

**Youth Have Opportunities for Work in East Timor
(Prepara Ami ba Servisu –PAS- Program)**

USAID Cooperative Agreement No: 486-A-00-07-00010-00

Education Development Center, Inc. (EDC)

QUARTERLY REPORT

April 1 – June 30, 2009

Submitted to USAID Timor Leste

by

Education Development Center, Inc.
July 31, 2009



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This quarterly report covers the period from April 1 – June 30, 2009 under USAID Cooperative Agreement No. 486-A-00-07-00010-00. The report summarizes major accomplishments by the PAS Program during this period, plans for next period, and presents a summary of expenditures for the period.

Section One: Program Summary

Over a period of three years, the PAS program will provide at least 2,500 minimally-educated rural men and women, ages 16-30, with a job-readiness workforce preparation program that combines formal instruction with practical on-the-job training. Elements of the program include literacy/language,, employability and work ethic, life-skills,, financial and entrepreneurship training , and a flexible range of vocational skill building opportunities most relevant to the local livelihoods context. The program's curriculum, implementation areas and selection of training partners consistently reflect a commitment to ensuring program services are accessible and responsive to the unique needs of out-of-school youth in rural areas.

PAS participants embark on an eight-month integrated program that is delivered in two phases. Phase I focuses on Livelihood Preparation and Work Readiness as participants spend alternating weeks engaged in formal instruction and hands-on project activities to support integration of conceptual understanding and practical experience. Training in Phase I is geared toward building marketable skills and supporting formation of productive attitudes and work habits. Participants who successfully complete Phase I, attain a level of verifiable standard of basic work readiness and are eligible to enter the second phase of the program.

Phase II, Livelihoods Accompaniment, begins with formulation of personal and work-related goals, analysis of relevant livelihood options as each participant is supported to make an informed decision about preferred livelihood pathways: small business; internships with private, public or third sector employers; specialized vocational or technical training and/or a combination of livelihood opportunities that serve as stepping stones to a productive future and improved earnings capacity. Based on each participant's choice, PAS facilitates access to relevant on-the-job training and livelihood opportunities. A key component of Phase II is individual and group support through mentoring, coaching and targeted skill-building activities throughout the initial four months of their entry into the world of work.

To ensure accessibility, relevance and sustainability of program activities, PAS works with local NGO Training Partners and aims to build local institutional capacities to engage youth and deliver responsive, high-quality training services at the district level. To support and enable local organizations to deliver formal training and serve as mentors and on-the-job coaches, staff of partnering organizations are trained and guided by PAS staff during each step of program delivery. In addition to technical guidance and support, PAS provides training partners with targeted organizational development inputs, specifically project management, financial management and compliance training, as these areas are viewed as essential to building the capacity of local organizations to develop as local institutions with the potential to develop, provide and expand youth-livelihood programming and stream services via the organization's linkages with local stakeholders and rural communities.

EDC works in selected sites in districts outside of Dili, and engages extensively with key stakeholder groups including government ministries, local NGOs and community groups. The broad objectives of the PAS Program are to:

1. Offer participants opportunities to learn FOR work/training;
2. Offer participants opportunities to learn FROM work/training;
3. Build the capacity of local institutions to support coherent work readiness training.

We expect that by meeting these objectives, we will enable participants':

- Increased self-employment in rural areas
- Increased productivity in local industries
- Success in emerging job markets
- Pursuit of continued career training
- Enhancement of community assets and business opportunities

More specifically the PAS program will:

Result 1: Ensure that targeted youth are more capable of earning a livelihood

Result 2: Ensure local institutions have improved capacity to prepare low-skilled youth for work

Section Two: Accomplishments this Quarter

The following major accomplishments were completed during this quarter.

PAS Program Enrollment and Participation Increases: The current reporting period reflects a marked increase in program participation with 550 youth participating in Phase I Livelihood Preparation; 194 youth progressing to Phase II Accompaniment; and 102 successfully completing the 8-month PAS program. Overall, a total of 13 cohort groups were enrolled and actively participating in a range of gender-sensitive livelihood activities designed to promote equal access and participation of young women and men. One early indicator of the PAS program's ability to integrate a culturally appropriate approach to gender equity and youth livelihoods is that the number of women successfully completing Phase I and advancing to Phase II slightly exceeds that of men.

PAS Expands Programming in New Districts: During the reporting period the PAS program started working with two new Training Partners in two new Districts, Liquisa and Manatuto (Natarbora sub-district). The PAS program has grown significantly and is now operational in seven Districts: Aileu, Ainaro, Baucau, Covalima, Liquisa, Manatuto, Oecusse and continues to develop strategies to ensure program services are accessible and responsive to youth in the most rural areas of Timor-Leste

United States Ambassador visits PAS youth in Oecusse.: Ambassador Hans Klemm visited the PAS program learning center in Oecusse town on May 26. The Ambassador was accompanied by

the Secretary of State for the enclave of Oecusse and local officials during his time in Oecusse. Ambassador Klemm met more than 100 youth participants who were also able to demonstrate some of their newly acquired technical skills such as sewing and tempeh and tofu making.

PAS Youth Celebrate Earth Day in Aileu. The PAS program launched its first annual celebration of Earth Day on April 22nd in Aileu town, Aileu District. With tree seedlings donated by USAID-funded NCBA and in partnership with local NGO Rede Forestal for technical training, more than 50 young men and women planted five different varieties of trees in a community plot near the sub-District Administrator's office. Youth participants also received tree saplings to plant in their homes. Several University students joined the effort which was commended by several Government officials.

Training and Curriculum Approach is Consolidated. The PAS program and training team made changes to the training curriculum in order to streamline and improve the quality of training sessions with Partners in preparation for Phase 2. Instead of conducting a separate training focusing only on Phase 2, now PAS staff will work with Training Partners throughout the first Phase to better prepare them for mentoring youth participants in the second part of the program.

Delivered Market Simulation Trainings. The Market Simulation is one of the most powerful tools in the PAS curriculum. This was created in partnership with EcoVentures, International (EVI) which provided technical assistance to create this tool for Timor Leste. The Market Simulation is a training that helps young people with varying levels of literacy and numeracy literacy understand the importance of savings and planning how to start and grow a small businesses. The curriculum requires extra training in order for Trainers and Team Leaders to facilitate the simulation well. Several in-service trainings were conducted during the reporting period in Baucau, Aileu, Ainaro, Cova Lima and Oecusse. These trainings will be conducted for all partners, in the field, according to the curriculum schedule.

Building Capacity of Training Partners. The Finance and Administration team continued to provide intensive administrative and financial training and on-going support to existing and prospective Training Partners in an effort to improve their overall grant management capacity. Current partners show progressive improvement in understanding of financial procedures and compliance regulations through individualized and group trainings offered by EDC staff during the reporting period.

Relationships strengthened with Key Government Officials, International Organizations, Private Sector and Local NGOs:

- Several meetings were held with the Ministry of Education, Department of Non-Formal Education to consolidate efforts towards certifying a skills passport. The Director of Non-Formal Education also agreed to sign the Phase 2 program completion certificates for the PAS program (USAID Mission Director Mark White and COP Brenda Barrett were the other two signatories on the certificates).
- Meetings were also held with key personnel at the Secretary of State for Professional Development and Employment (SEFOPE) to discuss ways in which EDC can assist Training Partner NGOs to register with SEFOPE. Discussions are ongoing as to the "certification" viability of the work readiness (e.g. pre-employment) training/skills development program designed and implemented through the PAS program and local NGO training partners in particular.

USAID Partner Collaboration Remains Strong. In an effort to add value to other USAID programs in the Districts, EDC continued to explore opportunities with the Land O' Lakes implemented BACET program in Natarbora, Manatuto District and in Lautem District. Additionally PAS program youth in Aileu and Maubisse interviewed for fifteen coffee rehabilitation internships through the USAID

funded NCBA-CCT project. It is expected that PAS youth will benefit from collaboration in different parts of the country, particularly in relation to agriculture-oriented economic growth.

Section Three: Challenges and Proposed Solutions

Engaging Local NGOs: During the reporting period the PAS program continued to cultivate opportunities with local NGOs who have the potential to become official Training Partners. Developing this network takes many weeks and in some cases up to five months, to ensure there is sufficient administrative and technical capacity within the organization and to assess adequacy of learning center facilities and training infrastructure. Capacity development of potential NGO partners begins from the start of this process and culminates in the signing of a sub-grant. Once this is done, PAS administrative and program staff continue to work very closely with Training Partners both in the field and in Dili to improve systems and ensure that programmatic and fiscal goals are met. As the majority of local NGO Training Partners require high levels of technical and compliance support, PAS will focus capacity building resources to support sustainability of twenty NGO training partners that demonstrate both commitment and potential to continue to provide training to the youth in the most rural and difficult to reach areas. Additionally, EDC hired and continues to train an entry-level Grants Assistant to focus solely on supporting sub-grants administrative functions. Day- to-day operational support and monitoring of program activities at the field level is provided by District Coordinators and supported at the national level by a technical assistance team together with a newly recruited Regional Program Manager.

Human Resources: During the reporting period, the PAS program successfully managed a change in key personnel with identification and recruitment of a new Chief of Party to replace Brenda Barrett, who tendered her resignation during the reporting period. Wendy Woodrum-Gaucher will join the PAS Program in July and brings to the program over 10 years experience leading and managing multi-sectoral programs in post-conflict recovery and development contexts. Most recently, Ms. Woodrum worked with Oxfam-Australia programs in Cova Lima, Oecusse and Dili in organizational development/strategic planning and prior to that managed Save the Children's basic education, child protection and children-out-of-school portfolio for eastern Indonesia.

PAS program continued to interview several candidates for a variety of positions, some of them new positions and some to fill vacancies created by staff who have resigned, been terminated or been promoted into different positions. Recruitment and retention of capable and qualified staff, specifically in the areas of Monitoring and Evaluation, Compliance, District Coordinators and mid to senior level Timorese staff with appropriate management and supervisory capacity, has been challenging due to inter-agency competition and high demand for experienced and suitably qualified program and administrative staff, basic language skills and a desire to ensure the PAS team reflects an appropriate geographical and gender balance. The following transitions within the PAS team occurred during the reporting period:

- Manuel Lemos Cepeda hired as a Driver on June 2, 2009.
- Bendito Bana hired as Grants Assistant on June 2, 2009.
- Emerenciana Guterres as Receptionist on May 12, 2009.
- Marcos Ramos da Silva hired as District Coordinator for Liquisa May 18, 2009.
- Micael dos Santos hired as Regional Program Manager on April 1, 2009.
- Jose Mendes hired as Work Experience/ Learning and Training Associate on April 20, 2009.

- Leopoldo Maria resigned as Work Experience Associate on June 29, 2009 to take higher paying job elsewhere.
- Jacob Calar dos Reis resigned as Work Experience Specialist to work for the Government of Timor Leste in, May 26, 2009.
- Jaime Ribeiro's contract was terminated as District Coordinator in Baucau due to fraud and theft, effective June 1, 2009.
- Elizabeth Nuland began a one-year internship through the Princeton in Asia Fellowship program, June 8, 2009.

Program Evaluation and Extension: The PAS program is reaching scale at the mid-point. With the curriculum and training activities fully developed and with new Training Partners being engaged continuously, it is time to discuss the possibility of extending the 3-year PAS program. In several discussions with USAID the possibility of extension has been discussed. At this stage in program implementation, a program evaluation in the first quarter of FY3 is recommended so that progress and key achievements inform future program design and appropriate continuity plans may be formulated.

Section Four: Summary of Expenditures for the Quarter

Accrual for the period ending 6/30/09.

Original or Revised Total Estimated	Obligated Amount	Spending Inception through 6/30/09	Actual Spending Q3 FY09	Total Estimated Expenditures at 6/30/09	Estimated Subaward Commitments Outstanding	Balance of Obligation Unexpended or Uncommitted 6/30/09
\$5,000,000	\$5,000,000	\$ 1,808,000	\$388,821	\$2,196,821	\$382,575	\$2,420,604

Section Five: Performance Monitoring

A. Progress against Key Indicators

Result 1: Targeted Youth are More Capable of Earning a Living

As of 30 June 2009, 751 participants (357 young men/394 young women) were enrolled and actively attending the PAS Program, specifically:

OP 1.1: 557 new participants entered the PAS program and began the Livelihood Preparation phase, with 267 young men and 290 young women participating in Phase I (FY2 target 1,400 new participants enrolled)

OC 1.1: Out of 330 participants who began the Livelihood Preparation phase, 261 participants (132 young men and 129 young women) successfully completed Phase I.

This represents a Phase I completion rate of 79% for Phase I cohort groups (target 80% or 264 participants)

OP 1.2: 194 participants (90 young men/104 young women) entered Phase II, Livelihood Accompaniment (FY2 target 440 participants in Phase II)

OC 1.2: Out of 102 participants who began the Livelihood Accompaniment phase, all 102 participants successfully completed Phase II of the program. This represents a 100% completion rate in FY2 graduating cohort groups (target 80% or 82 participants)

Of these 102 Phase II participants, youth selected the following Livelihood Pathways:

OC 1.2.1: 125 participants (58 young men/67 young women) were engaged in the private sector, most typically as owner-operators of new or enhanced small businesses as either individuals or as part of a group

OC 1.2.2: 34 participants (13 young men/21 young women) were engaged in an internship or were employed in either non-profit or public sector. Most typically, youth in this category were working as interns with international NGOs as an entry point to employment.

OC 1.2.3: 8 participants (4 young men/4 young women) were engaged in further education or training which would lead to work in the private sector. Most typically, youth in this category were working as apprentices or attending further vocational training relevant to the technical trades.

OC 1.2.4: 27 participants (12 young men/15 young women) were engaged in further education or training which would lead to work in either non-profit or public sector. Most typically, these students chose English language and/or computer training.

Result 2: Local Institutions Have Improved Capacity to Prepare Low-Skilled Youth for Work

As of June 30 2009, local partners, government, private sector and community leaders were actively supported and were involved with key program activities, specifically:

OP 2.1: 7 communities were participating in Workforce Development Initiatives through rehabilitation and operation of PAS Learning Centers and/or supporting implementation of community service projects (FY2 target 15)

OC 2.1: 2 community service projects were designed and implemented by PAS participants (FY2 target: 4)

OP 2.2: 6 local NGOs received financial management and compliance training and support and were actively working in partnership with PAS as Training Partners (FY2 target: 10 local organizations)

OC 2.2: As one element of building local partner capacities to engage and deliver services for target youth, 18 staff members of local organizations were trained as Trainers and Team Leaders and participated in a one-week ToT training and on-site support by the PAS technical training support unit. (FY2 target: 24 staff trained as Trainers and Team Leaders)

OP 2.3: Informal economy, internship and further education and training opportunities were identified in 4 Districts: Aileu, Ainaro, Baucau, Liquica. (FY2 target: 5 Districts)

OC 2.3: A total of 71 workforce development initiatives were identified and created, specifically:

OC 2.3.1: 33 Skills Trainers have experience and enhanced capacity to train youth in Workforce Development Initiatives. These individual community members are engaged and support PAS youth in gaining a range of skills which include sewing, carpentry, masonry, tofu and tempe production and crafting bamboo furniture.

OC 2.3.2: 3 Opportunity Sponsors have engaged with and supported youth participants in starting new or improving existing small business enterprises

OC 2.3.3: 9 Opportunity Sponsors have engaged with and supported youth participants through internships in the nonprofit or public sector

OC 2.3.4: 5 Opportunity Sponsors have engaged with and supported youth participants through apprenticeships in the private sector, most typically technical and vocational trades.

OC 2.3.5: 3 Opportunity Sponsors have delivered further education and training to support youth participants gain work in the non-profit or public sectors, most typically through provisions of English language and computer training.

OC 2.3.6: 17 Opportunity Sponsors have provided information and have participated in Work Exposure Forums.

OC 2.3.7: No national level ministry has yet endorsed the Work Readiness Certificate although SEFOPE at the District level has demonstrated its support for the PAS Program by signing the Work Readiness Certificate.

B. Quarter 3: Program Themes and Key Activities

Expanding Youth Workforce Development Services in Partnership with Local Organizations:

During the current reporting period, the PAS program made significant progress toward growing its network of Training Partners. Following an intensive process of identification, conducting capacity assessments and delivering the Phase I, Livelihood Readiness Training of Trainers, 8 new local NGOs successfully qualified and joined the PAS family of Training Providers. With close technical support, new Training Partners in 6 districts completed the youth selection process and successfully delivered Phase I training.

As of 30 June, the program's partnership outreach, selection and training process had advanced and the program projects that with 4 additional partners expected to complete ToT and qualify as PAS Training Partners, an additional 850 youth will enter and participate in Phase I by the end of Year 2. With the assumption that: a) current vacancies can be filled and that PAS has sufficient and suitably qualified staff to provide the necessary level of close technical and managerial support to enable local NGO staff to successfully deliver training to youth participants; and b) Training Partners demonstrate adequate gains in achieving financial management, compliance and technical capacity, the PAS program projects that Training Partners will enroll and deliver services to 1,400 new youth participants by the end of FY 2.

During the current period, technical and financial trainings provided to increase the capacity of local partner organizations to deliver youth workforce development services included:

- TOT in Baucau for five days (CDC- 2 people, CIACS-1 person, FSP-3 people and Laho-3 people in attendance)
- TOT in Dili for six days (Fundacao Cristal for two sites-6 people, CTC-3 people and CJC-3 people in attendance)
- TOT in Dare for nine days (BIFANO-6 people, FPWO-6 people, new trainers from both CJC-1 person and FSP-3 people were in attendance)
- IST in Baucau for Phase II preparation (FSP-4 people, Laho-4 people)
- IST in Aileu for Market Simulation (FC-3 people)
- IST in Ainaro for Market Simulation (FC-3 people)
- Finance and Administrative Capacity Building assistance (each TP gets between 1 hour and 3 days per month as needed)
- IST in Oecusse for Market Simulation Training (BIFANO, FEEO, FPWO – 12 people)

Gender Analysis: Gender disaggregated data show that participation of women well exceeds the minimum target for women participants, with 394 young women and 357 young men participating in Phases I and II. Feedback from Participants: Consistent with M&E findings for the first two cohort Groups in Baucau (see M&E Activities below), women participants report an increased sense of optimism, motivation and confidence in their abilities to undertake new livelihood initiatives and contribute to household income. Key observable changes in both young women and men include work-positive attitudes and higher levels of engagement, information-seeking and improved communication skills.

Developing Materials to Promote Livelihood Opportunities

In addition to the materials already created for both Phase I and Phase II PAS staff worked to create additional materials for Training Partners, Youth Participants and potential technical trainers at Livelihood Fairs. These included:

- Livelihood Fair overview, session planner for trainers and handout for participants
- Invitation Letters for IMfTL and CDE to present at Livelihood Fair
- Updated Marketplace Simulation Facilitators Guide
- PAS Livelihood Pathway Forms created for each pathway for youths participants (English and Tetun)
- Market Assessment training guide with vocabulary sheet, value chain mapping exercise, PAS youth market assessment checklist

Youth Livelihood Opportunities in Aileu and Ainaro Districts:

PAS participants in Aileu District in Phase II Livelihood Accompaniment were engaged in the following livelihood opportunities:

Aileu-Maubisse Cohort – Training Partner FC

Joaninha Xavier do Rego	Internship	CCT-NCBA
Antonio Xavier do Rego	Internship	CCT-NCBA
Carlos Casamiro Lopes	Internship	CCT-NCBA
Arcanjo de Jesus	Internship	CCT-NCBA health clinic
Domingos Jose Mendonca	Internship	CCT-NCBA health clinic
Dursilia da Costa Ferrao	Internship	PARCIK
Maria Jose Menezes	Internship	PARCIK
Fernando Alves da Costa	Internship	CCT-NCBA
Cristina do Rego Martins	Employed	logistics staff Maubisse Hospital
Herlina Mendonca Carlos	Internship	CCT-NCBA
Armindo Soares Tilman	Internship	CDE
Eduarda Martins Ximoes	Internship	CDE
Celina Mendonca	Internship	CDE
Domingas Pereira	Non Formal Education	SOLS (Aileu)
Julia Mendonca Barreto	Non Formal Education	SOLS (Aileu)
Salvador Barreto	Non Formal Education	SOLS (Aileu)
Mario Mendonca do Rego Carlos	Non Formal Education	SOLS (Aileu)
Guilermima Martins	Employed	Cleaner
Joni da Conceicao Mendonca	Non Formal Education	SOLS (Dili)
Agusta Jose Menezes	Business	Buy and sell coffee
Ana de Jesus Lepes	Business	Kiosk
Imaculada Pereira	Business	Buy and sell vegetables
Ingracia Mendonca Tilman	Business	Kiosk
Manuela da Costa Barreto	Business	Kiosk
Julio Mendonca Araujo	Business	Buy and sell coffee
Julio Mendonca	Business	Buy and sell coffee
Tome Sarmento Lopes	Business	Kiosk
Rosa Sarmento	Business	Kiosk
Acoli Ramlho	Business	Kiosk
Filomeno Mendonca	Business	Buy and sell vegetables
Armindo de Nascimento	Business	Kiosk
Lucia Almeida Falcao Rodrigues	Business	Kiosk
Isabel Mendonca	Business	Kiosk
Benderina A. Fatima Betty	Business	Buy and sell vegetables
Xisto Mendonca C. Fatima	Business	Buy and sell vegetables
Domingos de Jesus	Business	Photo studio cooperative
Mario Saldanha Tilman	Business	Photo studio cooperative
Bonifasio Pereira Mendonca	Business	Photo studio cooperative
Manuel Soares	Business	Photo studio cooperative
Maria Imaculada Xavier do Rego	Business	Photo studio cooperative
Maria da Silva Reis	Business	Photo studio cooperative
Julio Tilman da Costa	Business	Photo studio cooperative
Formosa Jose Salsinha	Business	Photo studio cooperative
Antonio Mendonca Araujo	Business	Photo studio cooperative
Aditu da Silva Menezes	Business	Photo studio cooperative
Adao Esperito Santo	Business	Buy and sell vegetables

In Aileu District, the 46 Phase II participants selected a similar mix of livelihood opportunities which included:

- (16) internships with NGOs
 - Moris Rasik micro finance institution (3)
 - Share International (3)
 - World Vision (8)
 - Plan International (3)
- (3) internships with the Office of the Aileu District Administrator.
- (24) starting or improving an existing small business (coffee, vegetables, fuel, house carpenter and kiosk)
- (2) employed - driver with the private sector company Angguna and the other with a local small business owner

An early indicator that Phase II participants are acquiring relevant work readiness skills was reported by the group of (8) interns with World Vision. Upon completing the first week of internship with World Vision, participants met with PAS staff and recounted with pride their experience in having passed a “real work ethics test”. Youth enthusiastically explained that outside the World Vision office, they discovered an unused phone card with a \$25 credit. PAS youth interns discussed what to do with the phone card and decided that it should be returned to the manager. Upon doing so, the manager explained to the PAS interns that the card was deliberately placed to determine if the PAS interns would behave in a way that reflected honesty and integrity. The affirmation and praise of the World Vision staff member reinforced earlier lessons gained in Phase I and provided an invaluable lesson that employers clearly value honesty. The youth can be expected to recount this story in their communities, which is a small but vital step in the process of transforming how PAS participants are perceived and in turn, how participants see themselves. World Vision has since invited PAS participants to apply and attend an interview for an upcoming vacancy.

Monitoring & Evaluation Activities in Baucau

As emphasized in the revised Performance Monitoring Plan submitted to USAID on 4 May 2009, EDC regards monitoring and evaluation (M&E) as central to overall project implementation and success. Accordingly, EDC has focused on further development of an M&E infrastructure and tools, provided targeted capacity building inputs to increase EDC staff members’ knowledge and skills and conducted an in-depth M&E exercise in Baucau district to test new tools, allow staff members to apply new skills and engage with participants from the program’s first two cohort groups. Specifically, Monitoring and Evaluation activities conducted during Qtr 3 are as follows:

Building M&E Capacities of EDC Staff: On June 17th, the Technical Advisor conducted an in-house training for 4 members of the EDC-Dili Program Team on tools and techniques of data collection. This training included discussion of when to use quantitative versus qualitative techniques, facilitating focus group discussions and how to use data to improve program performance. The national staff participated actively in developing the tools to be used for collecting data from graduating youth at the close of a cohort.

M&E Activities and Preliminary Results – Baucau District: On June 19 and 20, the Technical Advisor and these same 4 Program Team staff conducted a 2-day data collection exercise in Baucau (June 19 at LAHO and June 20 at FSP). In total, 79 youth participated in the pilot testing

of these data instruments. The results from the main quantitative data exercise were strong and positive on a range of scale indicators. One of the interesting findings of this exercise is that when youth were asked to choose from four options of how the PAS program impacted their life (new information or knowledge; new skills; more positive attitude/feelings/hopes; or cash & the opportunity to prove myself on the job), female participants were much more likely to select changes in their levels of confidence/hopes/attitude (24 females chose this option, while only 9 males did) and only 1/79 participants said it was the cash grant that made all the difference!

On the qualitative side, the focus group discussions revealed generally positive feedback, but also noted participants' preference for clarity and consistency over the life of the program. This feedback is directly related to the 2 Baucau cohorts being the pilot test for the program. In fact, there were several significant changes to the program as it evolved on its path to the current timeline of 8-months total versus 12-months total, town-based versus suco-based delivery, 1 work experience site (e.g., construction of Baucau hospital) to a variety of Work Experience trainings.

Following this pilot test of the data delivery tools, the Program Team will further refine the instrument prior to its next application in Aileu and Ainaro districts. Additional plans include using the same instrument in a pre-test (during Orientation Week) as well as the existing post-test and—now that 4 EDC-Dili staff have been trained in data collection—having them in turn build the capacity of our Training Partners to assist Dili-based staff more directly in collection of these type of data.

Section Six: Travel Schedule

April 2009:

- The COP took vacation out of the country April 6-17th.
- EDC staff conducted monitoring visits, In-Service Trainings (ISTs) and pre-award verification trips for potentially new sites in Aileu, Ainaro, Baucau, Bobonaro, Covalima, Liquisa, Manatuto and Manufahi.

May 2009:

- EDC staff conducted monitoring visits, In-Service Trainings (ISTs) and pre-award verification trips for potentially new sites in Aileu, Ainaro, Baucau, Bobonaro, Covalima, Liquisa, Manatuto and Manufahi.

June 2009:

- The Finance and Administrative manager took vacation June 8-12th.
- Ms. Elizabeth “Bess” Nuland the new Princeton in Asia (PIA) Fellow replacing Lillian Tillman arrived to start her one-year internship with the PAS Program. Ms. Nuland will assist the program with a variety of tasks ranging from supporting staff development, public information dissemination, monitoring and evaluation, training and administration.

Travel for Next Quarter (July 1, 2009 – September 30, 2009)

July 2009

- New Chief of Party Wendy Woodrum-Gaucher is expected to arrive in Timor on July 14th after attending the EDC Chief of Party Summit in Washington, DC during the week of July 8th.
- COP Brenda Barrett will finish her tenure as COP and depart Timor Leste on July 21st.
- Technical Advisor Kimberly Niles will take vacation out of country.

August 2009

- EDC Headquarters is conducting an internal controls assessment of the PAS program. One staff person will come to Dili for at least two weeks for the field review work. This person should arrive o/a August 15th.
- EDC staff will conduct monitoring and IST visits to all project locations.
- EDC administrative staff will conduct administrative reviews in selected project sites.

September 2009

- EDC staff will conduct monitoring and IST visits to all project locations.

ANNEX 1 - USAID PAS Progress Indicators thru 30 June 2009

USAID Economic Growth "F" Indicators	Indicator Code	Performance Indicators	FY 08		FY 09					FY 10	Life of Project	
			Targets	Actuals	FY 09 Targets	Actuals To Date Q1 - Q3	Q4 Targets	Q4 Actuals	FY 09 Actuals	Targets	Targets	Actuals to Date
Result I: Targeted Youth are More Capable of Earning A Livelihood												
1.1 F Number of Persons Participating in USG-funded Workforce Development Programs	OP 1.1	Youth Enrolled in Livelihood Preparation	500	125	1400	557	850		557	980	2500	682
		Male	250	55	700	267	425		267	490	1250	322
		Female	250	70	700	290	425		290	490	1250	360
1.2 F Number of Persons Completing USG-funded Workforce Development Programs	OC 1.1	% Youth Completing Livelihood Preparation	n.a.*	n.a.*	80%	79%	80%		79%	80%		79%
		Raw Total				261/330			261		2000	261/330
		Male				132			132		1000	264
		Female				129		129		1000	258	
1.1 F Number of Persons Participating in USG-funded Workforce Development Programs	OP 1.2	Youth Enrolled in Livelihood Accompaniment	n.a.*	n.a.*	440	194	246		194	1560	2000	388
		male			220	90	123		90		1000	180
		Female			220	104	123		104		1000	208
1.2 F Number of Persons Completing USG-funded Workforce Development Programs	OC 1.2	% Youth Completing Livelihood Accompaniment	n.a.*	n.a.*	80%	100%	80%		100%	80%		100%
		Raw Total				102/102			102		1600	102/102
		Male				49			49		800	49
		Female				53		53		800	106	
1.3 F *** Number of People Gaining Employment or More Remunerative Employment as a Result of Participation in USG-funded Workforce Development Programs (Male/Female)	OC 1.2.1	Youth Engaged in New or Enhanced Business in the For-Profit Sector	n.a.*	n.a.*	n.a.**	125	n.a.		125	n.a.**	n.a.**	125
		Male				58			58			116
		Female				67			67			134
OC 1.2.2	Youth Engaged in Job or Internship in the Nonprofit or Public Sector	n.a.*	n.a.*	n.a.**	34	n.a.		34	n.a.**	n.a.**	34	
	Male				13			13			26	
	Female				21			21			42	
1.4 F*** Number of People Transitioning to Further Education and Training as a Result of Participation in USG-funded Workforce Development Programs (Male/Female)	OC 1.2.3	Youth Engaged in Further Education and Training Toward a Job in the For-Profit Sector	n.a.*	n.a.*	n.a.**	8	n.a.		8	n.a.**	n.a.**	8
		Male				4			4			8
		Female				4			4			8
OC 1.2.4	Youth Engaged in Further Education and Training Toward a Job in the Nonprofit or Public Sector	n.a.*	n.a.*	n.a.**	27	n.a.**		27	n.a.**	n.a.**	27	
	Male				12			12			24	
	Female				15			15			30	

Notes:

*) In FY08, the cells for OC 1.1, OP 1.2, OC 1.2, OC 1.2.1, OC 1.2.2, OC 1.2.3, OC 1.2.4 are n.a. because the first two cohorts of youth had not yet completed the Livelihood Preparation Phase or enrolled in the Livelihood Accompaniment Phase.

**) The targets for OC 1.2.1, OC 1.2.2, OC 1.2.3 and OC 1.2.4 are n.a. for FY08, FY09, FY10 and "Life of Project" because it is up to each youth participant to select a Livelihood Pathway. The PAS Program cannot predict with any degree of certainty which pathway the youth will select. To date, there has been a high degree of variation by district.

***) Total number of youth tallied under indicators 1.3 and 1.4 correspond to total number of youth enrolled in accompaniment phase, indicator OP 1.2.

Note: Calculation of the completion rate for the Livelihood Preparation Phase was complicated by the fact that several Training Partners did not complete Dropout Forms for youth who dropped out during Orientation Week, and subsequently allowed youth to be added later than the first week of Livelihood Preparation. The PAS program uses a strict rule that youth who drop out during Orientation Week may be replaced during Week 1 only, with a youth from the waiting list. However, some partners either did not provide date of dropout for these very early dropouts or added new youth during the first four weeks of the 16-week program. As a result, PAS has adopted a counting rule that includes all youth originally enrolled, which therefore results in a lower retention rate. As of Q3 FY09, the retention rate is 79% (80% target), but this number is expected to rise as tighter monitoring has already ensured that Orientation Week dropouts are dropped from the database and no new youth can be added to the program after Week 1.

USAID Economic Growth "F" Indicators	Indicator Code	Performance Indicators	FY 08		FY 09				FY 10	Life of Project		
			Targets	Actuals	Targets	Actuals To Date Q1 - Q3	Q4 Targets	Q4 Actuals	Actuals	Targets	Actuals to Date	
Result II: Local Institutions Have Improved Capacity to Prepare Low-Skilled Youth for Work:												
Inputs Contributing to Pursuit of Indicator 2.1 F	OP 2.1	Communities Participating in Workforce Development Initiatives	5	4	15	7	12		7	2	25	11
	OC 2.1	Community Service Projects Designed & Implemented by Youth	n.a.**	n.a.**	4	2	2		2	46	50	4
	OP 2.2	Training Partners Participating in PAS Program	5	3	10	6	8		6	1	18	9
	OC 2.2	Trainers/Team Leaders with Enhanced Capacity to Train Youth in Workforce Development Initiatives	12	9	30	18	24		18	1	64	27
2.1 F Number of Workforce Development Initiatives Created Through USG-assisted Public-Private Partnerships	OP 2.3	Districts in Which Potential Informal Economy, Internship and Further Education & Training Opportunity Areas Identified	3	3	5	4	2		4	9	12	7
	OC 2.3	Workforce Development Initiatives Created	5	6	70	71	54		71	25	150	71
	OC 2.3.1	Skills Trainers with Enhanced Capacity to Train Youth in Workforce Development Initiatives	5	6	30	33	20		33	11	50	39
	OC 2.3.2	Opportunity Sponsors for Youth Engaged in New or Enhanced Business in the For-Profit Sector	n.a.**	n.a.**	n.a.**	3	3		3	n.a.	n.a.	3
	OC 2.3.3	Opportunity Sponsors for Youth Engaged in Job/Internship in the Nonprofit or Public Sector	n.a.**	n.a.**	n.a.**	9	10		9	n.a.	n.a.	9
	OC 2.3.4	Opportunity Sponsors for Youth Engaged in Further Education or Training Toward Running a Business in the For-Profit Sector	n.a.**	n.a.**	n.a.**	5	5		5	n.a.	n.a.	5
	OC 2.3.5	Opportunity Sponsors for Youth Engaged in Further Education or Training Toward a Job in the Nonprofit or Public Sector	n.a.**	n.a.**	n.a.**	3	5		3	n.a.	n.a.	3
	OC 2.3.6	Opportunity Sponsors Participating in Work Exposure Forums	n.a.**	n.a.**	15	18	10		18	15	30	18
	OC 2.3.7	Work Readiness Certificate Endorsed by Government Ministry	n.a.**	n.a.**	1	1	1		1	1	1	1

Notes:

*] There were no Community Service Projects in FY08 because these projects are implemented by youth during the Livelihood Accompaniment Phase, and no youth entered Accompaniment in FY08.

**] Targets for OC 2.3.2, OC 2.3.3, OC 2.3.4, OC 2.3.5, OC 2.3.6, and OC 2.3.7 are n.a. in FY 08 because Opportunity Sponsors and the Work Readiness Certificate are associated with the Livelihood Accompaniment Phase and no youth entered Accompaniment in FY08.