 26	July 28	July 30
June 27	July 29	July 31
August 1	August 4	August 6
August 2	August 5	August 7
Sept. 29	Oct. 1	Sept. 26
Sept. 30	Oct. 3	Sept. 27

The follow-up process consists of coaching and orientation for beneficiaries over three stages, during which they undertake **six development phases** of business planning:

1. Business activity chosen and well explained
2. Business information search completed
3. Business plan version 1 submitted to the advisor
4. Business plan version 2 submitted to the advisor
5. Business plan under final improvements
6. Business plan ready to be implemented

Of the 86 youth who completed training:

- 76 youth were still in the program after the third follow-up session, while 10 had dropped out during the business plan development process;
- 51% of the beneficiaries are in the final stages of consolidating their business plans. 41 business plans are completed and ready to be implemented: 9 in Manhiça-Sede, 22 in Palmeira and 10 in 3 de Fevereiro.
- Palmeira is the site with the most significant results: of the 44 trainees in phases 5 and 6, 22 are based in this locality. Palmeira also had the greatest number of business plans completed and ready to implement;
- As shown in Annex 5, 76 youth have chosen or are interested in pursuing 27 different types of businesses: local grocery store (32); poultry farming (7); sales of vegetables and plants (7); production and sales of sugarcane (3); IT/electronics/taping (3); and others.

Overall, the EMPRETEC and FaaB entrepreneurship training culminated with preparing youth to begin an income-generating activity that would help them economically support their households. Youth acquired knowledge and management practices that will permit them to analyze various entrepreneurship opportunities, having been equipped to establish a business plan – "what to do" and "how to do it."

At the end of the follow-up process, beneficiaries presented 41 completed business plans ready for implementation and funding. This represents 48% of the graduating cohort of youth, and 54% of those who fully participated until the end of FEM's follow-up process. 10 youth (two in Manhiça-Sede, four in Palmeira and four in 3 de Fevereiro) have already started business activities.

Throughout the quarter, FEM collaborated with local entities with the aim of involving PREPA youth in income generating initiatives promoted at the local level by the Municipal Council of Manhiça. In partnership with the business INCAJÚ, the Municipal Council plans to scale up the planting of cashew trees for the production of cashew nuts for domestic consumption and commercialization (potentially for export). In this way they hope to reinvigorate the previously well-explored potential of Manhiça as a large producer of cashew nuts. There is currently opportunity for people with appropriate land to benefit from this project. INCAJU is looking for landowners to plant cashew tree seedlings and manage a plantation. Six PREPA youth beneficiaries who have their own land applied to be selected by the Municipality to participate INCAJU project.

Two other PREPA beneficiaries submitted land requests to the Municipal Council to implement their business initiatives; they are now on a waiting list. For these cases, FEM interceded with the Municipality on behalf of the youth, giving positive information about both their training performance and entrepreneurial potential. It is hoped that FEM's intervention will increase the chances of the youth's requests being approved.

e) *Challenges*

During this quarter, FEM faced two main challenges: program dropouts and support from local authorities. Only 48% of the graduating cohort of youth produced complete business plans. To increase the number of beneficiaries successfully completing all aspects of training, FEM believes that they should closely monitor any subsequent recruitment of program candidates. FEM would like to ensure that the beneficiaries meet the necessary requirements for success, including past entrepreneurial experience, or a proposed business plan, and not be currently enrolled in formal secondary education. Furthermore, FEM found the follow-up phase to be too short. Despite positive results with the entrepreneurship training, FEM would have liked the tracking process extended by three months. This would allow the trainers to accompany the beneficiaries and provide support throughout the entire process of business creation and better evaluate results of the initiatives.

In an effort to strengthen support from local authorities, FEM kept the officials fully informed throughout the intervention process by providing regular updates and sharing data concerning

entrepreneurship training and the creation of small businesses.[6] During these encounters, FEM discussed the expectations of the beneficiaries, the support required by the local government, and the possibility of the inclusion of PREPA youth in future local development projects (as they have acquired skills that give them a competitive advantage over other candidates).

FEM had also been in discussions with the FDD of Manhiça District in hopes that PREPA youth could access finance. Unfortunately, funds can no longer be administered during this calendar year in light of national elections and the youth will have to wait until next year (2015) to submit applications. It is apparent that FEM must conduct further follow-up with local authorities, in order to secure self-employment support for the youth. This support is important to reinforce their businesses plans.

5. ICEM

Instituto de Capacitação e Empreendedorismo de Moçambique is a Mozambican company that develops programs and initiatives for children, adolescents and adults focused on capacity building and entrepreneurship. ICEM inspires and educates potential entrepreneurs, and helps people to structure an idea into a business plan, including supporting the implementation of the project during the first months. ICEM also has great capacity to develop leverage partnerships that guarantee the mobilization of resources towards their project (e.g. municipality support, media appearances, good relation with banks and other entities that can help with logistics).

IYF would like to issue an award to ICEM to carry out entrepreneurship training for 112 PREPA beneficiaries that recently graduated from life skills training implemented by CODD. The two organizations will provide complementary services to the same group of youth beneficiaries.

ICEM's intervention will be conducted in two phases: entrepreneurship training and business startup support. The organization will provide 10 days of entrepreneurship training, during which the beneficiaries will develop a viable business plan. There will be four training groups, each cohort with 28 participants. In the second phase, youth will start their business and receive 2 months of support and guidance. Trainers will help the trained beneficiaries formalize their business, access finance, and open a bank account. Training will be conducted in three peri-urban localities in the district of Matola, Maputo province: Machava, Kongolote, and Tsalala.

The PREPA team has completed their due diligence review of ICEM and finalized the proposal and budget. **A request for approval was sent to USAID/Mozambique on October 7, 2014 and is still pending.** Upon receipt of USAID approval, IYF will issue a fixed fee program contract to ICEM and training will begin immediately.

[6] Including the *Administrador do Distrito*, *Presidente do Concelho Municipal*, *Chefe do Posto Administrativo* and *Chefe da Localidade*.

III. Monitoring and Evaluation

Baseline surveys have been conducted with all youth regarding their situation and attitudes at the end of PTS training, using a "retrospective baseline" methodology to more accurately gauge youths' attitudes upon beginning PTS. Exit surveys are scheduled to be conducted six months after youth complete all project activities (e.g. livelihood services) to assess the changes in their attitudes and level of resiliency.

Because the project has nearly 2500 surveys to enter (between baseline and exit), the project is working through a backlog in data entry – compounded by the difficulty PREPA partners have experienced in tracking down many youth 6 months later. We have a dedicated consultant working on survey data entry, so will have everything up to date in November.

IV. Key Activities Planned for next quarter

If USAID approves another 3-month no-cost extension – to May 6, 2015 – the PREPA project would potentially be able to reach approximately 820 additional youth with PTS and entrepreneurship training, as well as HIV/AIDS prevention services, by March 31, 2015:

<table>
<tr><th>Oct 2014</th><th>Nov 2014</th><th>Dec 2014</th><th>Jan 2015</th><th>Feb 2015</th><th>March 15</th><th>Apr 2015</th><th>Number of Youth Enrolled</th></tr>
<tr><td colspan="3">UPA Cycle 5 PTS</td><td colspan="3">UPA Cycle 6 PTS</td><td rowspan="5">CLOSE OUT ACTIVITIES</td><td>300</td></tr>
<tr><td colspan="3">CODD
Cycle 3 PTS
Boane</td><td></td><td></td><td></td><td rowspan="2">300</td></tr>
<tr><td></td><td></td><td></td><td colspan="3">CODD
Cycle 4 PTS
Location TBD</td></tr>
<tr><td colspan="4">ICEM entr'p training and follow-up
Cycle 2 Matola</td><td></td><td></td><td>110</td></tr>
<tr><td></td><td></td><td></td><td colspan="3">ICEM entr'p training and follow-up
Cycle 3 Boane</td><td>110</td></tr>
<tr><td colspan="7">Additional youth that could be trained</td><td>820</td></tr>
</table>

With the current end date of February 6, 2015, all subgrant activities must be completed by December 31, 2014. Since the 2.5 month ICEM program in Matola still has not been approved by USAID, it would be impossible to start-up and complete those activities before Christmas.

IYF is currently preparing a detailed budget and implementation plan for the no-cost extension period through May 6 – it will be submitted to USAID in early November.

Annex 1 – Companies Contacted by UPA

Contacted in July

Pessoa de contacto	Responsável pela pesquisa	Empresa	Posto de trabalho
[redacted]	[redacted]	Sobrilho auto	Batechapa
[redacted]	[redacted]	Ad Logistics	Sócio
[redacted]	[redacted]	Guest house Lokal	Proprietaria
[redacted]	[redacted]	Air frio	Gerente
[redacted]	[redacted]	Maraba residencial	Director executivo
[redacted]	[redacted]	Zambi	Proprietário
[redacted]	[redacted]	Hotel terminus	Director de RH
[redacted]	[redacted]	Somotor mocambique	Recursos humanos
[redacted]	[redacted]	Auto Breve	Proprietario
[redacted]	[redacted]	Josclima lda	Director geral
[redacted]	[redacted]	Restaurante Piripiri	Gerente
[redacted]	[redacted]	Parmalat	Recursos humanos
[redacted]	[redacted]	Mozambique Holdings	Manager Sales
[redacted]	[redacted]	Hotel Santa Cruz	Responsavel dos recursos humanos
[redacted]	[redacted]	Visao Auto	Conselho de gerencia
[redacted]	[redacted] *	Carpintaria mercenária e estofaria tinga.	Director geral
[redacted]	[redacted] *	Vio garage	Proprietário
[redacted]	[redacted]	Dhocolo churasqueira	Gerente
[redacted]	[redacted]	Kayakwanga	
[redacted]	[redacted] *	Sotema lda	Recepcionista
[redacted]	[redacted] *	Britsh American tobaco	Recepcionista
[redacted]	[redacted]	Pastelaria Neuras	Auxiliar de gerente
[redacted]	[redacted]	Auto Dengo	
[redacted]	[redacted]	Pizzaria Miamo	Sócia

Contacted in August

Pessoa de contacto	Responsável pela pesquisa	Empresa	Posto de trabalho
[redacted]	[redacted]*	**Maxis Restaurante**	Sócia
[redacted]	[redacted] [redacted]*	CFJ International	Auxiliar de gerente
[redacted]	[redacted]	Auto Jams	Vendedor
[redacted]	[redacted]	Reprografia Gracielle	Secretária
[redacted]	[redacted]	Sumeira Center Supermercado	Responsável pelo Stock
[redacted]	[redacted]	Tecno Frio	Secretária
[redacted]	[redacted]	Brighto tintas	Director de Marketing
[redacted]	[redacted]	Kubatsira	Gerente sócio
[redacted]	[redacted]	Car Care	Gerente
[redacted]	[redacted]	Serelharia e Latoaria Langa	Gerente
[redacted]	[redacted] [redacted]	Bom Garfo	Responsável por efectuar parcerias
[redacted]	[redacted]ne e Belinda Pene*	Classic Securyty	Administradora
[redacted]	[redacted] [redacted]	Wine Lovers	Gerente
[redacted]	[redacted] [redacted]	Auto Haji Lda	Gerente
[redacted]	[redacted] [redacted]	Guest House Kenia	Recepcionista
[redacted]	[redacted]	Auto Star Bell	Gerente
[redacted]	[redacted] [redacted]	Fatimas Bakers Park	Auxiliar de gerência
[redacted]	[redacted] [redacted]	Mabuko	Secretária
[redacted]	[redacted] [redacted]	Help Mult Service	Directora de RH
[redacted]	[redacted]	Premier Bakery	Sócio
[redacted]	[redacted]	Guest House Lokal	Proprietária
[redacted]	[redacted]	Air Frio	Gerente
[redacted]	[redacted]	Hotel Terminus	Director de RH
[redacted]	[redacted]	Auto Breve	Proprietário
[redacted]	[redacted]	Parmalat	Recursos Humanos
[redacted]	[redacted]	Hotel Santa Cruz	Responsável dos Recursos Humanos
[redacted]	[redacted]	Visao Auto	Conselho de Gerência
[redacted]	[redacted]	Carpintaria merce-nária e estofaria tinga.	Director-Geral
[redacted]	[redacted]	Vio garage	Proprietário
[redacted]	[redacted]	Kayakwanga	
[redacted]	[redacted]	Auto Dengo	

Contacted in September

Pessoa de contacto	Responsável pela pesquisa	Empresa	Posto de trabalho
[redacted]	[redacted]	Auto-Madjide	Mecânico
[redacted]	[redacted]	Eletro Lhenguane	Escriturário
[redacted]	[redacted]	Mornas campany Car wash	Vendedor
[redacted]	[redacted]	General Steel Work	Gestor de Vendas
[redacted]	[redacted]	Ms Xpress	Bate chapa
[redacted]	[redacted]	Oskar Magno	Secretária
[redacted]	[redacted]	Papu Take away	Gerente
[redacted]	[redacted]	Auto Satr	Gerente
[redacted]	[redacted]	Hotel Terminus	Recursos Humanos
[redacted]	[redacted]*	Residência	Proprietária
[redacted]	[redacted]	Residência	Proprietária
[redacted]	[redacted]	Agenciamento	Intermediário
[redacted]	[redacted]	Maputo Waterfront	Proprietária
[redacted]	[redacted]	Guest House Lokal	Proprietária
[redacted]	[redacted]	Hotel Santa Cruz	Responsável dos Recursos Humanos
[redacted]	[redacted]	Visão Auto	Conselho de Gerência
[redacted]	[redacted]	Hotel Cardoso	Auxiliar de Gerência
[redacted]	[redacted]	Auto João	Proprietário
[redacted]	[redacted]	Lakos Gráfica	Proprietário
[redacted]	[redacted]	Vio Garage	Proprietário

Annex 2 -- Monitoring Visit of USAID to ONG UPA

Tuesday, September 30, 2014

Attendees: [redacted] (USAID); [redacted], [redacted], [redacted], [redacted] (ONG UPA), [redacted] (ONG UPA/AKK), and [redacted] (IYF).

Topic: Site monitoring visit of USAID to ONG UPA activities, under PREPA program. Implementation of new PEPFAR Monitoring process and instrument to partner organizations

Background: PEPFAR is implementing a new instrument to monitor partner's activities. Their main goals are: to establish a standardized methodology and information collection questionnaire, and implement a more concrete and objective assessment of project implementation.

Highlights:

- The first step was ONG UPA to read and sign the consent. IYF had to sign it as witness;
- The issues related to HIV were considered not sufficiently approached by ONG UPA, which requires a strong intervention in order for the project to be aligned with PEPFAR goals;
- ONG UPA needs to improve in the following areas:
    - Creation of a **Code of Conduct** for their work with children and youth. This code should have non-discriminatory clauses to protect beneficiaries and colleagues from stigma and discrimination because of their HIV status;
    - The project needs a **closing strategy** (clear guidelines on the end of the activities, and sustainability plan for the beneficiaries);
    - **Target groups** of ONG UPA intervention (according to the attendance lists) are mostly over 18 years old. For this group, the main criteria for this PEPFAR project is to tackle youth under category PLWH or affected (infected or affected by HIV/AIDS). According to the application forms information, the beneficiaries of the project did not show alignment with the PEPFAR target group. Unless these things are corrected and remedied, ONG UPA will not be able to benefit from future funding under PEPFAR;
    - [redacted] noted that the **UPA questionnaire** is very generic and did not ask relevant questions about household members related to their HIV-AIDS status. He also commented that the questionnaire is confusing about who the questions are directed to. Sometimes, for the same question, the respondents answer about themselves; other times the questions are about their parents. An example was a question about the parental status of the respondent in the house, where the question asks about the number of children. Some answers indicate the number of brothers and sisters, and not about themselves in terms of the number of children they may have. This illustrates that the questionnaire needs to be clear and better aligned with the purposes of the home assessment;

- UPA should work in **partnership with AMODEFA, PSI, PCC, and RENSIDA** to identify the project targeted youth who are under TARV or pre TARV, and list them as PREPA beneficiaries. The partnership should be implemented through a closer connection between UPA and those clinical partners, who should sign an MoU as PEPFAR partners, covering not only the recruitment and selection of the candidates, but also providing the necessary assistance of the beneficiaries in terms of clinical care, through the use of the referral system that other partners are implementing (i.e. FHI360 has a very useful referral system); and
- ONG UPA should have to establish a **system to enable beneficiaries to report irregularities** or any deviant behavior. This would also enable UPA to improve the HIV friendliness of their facilities and program. [redacted] explained that to avoid any chances of bullying, discrimination, and stigma, the training facility should have:
  - a mailbox where participants can anonymously post their complaints
  - a poster on the wall with a phone number for participants to report complaints

<u>Next Steps:</u>

- USAID will share:
  - Code of Conduct designed by FHI360 which was submitted to the Ministries of Women and Social Action (MMAS);
  - Referral reports in use by clinical services to refer people who are ill;
- IYF will remind USAID to send:
  - Code of Conduct sample from FHI360
  - Referral report samples
- Monitoring visit to IYF:
  - [redacted] informed that IYF is listed to be monitored under the new monitoring process. IYF should be prepared to show files for Data Quality Audit soon.
- ONG UPA must:
  - Establish an HIV-AIDS counseling and testing unit with a clinical referral system in order to be aligned with PEPFAR project requirements. [redacted] emphasized that the unit would be very useful to ONG UPA, since it would provide readiness to effectively tackle HIV-related issues. He mentioned that ONG UPA should not change their core activities. They have to add HIV-AIDS counseling and testing services to it;
  - Provide appropriate training on HIV/AIDS to the staff, to enable them to deliver proper HIV/AIDS training to the beneficiaries, as well as to refer the participants to the appropriate clinical services in the neighborhood when needed.

[redacted]
October 03, 2014

Annex 3 -- ARISO Trip Report

Monitoring Visit of ARISO's PREPA Activities in Sabié

Activity: Monitoring Visit of PREPA/ARISO in Sabié Places visited: Sabié Date of Mission: September 19, 2014 Participants: [redacted] (Technical Advisor) and [redacted] (Program Coordinator)	
Departure from Maputo: 6h30 Arrival in Sábie: 8h40	Departure from Sábie: 15h30 Arrival in Maputo: 19h30
Vehicle: Calibra Chevrolet (hired from AVIS) Trip Distance: about 170 km (one way)	

The purpose of this visit was to monitor the progress of PREPA activities in Sabié and to attend a ceremony organized by ARISO to hand over the horticulture and aviculture kits to the beneficiaries. Our counterparts from ARISO, [redacted] (Project Coordinator and PTS trainer), [redacted] (PTS trainer) and [redacted] (President of ARISO Board of Directors) were present.

Kit Handover Ceremony

- The event did not start at 8h20 as planned (see schedule in annex 4a). There were two reasons for this delay: 1) The *Chefe do Posto* of Sabié was attending a funeral in Corumane; and 2) Many of the PREPA beneficiaries had been selected to help administer the upcoming election and were obligated to attend a training session scheduled for the same time as ARISO's event. To resolve the conflict, a meeting was held at 9h00 between [redacted] (ARISO), the *Administradora de Moamba*, the *Chefe do Posto Administrativo de Sabié* and IYF staff. It was decided that ARISO's event should begin immediately and that the beneficiaries attending the election training could take their break when it was time for the kits to be presented.
- Shortly after agreeing on the new timeframe, the Administrator, *Chefe do Posto* and IYF staff were taken by ARISO and select beneficiaries to see the work of an aviculture cooperative and the horticulture training site in Sabié.

Horticulture

We visited the training site of Sabié Cycle 1 and Cycle 2, where a male trainer told us about the group's work. They had planted 2kg of beans and 100g each of lettuce, onions, tomatoes and kale on 1.5 hectares of land. The beans are currently being harvested and sold at a market in Maputo.[7] The trainer claimed that that the field has the potential to produce "25 tons" (50,000 pounds) of tomatoes, which seems like an overly optimistic estimate to us.

[7] By the end of September, the group had harvested 900kg of tomatoes; 120kg of green beans; and 22 heads of lettuce. They managed to sell all of the green beans and lettuce as well as 400 kg of tomatoes.

One problem was that ARISO failed to provide ties to the beneficiaries in a timely manner, preventing them from tying the tomato plants making them more susceptible to disease and rotting. A second problem that arose was with irrigation. For the first time, ARISO revealed that the pumps they had purchased did not have sufficient power to water the entire field, which was a larger land area than anticipated. The beneficiaries had to use the pump in three different locations to water the field (as opposed to just one) and did not have hoses to facilitate the process. ARISO had decided to purchase a cheaper 2 inch pump that uses gas instead of a more expensive 3 inch pump that runs on diesel. Both the Administrator and *Chefe do Posto* were unhappy about this, expressing concerns that the chosen pump was of poor quality and would not suffice. However, it is important to note that ARISO decided to purchase electric pumps for the horticulture groups after the FOG had been issued, meaning that there was no money budgeted for these items. After receiving a larger portion of donated land than initially anticipated, ARISO chose to supply electric pumps rather than have the youth use watering cans.

Aviculture

After visiting the horticulture activities, we went to see a chicken coop managed by ACRIFAS, a 12-member cooperative created during the technical training. The 200 chickens appeared healthy and the coop well maintained. The group said that the chickens would be ready to sell in one to two weeks time and would cost [redacted] each (the market rate). They anticipate earning [redacted].[8] The Administrator was very impressed with this activity saying that she would return to buy chickens when they were ready.

ACRIFAS is the first group to have completed both PTS and technical training. They plan to expand their aviculture activities by purchasing more land and materials with the profits.

Kit Handover Ceremony

After visiting the production sites, the kit handover ceremony began. Approximately 100 community members were in attendance. Speeches were given by the Administrator, the *Chefe do Posto*, [redacted] and [redacted] (a beneficiary) acknowledging the hard work of the youth and thanking the community, local government, USAID and ARISO for their support.

[8] At the end of September, the group sold the chickens on site as well as at the local market in Sabié. They successfully sold all 200 chickens earning [redacted]

Four of the seven cooperatives[9] -- AGRIC, PROGRESSO, ACRIFACO and KUTSAKA -- formally received their kits at the ceremony. Two groups, ACRIFAS and APACRIF, had already received their kits and begun production. The remaining group, AJAS, will receive its kit in late September. [redacted] explained that the last two kits had not been purchased because the store had run out of supplies.[10] Arrangements were made to purchase them in the following week. (See annex 4b)

ARISO invited Higest, the vendor of the kits, to the event to showcase their products to the greater community of Sabié. The purpose was to increase awareness amongst farmers of product costs and availability to encourage planning. Higest gave ARISO a discount of [redacted] on each chick purchased helping them save [redacted]

Arrangements had been made for a local health worker to provide HIV testing at the event as well as other health related services (i.e. checking for blood pressure). A total of 5 beneficiaries (3 females and 2 males) and 13 community members (9 females and 4 males) were tested. The ceremony ended at 11:45 am.

Meeting with ARISO

Immediately following the event, IYF staff met with [redacted], [redacted] and [redacted] to discuss ARISO's progress and to explain the process of a potential PEPFAR assessment to be given by USAID. This meeting was held over lunch at *Coca-Cola*, a local restaurant in Sabié.

The seven cooperatives have still not been legalized. Legalization is crucial as this will allow the groups to have access to government funding, a critical element of the project design. Despite submitting the appropriate applications, the groups were facing difficulties in receiving approval from the local government and producing required documentation for each group member. After the site visit and a discussion with [redacted] the Administrator promised to help expedite the legalization process and work through any difficulties the cooperatives were experiencing. Through discussions with the local government, ARISO was able to have the 50MT fee per member (to receive a certificate of residency) waived. This was a large obstacle as the beneficiaries did not have funds available to pay the fee. ARISO promised to submit a detailed plan (with dates) to IYF outlining the steps towards legalization.

During this meeting, it was revealed that ARISO did not have some of the documentation required by the PEPFAR SIMS Community Tool. The documentation is as follows:

- Beneficiary participation in gender norm training
    1. ARISO has PTS attendance lists, but will create a user friendly Excel spreadsheet showing PTS attendance organized by beneficiary name and specific course (allowing one to see how many hours of gender norms training each beneficiary attended)

[9] The project plan originally called for eight cooperatives. However, two groups in Corumane decided to form a single cooperative, PROGRESSO. This group has 19 beneficiaries and does both aviculture and horticulture production. The beneficiaries decided to join forces so they could have year-round production (i.e. focus on the chickens during the dry season).

[10] It was subsequently revealed that ARISO was not upfront about why they couldn't purchase the kits; it was rather a cash flow management issue. They told us they couldn't purchase the kits because the supplier didn't have items in stock – but the actual issue was that ARISO didn't have the funds on hand to pay for the kits. The underlying reason for this is that they hadn't anticipated buying water pumps in their FOG budget, but decided to buy them when the donated land from government was much larger than anticipated -- requiring more irrigation. They must wait until they receive their next milestone payment before purchasing AJAS' kit (end of October).

    2. ARISO will also create a spreadsheet showing the stage of each beneficiary in the intervention process

- Written agreement that establishes a formal relationship with area HIV service providers
    1. ARISO only has an oral agreement, will obtain a written one this coming week
- Training log of in-service trainings completed by staff
    1. Will make one
- Criteria for selecting staff for training
    1. ARISO has this, but it is not written down. We have asked that they create a document
- Standardized written procedures referring beneficiaries to health centers
    1. Not written. ARISO will produce a document
- Individual beneficiary records kept and filed in a secure place
    1. ARISO does not maintain individual files, but will create them
- Quality management (QM) plan
    1. ARISO does not have a quality management plan

ARISO's organization of documents is also a concern. There is not a good procedure for securing confidential documents. Currently, these files are being carried around in the bag of a staff member. ARISO has agreed that this is not acceptable and will arrange to have the files kept in a locked cabinet in the director's office.

[redacted]
September 21, 2014

O Visto
O Chefe do Posto

_____

[redacted]
Docente N3

REPÚBLICA DE MOÇAMBIQUE
PROVINCIA DE MAPUTO
GOVERNO DO DISTRITO DE MOAMBA
Posto Administrativo de Sábié

Proposta do Roteiro do programa da entrega de Kits de produção pela ARISO as Associações dos Jovens Formandos do Posto Administrativo de Sabié, 19 de Setembro /2014

Horas	Actividades	Local	Responsabilidade	Obs.
07 h 30	Concentração dos Participantes, População e outros convidados	Sede do Posto Administrativo	Protocolo	
08 h 20	Chegada da comitiva e recepção • Chefe do Posto Administrativo de Sabie • Representante do ARISO	Sede do Posto	Protocolo	
08 h 40	Fim da recepção e encontro de cortésia com Chefe do Posto e Representante do ARISO	Gabinete do Chefe do Posto	Protocolo	
08 h 50	Partida para visita a machamba de formação pratica de Horticultura			
09 h 20	Visita ao Aviário da Associação de Jovens;		Protocolo	
09 h 40	Fim da visita e partida ao local da reuniao		Protocolo	
09 h 45	Chegada, Momento Cultural		Protocolo	
10 h 00	Momento de intervenções • Representante dos Formamdos		Protocolo	

	• Representante da ARISO • Representante do Doador (IYF/USAID)			
10 h 35	Momento Cultural • Palestra sobre VIH/SIDA		Protocolo	
10 h 40	Momento de intervenções • Intervenção do Chefe do Posto • Intervenção da Excelentíssima Senhora Administradora Distrital		Protocolo	
11 h 40	Entrega de Kits de trabalho		Protocolo	
12 h 00	Fim dos trabalhos		Protocolo	

Sábiè, aos 19 de Setembro de 2014

ARISO

Associação para Reabilitação e Integração Social

PROJECTO PREPA- MOAMBA

(Project # 1308MOZ13.02)

Tamanho do kit para cada Associação

Nome da Associação	Nº do Ciclo	Zona	Natureza	Nº de Membros	Itens a receber	Data da recepção	Obs.
APACRIF	I	Sabié	Horticultura	10	Já recebeu		já recebeu todo material do Kit durante a formação prática.
ACRIFAS	I	Sabié	Avicultura	12	Já recebeu		já recebeu todo material do Kit durante a formação prática estando em produção
AGRIC	I	Corumane	Horticultura	12	1 motobomba 1 Carinha de mão 1 pulverizador 2 pás 4 enxadas 200g de Sementes pimento+tomate 50Kg de adubo	19.09.14	
ACRIFACO	I	Corumane	Avicultura	11	200 pintos 3 sacos de ração 1 dose de vacinas 1 dose de vitaminas	19.09.14	O material de avicultura já foi entregue durante a formação pratica
KUTSAKA	II	Sabié	Avicultura	14	200 pintos 3 bebedouros 3 comedouros 3 sacos de ração 1 dose de vacinas 1 dose de vitaminas	19.09.14	
AJAS	II	Sabié	Horticultura	12	1 motobomba 1 Carinha de mão 1 pulverizador 2 pás 4 enxadas 200g de Sementes pimento+tomate 50Kg de adubo		Será entregue em Outubro

PROGRESSO	II	Corumane	Mista	19	1 motobomba 1 Carinha de mão 1 pulverizador 2 pás 4 enxadas 200g de Sementes pimento+tomate 50Kg de adubo 200 pintos 1 dose de vacinas 1 dose de vitaminas 3 sacos de ração	19.09.14	O material de avicultura já foi entregue durante a formação pratica

O coordenador

[redacted]

Annex 4 -- Report on Monitoring Visit to FEM Activities

Activity:	Monitoring Visit of FEM/FaaB Training		
Places visited:	Palmeira		
Date of Mission:	July 3, 2014		
Participants:	[redacted] (Technical Advisor), [redacted]		
Departure from Maputo:	8h30	Departure from Palmeira:	14h00
Arrival in Palmeira:	10h00	Arrival in Maputo:	15h30
Vehicle: Hyundai Accent Trip Distance: 240 kM Price: 4.817,00 Mt (US$160,56)			

This mission was to evaluate PREPA entrepreneurship training implementation by FEM in Palmeira for Cycle 1 PTS participants.

FaaB Training

FEM was implementing the Farming as a Business (FaaB) curriculum in Palmeira on the day we visited. This 3-day training is part of FEM's entrepreneurship training. There were 16 youth in attendance, 10 females and 6 males. Of the 16 participants, 9 had done PTS with CODD previously.

Our main observations of the training are:

- The youth seem engaged and interested in the subject. When asked afterwards, they discussed some of the lessons learned and skills they had built that would enable them to start their own small business.
- The information was quite technical with lots of numbers and calculations. The lesson was repeated multiple times and on the board, and participants were doing the calculations in their notebooks.
- All youth had a notebook and the materials seemed prepared well in advance. There was also a snack and lunch which broke up the lesson time and allowed them to refocus.
- There appeared to be good support and preparation for the training. There were two trainers in the room, the one presenting and one observing at the back in order to provide support and reinforcement.

Main Feedback/Challenges of the Training

- The room was a bit small which lead to the trainer remaining at the front of the room and interacting more with the youth seated at the front.
- The pedagogy and teaching style did not lead to discussion or active participation of the youth. [redacted] (the trainer) used more of a rote memorization/call and answer approach where he would ask a question and the youth would respond collectively with a one-word answer. The training involved a lot of repetitive calculations, which would have led

naturally to young people playing a role in doing those calculations on the board – however the trainer did all of the calculations each time. Additionally, his back was to the room a lot.

- There was a lot of content the trainers were only halfway through the lesson book with just a day and a half left. There is a need to extend the training beyond three days to 4 days or a week.
- While there was a reinforcement of HIV/AIDS information at the end, this did not give information on specific health clinics where youth could receive support and get tested. It was also presented in the call and answer style.

[redacted], 2014

Annex 5 – FEM Business Plan Ideas of Entrepreneurship Graduates

		Training		
	Types of Businesses	**ETW**	**FaaB**	**TOTAL**
1	Criaçao e Venda de Frangos	2	0	2
2	Comercio Geral (1ª Necessidade)	5	6	11
3	Produçao e Comercializaçao de Cana-de-Açucar	2	1	3
4	Produçao e Comercializaçao de Horticolas	3	4	7
5	Salao de Cabelereiro	1	0	1
6	Venda de Sapatos de 2ªMao	2	1	3
7	Venda de Roupa 2ª Mao	1	0	1
8	Venda de Bebidas e Refrigerantes	1	0	1
	SUB-TOTAL MANHIÇA	**17**	**12**	**29**
1	Comercio Geral (1ª Necessidade)	7	7	14
2	Venda de Roupa 2ª Mao	0	1	1
3	Reparaçao e Venda de Acessorios Eletronicos	1	0	1
4	Prestaçao de Copias, Digitaçao e Formaçao	2	0	2
5	Venda de Chinelos e Sandalias	0	1	1
6	Venda de Pensos Higienicos e Descartaveis	1	0	1
7	Serviços de Papelaria	0	1	1
8	Venda de Loica	2	0	2
9	Criaçao e Venda de Frangos	1	1	2
10	Salao de Cabelereiro	0	1	1
11	Aluguer de Cadeiras	0	1	1
12	Vendas de Mechas	1	0	1
13	Aluguer de Cadeiras	0	1	1
	SUB-TOTAL PALMEIRA	**15**	**14**	**29**
1	Criaçao e Venda de Frangos	3	0	3
2	Venda de Panelas e Tigelas	4	0	4
3	Venda de Acessorios de Automovel	1	0	1
4	Losela Studios -Produçao de Musica/Beat	1	0	1
5	Comercio Geral (1ª Necessidade)	7	0	7
6	Raçoes e Vitaminas	1	0	1
7	Venda de Carvao	1	0	1
	SUB-TOTAL 3 DE FEVEREIRO	**18**	**0**	**18**

Annex 6–Success Stories

[redacted], CODD PTS participant

[redacted] is a 20 year-old female from Maputo. She lives with her parents and two younger sisters. Her family struggles to make ends meet as her father also supports many of his children from previous marriages.

[redacted] had a very difficult and unhealthy relationship with her father, which created a lot of stress in her life. As a youth, she witnessed many episodes of her intoxicated father beating her mother. One day she decided that she could no longer stand by and watch; she chose to intervene in defense of her mother. Since that moment, her relationship with her father has never been the same.

[redacted] began attending PTS lessons religiously and drew connections between the lessons and her home life. Realizing the value of PTS, [redacted] went to great lengths to attend training sessions—walking 6 km each way because she did not have money for transport. She learned how to manage the stress she was experiencing at home and came to understand her father's behaviors and the effects of alcoholism. As a result of PTS training, [redacted] has developed coping mechanisms and believes that she has a healthier relationship with her father, revealing that they do not fight as much now.

[redacted], CODD PTS participant

[redacted] is a 17 year-old male from Kongoloti. He has been sexually active for eight months and used to have multiple girlfriends at the same time. One time, [redacted] said, he and his partner chose not to use a condom since "he did not understand the risks that he was taking."

It was not until he began PTS training with CODD that he discussed the importance of safe sex and HIV prevention. Through PTS lessons and *palestras* organized by CODD in cooperation with a local health NGO, [redacted] learned about HIV transmission, STIs, abstinence, how to practice safe sex, and the importance of being faithful to one partner. As a direct result of these discussions, [redacted] has transformed his attitudes towards sexual relationships. Today, [redacted] has only one girlfriend and makes a point to always use a condom. [redacted] does not want to jeopardize his bright future, or that of his partner, by contracting HIV or having an unplanned pregnancy.