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USAID Prepara Ami ba Servisu (PAS) Program

Quarterly Report

Fiscal Year 3 Quarter 3

April 1 – June 30, 2010

July 30, 2010

EDC

Education Development Center, Inc.

USAID PREPARA AMI BA SERVISU (PAS) PROGRAM, TIMOR-LESTE

QUARTERLY REPORT: FY3 QUARTER 3
April 1 – June 30, 2010
Agreement No. 486-A-00-07-00010-00
EDUCATION DEVELOPMENT CENTER (EDC)

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I. INTRODUCTION

The Prepara Ami ba Servisu (PAS) Program improves the capacity of local institutions to provide accessible and relevant Workforce Development/Work Readiness training geared to the specific learning needs and socio-economic circumstances of minimally educated, low-skilled, out-of-school young women and men, aged 16-30, in rural districts of Timor-Leste.

At the participant level, PAS builds basic, foundational skills and addresses five critical competency gaps that operate as barriers to employability and economic productivity. Through an eight-month, pre-vocational, foundation level Work Readiness training program geared at Level 0 to 1, PAS enables low-skilled youth to progressively acquire, apply and integrate conceptual classroom understanding and practical, hands-on applied skills and work experience to build the essential, pre-requisite knowledge, skills, attitudes and experience linked to better livelihood outcomes.

At the institutional level, PAS builds social capital and improves local capacities to coherently address the socio-economic needs of targeted youth and supports conditions for continued stability and economic growth in the context of Timor-Leste's post-conflict transitional economy through:

- **Access and Inclusion:** PAS lowers the bar to entry and facilitates inclusion of low-skilled, out-of-school rural youth who cannot return to the formal education system or participate in Workforce Development training opportunities that require a high school diploma;
- **Relevant Content:** PAS pioneers a gender-sensitive, foundational-level Workforce Development curriculum in Tetun geared at Level 0 to 1 that coherently addresses five core competency gaps that operate as barriers to employability, economic productivity and attainment of better livelihood outcomes: basic literacy and numeracy; leadership and life skills, basics of business and money management; employability and productivity; and practical hands-on work experience to facilitate integration of theory and practice with an introduction to a range of skills for both rural livelihood income generation and pre-vocational skills training;
- **Sustainable Platform:** PAS pilots a scalable, innovative model of training service delivery that leverages community assets through an evolving network of community-based, local NGO managed Learning and Livelihood Centers offering quality training based on standardized model curriculum for pre-vocational, foundation-level Workforce Development training;
- **Local Assets:** PAS promotes a high-quality, standardized foundational-level Work Readiness training program that leverages local assets and engages local trainers and youth livelihood facilitators in the wider, cross-sectoral development processes that influence outcomes for youth, families, communities and society-at-large;

- **Enabling Environment:** PAS facilitates linkages that contribute to an enabling environment for multi-stakeholder collaboration. PAS complements and builds upon instrumental and relational capacities of local communities, civil society actors and government to coherently support better social and economic outcomes for low-skilled, out-of-school, unemployed/underemployed rural youth through integrated Workforce Development initiatives that support 2010-2011 National Priorities and the evolving strategies of SEFOPE, MoE/NFE and Youth and Sport;
- **Do No Harm:** PAS supports key factors of stability and consciously mitigates potential for unintended negative impacts by:
 - Cultivating self-reliance, initiative and personal responsibility, pro-social attitudes and behaviors with an emphasis on informed decision-making and managing expectations;
 - Enhancing local capacities for dialogue, peaceful change and non-violent resolution of differences;
 - Enabling youth to play a meaningful role in the development of their communities through community service and internships with government agencies and development organizations and assume their role as invested social actors;
 - Providing information, encouraging analytical thinking and facilitating rational analysis of labor market supply/demand and informed decision-making to productively manage expectations of youth participants;
 - Addressing real and perceived barriers to social and economic participation by expanding learning and earning opportunities available to targeted youth in their own communities and building a range of durable skills that enable participants to adapt to a transitional economy;
 - Presenting a gender-sensitive, contextually relevant alternative to urban migration and/or residential vocational training programs that may not be well-suited to the circumstances of food-insecure rural populations that depend on male and female youth for labor-intensive subsistence agriculture and female youth for household labor and care of children;
 - Facilitating engagement and positive interactions between/among youth participants and community leaders, community policing units, church, suco councils, development organizations and government stakeholders at the sub-district, district and national levels.

The PAS program is currently in the third year of the three-year pilot program. This quarterly report documents progress and performance for the period April 1 – June 30, 2010 under Agreement No. 486-A-00-07-00010-00.

II. MAJOR ACCOMPLISHMENTS

Metrics and Milestones

- **449 New Participants:** In the first week of April, the last group of 9 cohorts of 248 young women and 201 young men began Phase I of the eight-month PAS pre-vocational, foundation-level training program.
- **2,059 Total Participants:** With 449 new youth entering the program in April, PAS has enabled a total of 2,059 (1,100 female/959 male) rural youth to access and participate in Work Readiness training (Proposed Revised USAID FACT Indicator 1 (pending formal modification at this time): 2,050 participants).
- **664 Quarter 3 Graduates:** In the 8-week period from mid-April to mid-June, 16 cohorts of 363 young women and 301 young men completed Phase II and graduated from the eight-month PAS program. These third-quarter graduates represent 55.6% of total program graduates to date.
- **Quarter 3 Outcomes:** Over 40% of this quarter's graduates accessed and were engaged in gainful formal and self employment within 12 weeks following graduation. Of 664 Phase II graduates, 140 (65 female/ 75 male) were formally employed in wage-paying jobs and 146 (91 female/55 male) self-employed in individual and group micro-enterprises.
- **1,194 Total Graduates:** With the 664 youth graduating from the program in this quarter, 629 young women and 565 young men have completed the eight-month PAS pre-vocational, foundation-level training program.
- **Sustainability:** Progress toward facilitating emergence of a shared agenda for inclusion, re-engagement and support to enable out-of-school, low-skilled rural youth to build basic, foundational skills for better life, livelihood, learning and earning outcomes was supported by:
 - First series of joint technical meetings between PAS staff, SEFOPE sub-agency heads and technical advisors with growing interest in the PAS pilot program and its innovative foundation-level, pre-vocational curriculum geared at Level 0-1.
 - Support of the Secretary of State, SEFOPE and the Director of Non-Formal Education, Ministry of Education in a joint ceremonial award of PAS "Skills Passports" in Liquica District
 - Participation of the Prime Minister of Timor-Leste in a symbolic final graduation ceremony at the Fatuberliu Learning and Livelihood Center in Manufahi District.
 - First district-level, multi-stakeholder meeting to support PAS graduates and promote joint Workforce Development initiatives to expand learning and earning opportunities for out-of-school, low-skilled youth. The event was initiated and organized by district-level stakeholders in Oecusse District with 71 representatives of district, sub-district authorities, suco and aldeia leaders, SEFOPE, Ministry of Education, local and international NGOs, district employers and opportunity providers.

- **PAS Celebrates Milestones:** In the last week of June, all PAS team members participated in a one-day staff retreat to celebrate the two-year anniversary of the first PAS cohorts that entered the program in July 2008 as well as the one-year anniversary since the first group of 120 youth graduated last year in June 2009. Through team building activities and dialogue, PAS staff reflected on team goals, achievements and progress to date:
- PAS has reached over 2,000 youth in under two years. Since our first two local NGO partners began delivery of training services in July 2008, PAS has enabled over 2,000 out-of-school, low-skilled rural youth in 23 rural sub-districts to access and participate in the PAS training program (2,059 participants as of April 2010)
 - Within the last 12 months, nearly 1,200 rural youth completed PAS training between July 2009 and June 2010 (1,194 graduates as of June 2010)
 - In the last three months, PAS staff and 12 local NGO partners effectively pulled together and worked as a team to deliver an unprecedented volume and range of services to support a combined total of 1,155 active Phase I and Phase II¹ participants - as well as provide extra post-program job search assistance to PAS alumni. The PAS M&E and program technical assistance units worked closely to deliver over 179 days of nearly continuous field-site technical assistance and closely-targeted training to bridge gaps, build capacity and support our partners and PAS youth participants and alumni in nine rural districts: Aileu, Ainaro, Baucau, Cova Lima, Lautem, Liquica, Manufahi, Manatuto and Oecusse.

Program Implementation

Alignment of Activities with PAS 2010 Program Strategy

In this quarter, PAS staff and local NGO partners demonstrated positive progress toward aligning inputs and technical assistance activities with the 2010 PAS Program Strategy and Framework. Key concepts of the 2010 PAS Program Strategy and Framework were initially introduced to local NGO partners in a week-long workshop with local NGO partners in January 2010. Concepts and translation of ideas into action were reinforced through a pain-staking process of working closely with PAS staff and Partners' Program Managers in February 2010 to undertake joint review of progress and results of the 16 Learning and Livelihood Centers, identify "Lessons Learned" and then revise the Scope of Work for 12 local NGO partners to harmonize inputs and activities with desired program outcomes in 2010.

However, given that PAS staff, Partner Program Managers and training staff of each Learning and Livelihood Center Team are diverse and have different levels of experience, unification of purpose and action per formalized written program frameworks are supported through verbal communication, dialogue and reiteration of one consistent, clear and simple message for 2010:

Think sustainably > Deliver quality > Achieve results > Communicate impact > Be relevant

¹ This includes 449 new participants, plus 706 participants scheduled to graduate, 664 of whom graduated.

Summary of FY3 Quarter 3 Objectives, Key Activities, and Outputs/Outcomes		
Objective 1: Complete 16 Cohorts in Progress (706 Youth in Phase II)		
PAS staff will continue to bridge gaps in management, technical and M&E capacity to enable 12 local NGO partners to complete delivery of 16 out of 16 cohorts scheduled to graduate in Quarter 3		
Quarter 3 Sub-objectives	Inputs and Activities	Outputs/Outcomes
Learning & Earning Outcomes: Improve employment outcomes for quarter three graduates	Targeted technical assistance to partners, youth in Phase II, and program graduates to meet labor market demand for census positions in 8 districts	Result 1: Over 150 youth receive training on capturing key labor market opportunity presented by the Census (104 hired) Result 2: 8 local NGO partners design and target Census trainings to enable youth to capture key labor market opportunities
Community Service Project: Improve public awareness and perception of youth as positive assets for development through environmental stewardship initiatives	Provide technical assistance to partners to strategically connect youth to national-level opportunities and events to promote environmental protection/agroforestry initiatives	Of 16 total community service projects, 2 were targeted toward agro-forestry including one on Earth Day involving the SOS for Agroforestry, with the remainder responding to local community priorities, such as waste disposal and water systems
Exit Survey: Data documentation and analysis of graduates' perceptions of program impact and quantifiable changes in access to employment and education	Total of 16 Exit Surveys in 8 districts conducted over 9 weeks involving 461 youth	Analysis & Learning with emphasis on better practices and lessons learned to inform quarter 4 programming
M&E Capacity: Improve partner capacity to conduct evidence-based reporting on and tracking of post-graduation outcomes	M&E Training 1A: One day of training focused on tracking and providing evidence for post-graduation outcomes	3 program managers, 1 assistant manager and 8 team leaders from 4 Oecusse learning centers trained 2 team leaders and 1 Learning Center Coordinator from FC Aileu trained (half-day)
Financial Management Capacity: Increase partner capacity to develop final reports, manage inventory, and develop disposal plans per USAID regulations and better practices Partners have increased capacity to manage funding, finance, and contracts	Over 250 hours of sub-grants technical assistance to support reconciliation of inventory and creation of disposal plans to ensure transparent and public management of resources Over 350 hours of sub-grants technical assistance direct to finance officers and program managers of 12 local NGO partners	16 proposals for disposal of inventory and reconciled inventory lists submitted by partners 5 non-continuing partners submit final reports Tangibly enhanced accountability and financial stewardship in Q3
Objective 2: Launch 9 new cohorts (449 Youth in Phase I)		
PAS staff will bridge gaps in management, technical and M&E capacity to enable 7 local NGO partners to successfully launch 9 out of 9 scheduled cohorts in Quarter 3		
Quarter 3 Sub-objectives	Inputs and Activities	Outputs/Outcomes
Livelihood Preparation: Improved literacy, numeracy, leadership & life,	Local partners delivered the following training modules:	449 participate in three out of four months of Phase I training

work readiness, and technical skills as well as improved access to labor market information	<p>Literacy: 20 out of 20 delivered</p> <p>Work Readiness: 10 out of 10 delivered</p> <p>Life & Leadership: 15 out of 15 delivered</p> <p>Numeracy: 8 out of 18 delivered (remainder to be completed next quarter)</p> <p>5 out of 6 work experience modules delivered (remaining to be delivered next quarter)</p> <p>One out of three livelihood fairs (non-formal education; remainder to be delivered next quarter)</p>	<p>Life and Leadership Competency Skills Assessment completed</p> <p>Technical Skills Competency Assessment completed</p>
Classroom Observation to determine increases in technical capacity and identify gaps to inform technical assistance strategy in quarter 4	Development of a classroom observation methodology and implementation in four learning centers with local NGO partners in Oecusse district	Resulting analysis scheduled for next quarter
Improve impact in employment and education outcomes in Phase II	Delivery of targeted technical assistance to improve capacity of team leaders to facilitate development of effective youth proposals for Phase II	<p>Immediate-term: submission of 400 proposals by deadline</p> <p>Longer-term: Impact of Phase II will be determined in quarter 4</p>
Improve partner capacity to track and evaluate progress for Phase II youth	M&E Training 1B: One day of training focused on use of new evaluation forms for Phase II	<p>3 program managers, 1 assistant manager, and 8 team leaders from 4 Oecusse learning centers trained</p> <p>2 team leaders and 1 Learning Center Coordinator from FC Aileu trained (half-day)</p>
Expand access and options for employment, education, and progression to SEFOPE-certified Phase II	<p>Strategy 1: Preliminary assessment and technical discussions with Don Bosco in Dili regarding access for Phase II</p> <p>Strategy 2: Multi-stakeholder meetings in Oecusse and Manufahi districts regarding employment and MoE/NFE education opportunities</p>	Proposal pending

Lessons Learned: Market-Driven Technical Assistance

Given Timor-Leste's fragile economy, it is not realistic to expect the majority of PAS graduates to achieve stable, long-term employment – although it is certainly necessary to help youth progress in their pathway toward this goal. Therefore, PAS counts as significant any self-employment activity that is sustained for at

least four months or any high-quality formal contract position that represents a development in a particular youth's employment trajectory. For ease of reference, the term "employment" is used to represent "improved short-, medium-, or long-term income-generating opportunities."

In comparing relative employment rates between this quarter's graduates (43% employed within 3 months of graduation) and last quarter's graduates (22% employed within 6 months of graduation), rates of gainful employment have nearly doubled. Clearly, the most important factor in achieving high rates of employment is the existence of job opportunities. In May and June, district-level demand for labor spiked as hiring for the National Census began. However, while the Census sought over 4,000 workers in Dili and rural districts to fill enumerator, GPS taker and Team Leader positions, all positions required a high school diploma. Given that 80% of PAS participants are out-of-school youth who left the formal education system at some point before completing secondary school, it was not clear whether absence of formal education requirements would act as a barrier to accessing available jobs.

PAS staff and partners adopted a three-pronged technical assistance strategy to enable youth to access and participate in Census opportunities: Inform, Encourage and Enable. PAS staff and local NGO partners worked intensively with participants in Phase II and PAS alumni in eight districts to facilitate access to information in order to help youth understand the purpose of the Census, explain the application process and actively "manage expectations." To prevent "disappointment," PAS staff worked hard to ensure that participants' decisions to apply or not were informed by a clear understanding that a high school diploma was a formal requirement and that competition for jobs would be strong – in fact, PAS staff learned that for every one position in Dili, there were 30 applicants. At the same time, PAS staff facilitated dialogue to encourage youth to understand the situation, but not be discouraged by educational barriers, strong competition and what was a fairly widespread belief/perception among youth that nepotism influences hiring decisions. Moreover, PAS encouraged youth to view the interview as a learning experience -- regardless of outcomes -- and to focus on what they could control: their own preparation. To accomplish this, PAS staff and partners delivered joint training to enable youth to analyze the purpose and requirements of the various positions, determine whether their own competencies would be more suitable in the role of enumerator, GPS taker or team leader and then worked intensively with youth to prepare letters of application, update resumes and practice interview skills. Local NGO training partners also contacted *Chefe do Sucos* and Census staff to encourage those involved in recruitment and hiring decisions to consider not only education, but also competencies and the ability to fulfill the core requirements of the job, as well as to promote gender awareness and the benefits of ensuring that young women, as well as young men, would have equitable access to opportunities.

Results and Outcomes: Out of 153 Phase II participants and graduates selected to participate in an interview, 104 (53 F/ 51 M) were offered Census jobs as enumerators, GPS and team leaders with a salary of \$120/month (68% of interviewees). As of the end June 2010, these youth were attending paid training to prepare them for implementation of the Census in July. With respect to building the capacity of local NGO training partners, the census experience provided a clear and tangible Lesson Learned for PAS staff and local NGO training partners which clearly underscored both the importance of information and how market-responsive, closely-targeted training and assistance inputs leads to better results and outcomes for youth.

PAS Youth

Armando da Silva



LEARNING, EARNING AND SERVING

Lafu's latest achievement is a job with the Ministry of Tourism, Commerce and Industry in Oecusse. See the updated Success Story in Appendix II



"Lafu Pombo"

In the villages of Malera, Aileu and Tiro, Manufahi, two PAS youth are now Chefe do Aldeia, drawing upon Leadership and Life Skills learned in PAS



Marta da Conceicao,

13 women from around the country were selected to each represent their district in a SEFOPE business development training program, of which 3 were PAS graduates: Deolinda Ximenes from Oecusse, Marta da Conceicao from Baucau, and Emalita da Silva from Manufahi.

46 PAS youth from FC Laulara Learning & Livelihood Center in Aileu celebrated International Earth Day by planting trees as part of their community service project undertaken in collaboration with Cooperativa Café Timor. The Secretary of State for Agriculture and Arboriculture Marcos da Cruz attended the event, placing into the ground the first of nearly 500 soil-consolidating seedlings planted on 22 April 2010



III. MONITORING AND EVALUATION

A. Result 1: Targeted youth are more capable of earning a livelihood

At the start of the current quarter, 706 participants were active in Phase II and 449 new participants entered, for a total of 1,155 active participants during the third quarter. By the end of the reporting period, 664 youth had graduated from the 8-month program. The table below provides a summary of program participation in the current quarter.

Outputs and Outcomes as of 30 June 2010				
449 entering Phase I in the current quarter USAID F Indicator: Number of persons participating in USG-funded workforce development programs Total entering (LOP): 2,059 (Target: 2,050)	1,155 participants active during the quarter	664 completing Phase II in the current quarter USAID F Indicator: Number of persons completing USG-funded workforce development programs Total completing (LOP): 1,194 (Target: 1,312)	286 Q3 graduates employed	140 formal wage earners 21% of Q3 graduates 75 M/65 F (53.6% M/ 46.4%)
				146 micro-entrepreneurs 22% of Q3 graduates 55 M/ 91 F 37.7% M/ 62.3% F
			43% Employment Rate in Q3	

Learning and Earning Outcomes: Focus on Formal and Self-Employment

Of the nearly 1,200 participants that have graduated from PAS, more than half entered the job market in the last three months, representing a substantial pool of newly-trained youth participants ready to access employment opportunities in their districts. The CPR unit, therefore, conducted data collection and analysis to better understand employment outcomes.

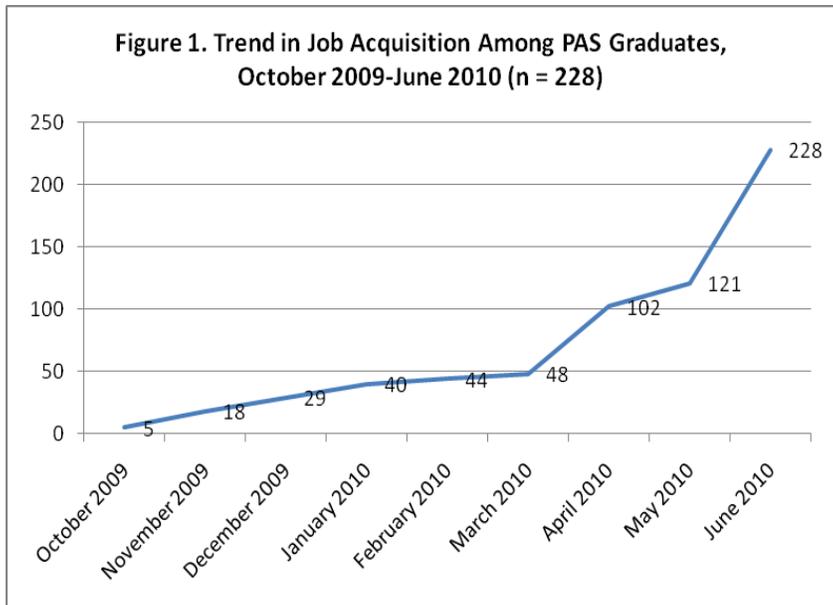
I. Formal Employment

Methodology: EDC's CPR unit conducted a survey of graduates to determine the number who have acquired formal employment since graduation. The survey began with the first cohort developed under the eight-month program model delivered by Fundacao Cristal (FC) in Aileu Villa, Aileu District and whose participants graduated precisely one year ago in July 2009. Survey results on formal wage employment were collected using several methods. First, for cohorts that graduated this past quarter, youth were interviewed about job acquisition during Exit Surveys held in the weeks before graduation. As mentioned below, such surveys were held with 16 cohorts between April and June, with 431 (65%) third-quarter graduates surveyed. Second, post-graduation follow-up visits to districts were conducted by EDC staff to survey participants who had graduated between one month and one year prior to the visit and to survey those participants who had not participated in Exit Surveys. During these

visits, EDC staff met directly with participants, when possible, as well as with team leaders, program managers and employers. Data were verified by asking participants and Learning Center staff about employment and corroborating answers. In a few cases, employment was first recorded in partners' monthly reports to EDC and verified separately by the CPR unit. To verify Census employment, names and birthdays were cross-checked against the official lists of hired candidates published by the Directorate of Analysis and Research within the Ministry of Finance.

Analysis: A total of 228 graduates from past and current participants reported gaining formal wage employment. Of these wage-earners, 61% graduated this quarter, with 140 reporting sustained income gains through formal employment within the first six weeks of completing the PAS program. Moreover, the survey revealed that waged employees earn \$107.50 per month on average, which is significantly greater than the implied minimum wage of \$85.00 per month (per the National Labor Board).

As Figure 1 demonstrates, the total number of PAS youth with formal employment nearly quadrupled beginning in April (from 48 to 228). In addition to strong labor market demand and availability of jobs, we believe four factors account for this growth. First, a training of trainers in January that focused on sustainability and technical assistance for team leaders prepared Learning & Livelihood Center staff for the eight of 16 scheduled Q3 graduations that began in April (the start of the third quarter). These eight graduations account for an initial doubling in job acquisition, from 48 total wage-earners at the end of March to 102 in April, an increase of 113%. Second, the total number of PAS graduates and participants with formal wage employment again doubled in June (from 121 to 228 wage-earners) -- the direct result of counseling and job training delivered by PAS-supported Learning & Livelihood Centers to participants in the run-up to the 2010 Timor-Leste Census drive, which occurred in June. As of June 30, a total of 104 PAS graduates and current participants had been hired by the Census committee as team leaders, GPS-takers and enumerators. Third, the Census provided a kind of natural experiment and the results are promising: of the 104 Census jobs added in June, 71% were acquired by youth trained by partners who had had at least one previous cohort, suggesting superior performance among partners with greater experience as well as improvement in capacity to assist PAS youth with accessing job opportunities that become available. Finally, institutional learning on the part of the CPR unit led to targeted programmatic technical assistance that bore fruit: as reported last quarter, some team leaders were restricting access to Phase II opportunities in favor of ensuring their own ability to monitor youth close to the learning center. Once this was realized, EDC worked with team leaders to ensure that evaluation of high-quality non-formal education and internship took precedence over simple monitoring, a message emphasized during M&E trainings held in May.



As a result of these four factors, the proportion of employed PAS graduates nearly doubled since last quarter: from 22% of Q2 graduates to 43% of Q3 graduates.

Type of Employment	Q2	Q3
Formal Jobs	19	140
Business	22	146
Total	41	286
Proportion	22% (189 total graduates)	43% (664 total graduates)

Access and Participation of Women

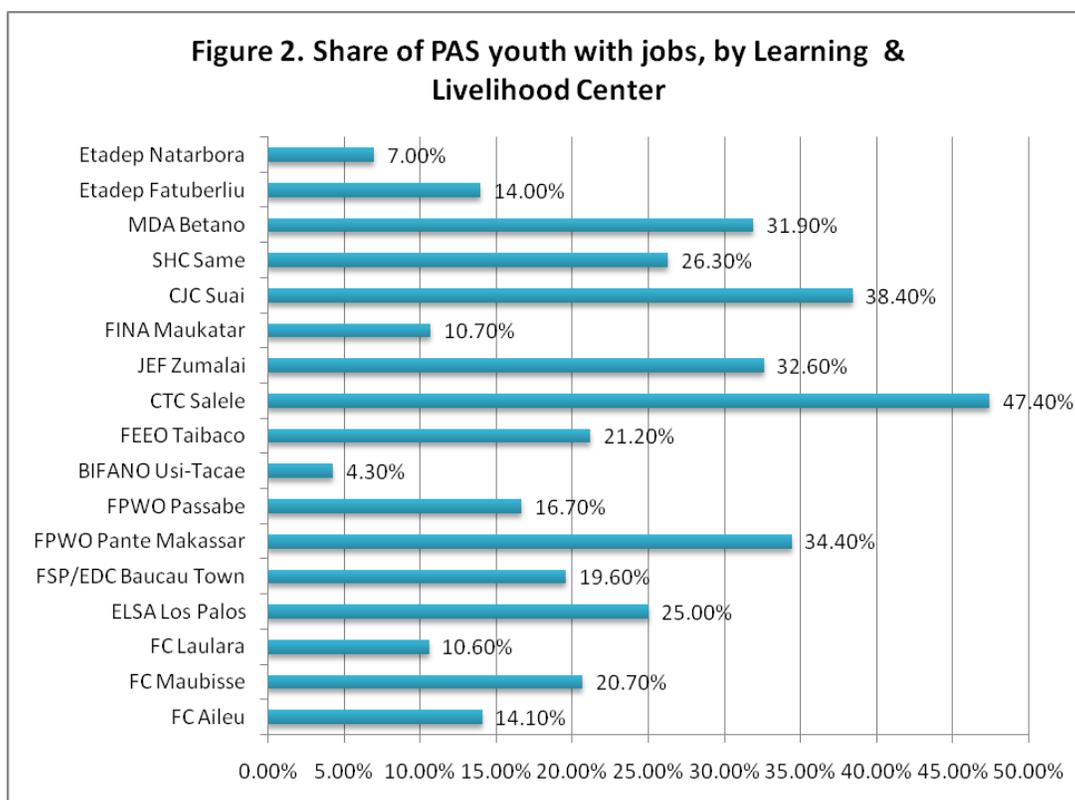
Constraints: As the table below demonstrates, 58.3% of formal wage-earners are men, while 41.7% are women. When we consider those operating small businesses – examined in more detail below -- the proportions are reversed, with women comprising 62% of small business earners compared to 38% for men. Taken as a whole, the gender difference among those earning income through either formal wages or through businesses is negligible: 50.5% are women, while 49.5% are men. However, the clear gender difference with respect to the type of work bears further investigation. At the outset, we believe this may be partially explained by relatively lower rates of educational achievement among female PAS participants. During focus group discussions, PAS participants – and women in particular – consistently state lack of education as a reason for choosing the business option during the second phase. In fact, a much larger proportion of female micro-entrepreneurs have below primary school education compared to their male counterparts: 18.6% as opposed to 3.5%. In addition, nearly twice the proportion of male entrepreneurs completed pre-secondary school compared to their female counterparts: 31.6% compared to 18.6%.

Solutions: All technical assistance and interaction with third-party stakeholders consistently emphasizes the benefits of equal access and participation of women in education and economic opportunities. Realistically, EDC recognizes that gender mainstreaming is a long-term development process. EDC’s strategy of ensuring programs are gender-sensitive and accessible to women appears to be effective, as 53% of participants have been women, as have 53% of graduates -- a significantly higher rate when compared with training and education programs geared to both young men and young women. In addition, in quarter 4, the technical assistance team will develop and deliver a gender-mainstreaming orientation together with selected partners.

Table 2. PAS Graduates with Formal Contract Jobs, by Learning and Livelihood Center

PAS-Supported Partner	Learning and Livelihood Center	Number of graduates with jobs	Female	Male
Fundasaun Cristal	Aileu	20	9	11
Fundasaun Cristal	Maubisse	30	8	22
Fundasaun Cristal	Laulara	5	3	2
CTC	Salele	9	1	8
CJC	Suai	28	11	17
FPWO	Pante Makassar	43	20	23
FPWO	Passabe	8	4	4
BIFANO	Usi-Tacae	4	0	4
FHRT	Aipelo	1	0	1
FEEO	Taibaco	10	5	5
FSP/EDC	Baucau Town	9	6	3
JEF	Zumalai	14	4	10
FINA	Maukatar	3	1	2
MDA	Betano	15	7	8
SHC	Same	10	2	8
ELSA	Los Palos	10	7	3
Etadep	Fatuberliu	6	5	1
Etadep	Natarbora	3	0	3
Total		228	95	133

Figure 2 below analyzes job acquisition as a proportion of the total number of Learning & Livelihood Center graduates.

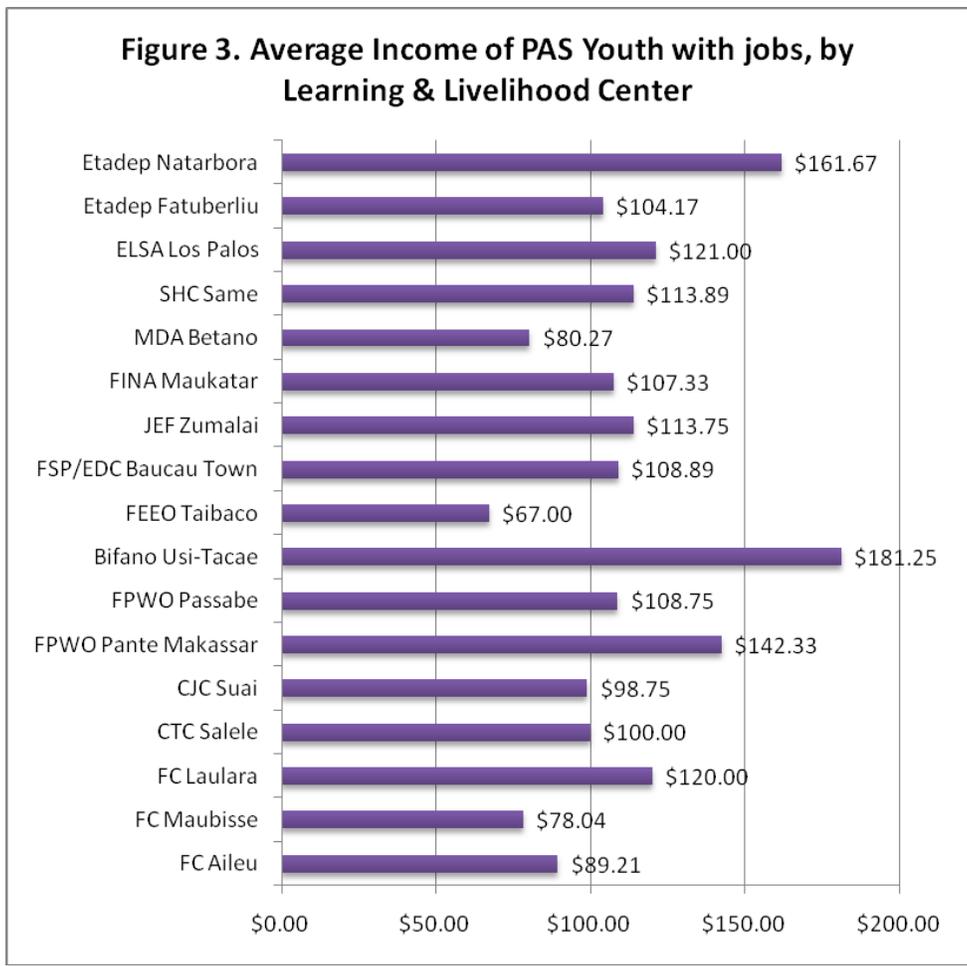


Employment Factors

As can be seen, the proportion of graduates hired for contract employment ranges from a low of 4.3% at the BIFANO center in Usi-Tacae sub-district to a high of nearly 48% at the CTC center in Salele subdistrict, with an average employment rate of 22% among Learning & Livelihood Centers. The range is partly explained by the relative isolation of Usi-Tacae (both within Oecusse district and within the country as a whole) and the density of government employment opportunities in Salele sub-district coupled with the unusually small number of graduates (only 19) from that particular center. Moreover, six youth from the CTC center were hired at the national electric company office (EDTL) as installers; all six interned at the company for their Livelihood Accompaniment phase before being hired. Other notable proportions include the FPWO center in Pante Makassar, at nearly 34%, and the CJC center in Suai, at 38%. With respect to the latter, the large proportion of hired graduates is partly explained by the existence of the Australia Aid-funded Justice Facilities program, which has employed a total of 16 third-quarter PAS graduates as actors and trainers who use social theater to highlight such issues as the prevention of domestic violence (for more details, see the success story in Annex II). In Pante Makassar, longstanding ties between local NGOs and the USAID DWASH program account for the relatively high employment rate compared to other centers, with 12 FPWO Pante Makassar youth hired as community mobilizers and water technicians through absorption into the network of local organizations implementing DWASH-supported water and sanitation programs. Prior to accepting employment, 9 youth had already interned with organizations implementing wat-san programs. Moreover, a successfully organized Census employment training in Pante Makassar led to the employment of 25 youth as Census team leaders, GPS takers and enumerators in Oecusse town.

These same water and sanitation programs account for the relatively high average incomes we see in Oecusse, as well. Interestingly, although the BIFANO center had the lowest employment rate, it registered the highest

average income of any learning center, at \$181.25, as three of its four hired youth were employed as clean water technicians, also for a DWASH-supported local NGO (see Figure 3 below). The lowest average income was registered at the FEEO Learning & Livelihood Center in Taibaco, at \$67.00. Like BIFANO, FEEO is located in a remote and resource-poor sub-district, and the majority of the center’s wage-earners have been hired as part-time employees at FEEO itself, through the auspices of a SEFOPE grant. In addition, three PAS participants were hired there for the Census and one found employment with a local NGO known as FLWS. Overall, the large number of Census hires pushed average income for wage-earners up, as those hired will be paid \$120 a month (for one month of work). The average for formal wage-earners was \$107.50.



If we include the 2010 Census, employment among PAS youth largely comprises government work, at 60.9% of jobs, followed by NGOs, at 29.8%, and private businesses, at 9.3%. However, if we exclude these recent hires for the Census – a relatively new opportunity for PAS youth – in favor of understanding the organizations with which training partners have cultivated ties over the past two years, NGOs predominate, at 54.8% of employers, versus 28.2% for non-Census government positions. In Betano subdistrict, for example, youth from the MDA center have largely found employment in the agricultural NGO Fina ba Moris (Seeds of Life), working as agricultural research assistants. Of the eight eventually employed there, five interned during their Phase II accompaniment option. In Aileu town, youth from PAS have been hired in World Vision as community health facilitators and literacy teachers, as well as field assistants for the local NGO Belun. As mentioned above, in Oecusse, the vast majority of youth have found employment in local and international NGOs implementing water and sanitation projects, while

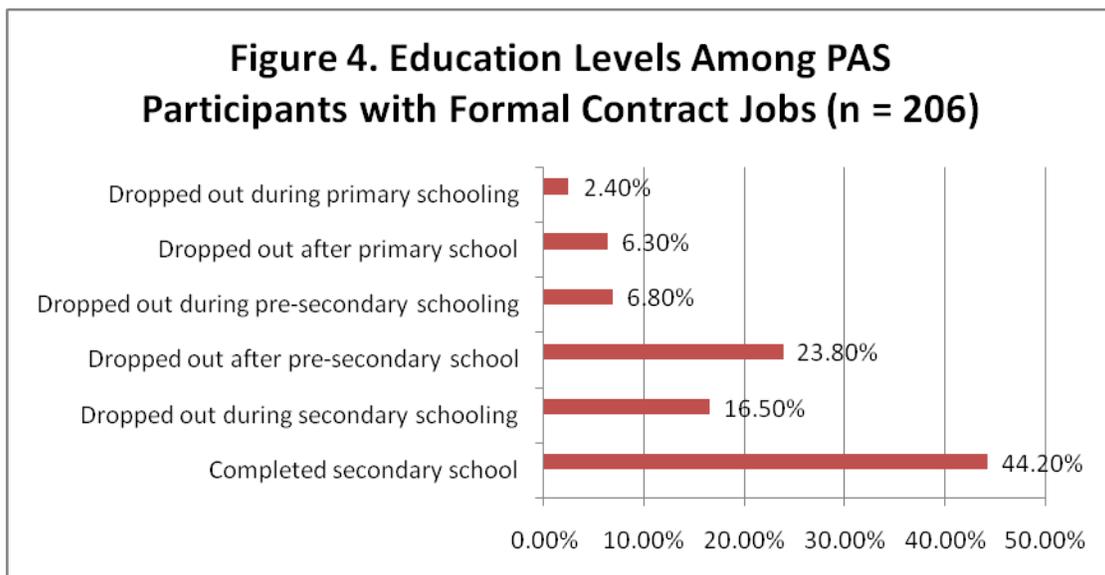
in Suai sub-district, ties with the Justice Facilities Program have resulted in a relatively large proportion of PAS youth being hired as social theater actors.

Where there is a relative paucity of NGOs, PAS youth tend to find employment in government offices. This is especially true in the remote and poorly resourced sub-districts of Salele and Zumalai – both in Covalima -- where nearly all hired PAS youth from the CTC and JEF centers have found employment with government bodies. For example, the nine wage-earners from CTC have either been employed by the electrical company (6), by a suko council (2) or as part of the Census (1). Similarly, 13 out of 14 hired youth from JEF have found employment with the Census (10), with the District Health Office as community health promoters (2), or as electrical installers with the local electric company (1). Across all districts, those youth that enter the private sector tend to do so as security guards working for one of the large private security companies operating in Timor, or as construction workers for small private firms.

In some cases, low formal contract employment rates are explained by relatively higher participation rates in small business for these centers. This is particularly true for FC Laulara, FPWO Passabe and Etadep Fatuberliu: while their formal employment rates were 6.4, 8.3 and 9.3%, respectively, the proportion of youth earning income through small businesses in these sub-districts was 62.8, 52.1 and 68.1%. We analyze these small businesses in more detail below.

Pathways to Wage Employment

Of those PAS youth employed as formal wage-earners, the largest proportion chose to intern for their Phase II pathway option, at 46.9%, followed by business and non-formal education, which were evenly split at 21.7% each. An additional 9% of wage-earners were members of new cohorts recruited for the Census and will return to complete their Phase II accompaniment after the one-month Census assignment. Out of 228 jobs, 35 (or 15.4%) were acquired directly from the Phase II internships selected by participants. More importantly, **of those hired, 56% had not completed high school**. Nearly 40% had pre-secondary school and below as their highest level of educational achievement, providing substantial evidence of the PAS model’s effectiveness at providing greater access to employment through foundational training that addresses gaps in formal education and limited exposure to formal work experience.



Within type of employment, the proportions are only slightly different: of those employed by NGOs, 56.5% had not completed high school, while 52.8% of government hires had achieved a similar level of education. Interestingly, focus group discussions reveal a perception among PAS participants that only youth with secondary school education have the skills required to become an intern and succeed in the workplace. In fact, a higher proportion of those who only completed pre-secondary school were hired by NGOs compared to those who went on to do some high school -- 22.6% versus 14% -- suggesting opportunities for those with below-high school education. Overall, average income differed little by type of work, at \$111.60 for NGO employment, compared to \$113.60 for government work.

For list of youth formally employed, see Annex III.

II. Self-Employment

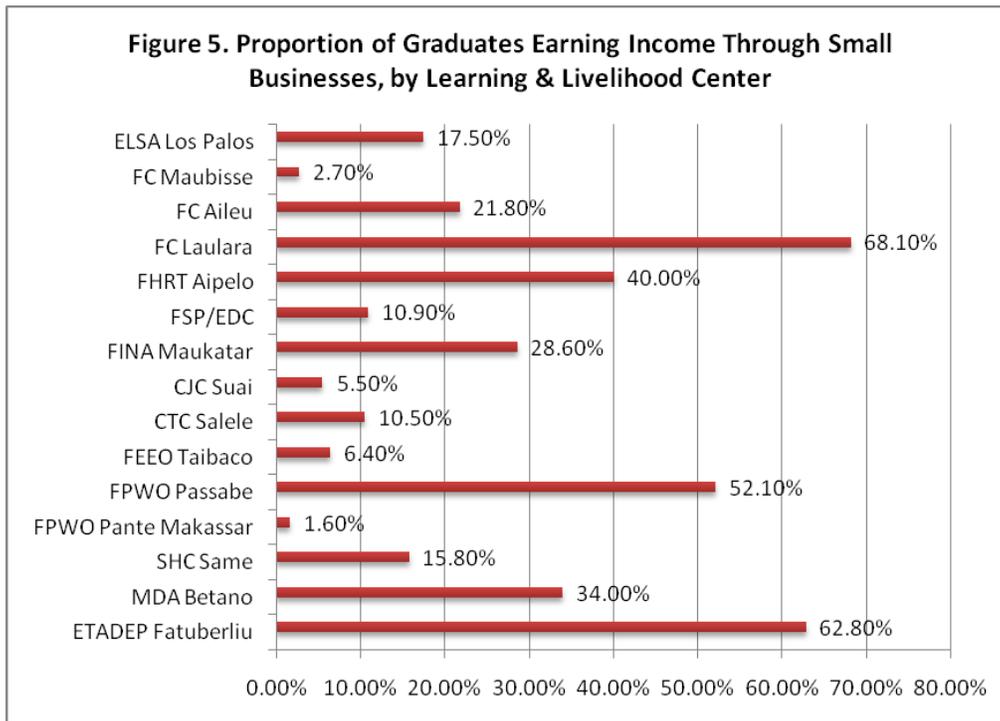
In addition to collecting data on formal wage employment, the CPR unit also undertook a survey of PAS youth engaged in small businesses this past quarter. Data were collected almost exclusively during final M&E exit surveys and relied on participants to estimate the amount of income they had received per month during the four-month livelihood accompaniment phase. For this reason, the income data presented below are preliminary and will require further investigation and verification to be undertaken next quarter when a business survey is piloted. In addition, as data on small businesses were collected during Exit Surveys, they represent only a sample of potentially existing businesses, particularly with respect to cohorts that graduated between six months and one year ago. Moreover, an examination of such outcomes beginning at six months after initiation of the enterprise will provide a better understanding of the long-term potential for viability and profitability of these businesses. Of the 431 graduates surveyed before graduation, 146 were found to be engaged in income-generating, micro-enterprises (see Table 3 below).



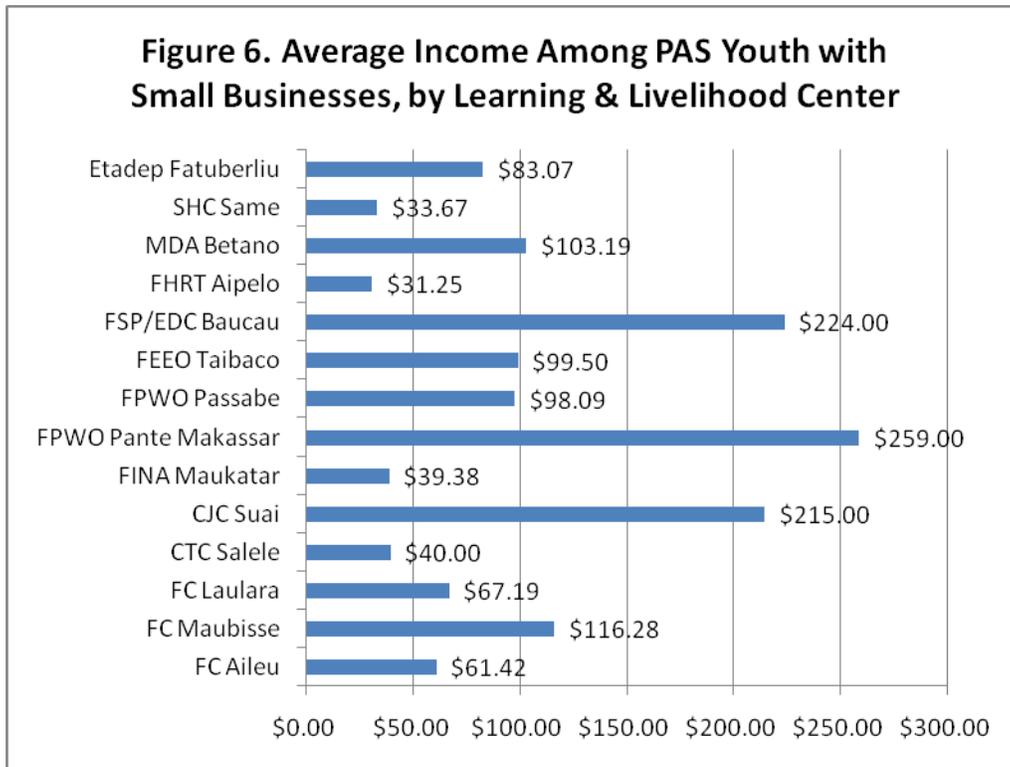
5 youth in Aileu have started the Ikan Mas Aquaculture Group

PAS-Supported Partner	Learning and Livelihood Center	Number of graduates with micro-enterprises	Female	Male
Fundasaun Cristal	Aileu	31	20	11
	Maubisse	4	4	0
	Laulara	32	18	14
CTC	Salele	2	2	0
CJC	Suai	4	4	0
FPWO	Pante Makassar	2	0	2
	Passabe	11	9	2
FEEO	Taibaco	3	0	3
FSP/EDC	Baucau Town	5	4	1
FHRT	Aipelo	12	9	3
FINA	Maukatar	8	5	3
MDA	Betano	16	8	8
SHC	Same	6	2	4
ELSA	Los Palos	7	4	3
Etadep	Fatuberliu	27	17	10
Total		170	106	64

The following figure (Figure 5) analyzes these numbers as a proportion of learning and livelihood center graduates:



As can be seen, the proportion of PAS graduates operating small businesses ranges from a low of 1.6% in Pante Makassar to a high of 68.1% among youth from the FC center in Laulara subdistrict. Given the relative density of NGOs and government offices in Pante Makassar, the former is not surprising. In Laulara, by contrast, relative proximity to Dili services and markets, fertile soil, and a tradition of trade influence youth preferences for micro-enterprise.



Based on self-reported amounts, the average monthly income among PAS micro-entrepreneurs ranges from \$31.25 among graduates of the FHRT center in Aipelo to \$259.00 among those from the FPWO center in Pante Makassar (Figure 6). In Aileu and Laulara districts, average income for businesses during the four months of the accompaniment phase was affected by the annual coffee harvest, to which many youth devoted themselves.

**N.B. Income from pre-existing coffee harvesting is not aggregated with income data from a PAS-initiated business, as data collection during the survey aims to isolate income streams that are the result of PAS training.*

OP 1.1: Number of participants participating in the PAS Project (FACT Indicator 1)

Phase I Learning Objectives: Phase I of PAS foundational training addresses the five core competency gaps that operate as barriers to employability, productivity and better livelihood outcomes to build a basic foundation for further development. Throughout the 4-month Livelihood Preparation phase, participants alternate between a week of classroom learning and a week of hands-on, practical work experience and technical skills training. The program design allows participants to progressively integrate conceptual understanding and practical experience to ensure learning is grounded in participants' experience. Phase I classroom instruction includes four primary core learning objectives: basic literacy and numeracy; leadership and life skills; work readiness; and an introduction to business and entrepreneurship. The fifth learning objective of PAS foundational training – practical work experience/skills training – provides an introduction to a range of technical and income generation skills that enables participants to gain insight into their own interests and aptitudes in order to make more fully informed decisions about future livelihood pathways.

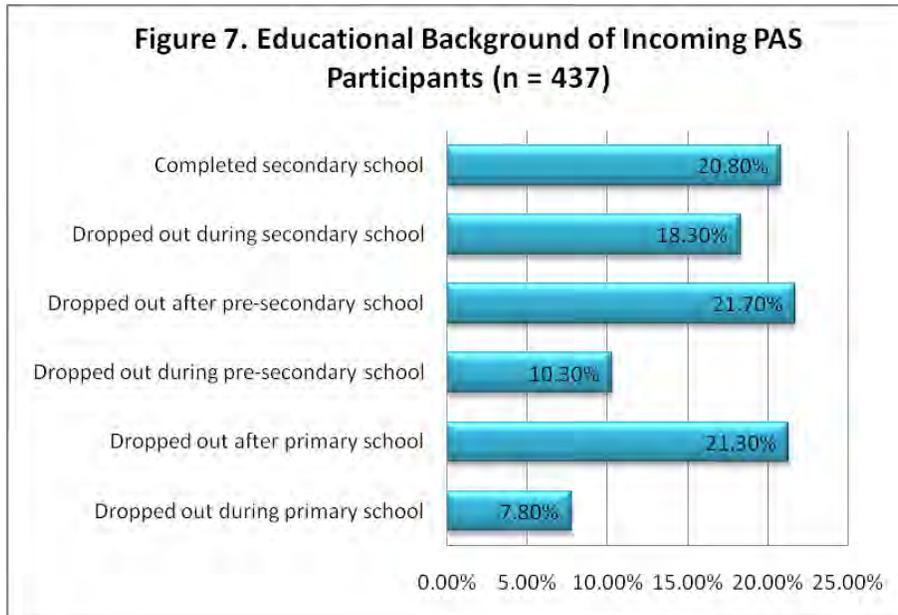
Phase I also addresses access to information and resources through a series of three "Livelihood Fairs" during which participants are provided information about resources and opportunities for further education and study; market opportunities and resources to support entrepreneurship and income generation; and formal employment and internships in their local communities. The Livelihood Fairs also contribute to an "enabling environment" and provide a platform for institutional engagement with youth to foster a broad base of community-level support and participation in the activities of the Learning and Livelihood Center. Finally, Livelihood Fair presenters provide youth with information, first-hand insights and lessons learned, allowing participants to gauge their own interests and abilities against the opportunities, demands and realities of particular industries and professions in order to make better informed decisions about their Livelihood Pathway.

- A total of 449 participants (248 F/201 M) entered the program this past quarter, comprising nine cohorts operated by seven local NGO partners in five districts: Oecusse, Aileu, Covalima, Manufahi and Manatuto.
- By the close of the current quarter, each of the nine cohorts had completed two out of three week-long Work Experience modules designed to provide an introduction to technical skills. These modules ranged from sewing and electronics repair in Oecusse to carpentry in Covalima to basic construction skills learned by repairing a volleyball court in Manufahi.
- During this period, 13 sponsors contributed time and expertise to support a total of 12 Livelihood Fairs.

Understanding Out-of-School, Low-Skilled Rural Youth

Analysis of Incoming Participants' Expectations: During enrollment week, incoming PAS participants are surveyed regarding their highest level of educational achievement. The results from the newest batch of 449 participants are presented in Figure 7 below: as can be seen, local NGO partners adhered to the program guidelines of accepting a maximum proportion of 20% high school graduates, directing program resources instead to minimally-educated rural youth, such as the 8% of enrollees who did not complete primary school. Overall, a little more than a third of these new participants have had some exposure to secondary schooling, while nearly two-thirds have below secondary school education. Moreover, incoming youth from these cohorts were evenly distributed between those who completed pre-secondary school and those who completed primary school, at 21.7 and 21.3%, respectively. As we discuss later on, higher educational achievement does not appear to be a predictor of

future employment among PAS youth, as the pattern for job acquisition among graduates mirrors the overall education distribution we see here: nearly two-thirds of those who acquired jobs have below secondary school education. Instead, training, mentoring and networks with potential district employers have a greater influence on job outcomes.



In addition to asking about educational achievement, EDC surveyed incoming youth this past quarter about the assets they believe they possess upon entering the program as well as about the benefits they most hope to gain upon graduating. This was accomplished through the introduction of a new form designed to match the questions asked of graduates during Exit Surveys. Mindful of the literacy and educational challenges facing PAS youth, the form is kept short and contains only multiple-choice questions, the replies to which are presented in the pie charts below (Figures 8, 9, and 10), providing an interesting window in the self-perception and hopes of new program participants.

Analyzing Figures 8 and 9, it is clear that an overwhelming proportion of youth (nearly 80%) entering the program consider themselves to have some skills required for acquiring a job, but believe they still require more (42%). In fact, the largest proportion of respondents stated the acquisition of skills as their most important demand. Financial support (22%) and more information about job opportunities (16%) were also important among incoming youth. As we will see when we consider the Exit Surveys (see below, pp. 25-26), incoming participants' perceptions differ from what graduates state as the most important benefits actually received from the program. Although a direct comparison is not possible – as the youth interviewed for the Exit Surveys presented below were not the same as these incoming participants – the difference suggests an interesting learning process among PAS youth as they progress through the program, signaling a more mature and multi-dimensional understanding of the requirements of employment, apart from the possession of skills.

Figure 8. Incoming participants' responses to the question, "What is the most important asset you now have to help you get a job?" (n = 377)

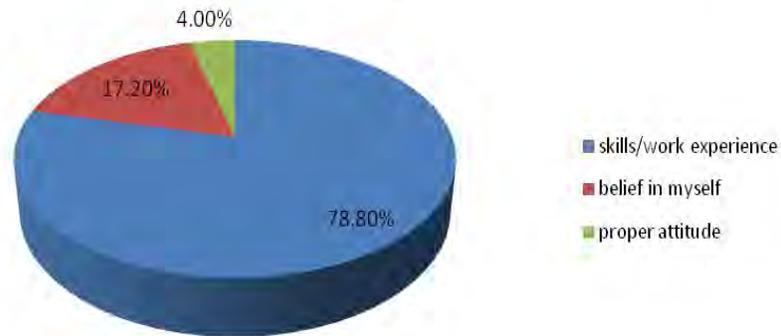
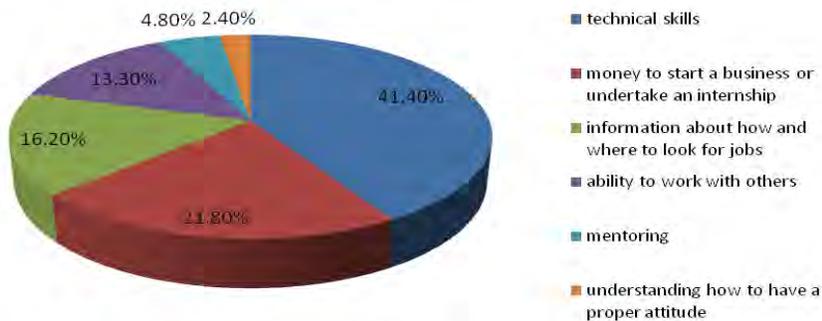
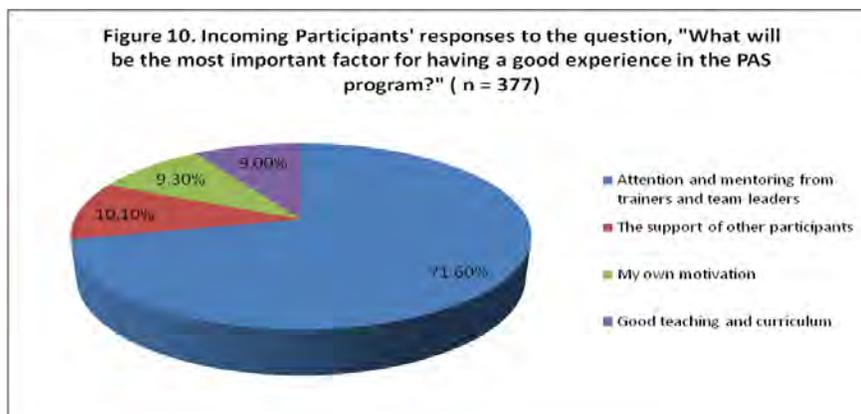


Figure 9. Incoming participants' responses to the question, "What is the most important thing you need from the PAS program?" (n = 377)



In order to understand youth perceptions of the role of self-motivation, the survey asked incoming participants to choose from among four options the most important factor they believed would be involved in having a successful experience in the program. The results are presented in Figure 10 below. Interestingly, only 9.3% of those surveyed actually chose self-motivation as the most important factor. Instead, the vast majority (71%) predicted that attention and mentoring from Learning Center staff would be the key to their success in the program. This may represent an opportunity for EDC to provide further technical assistance to local partners, as some PAS participants exhibit high expectations of the program's ability to assist them with finding a job. Without a concomitant understanding of the role their own hard work and motivation will play, participants may lack the proper orientation for success and perception of employment, with a potential for frustration and confusion concerning program outcomes and job acquisition, in particular. This is a complex issue, in part related to the more general expectations some Timorese youth have acquired as the result of prolonged and consistent exposure to development assistance programs in their country. As we describe in more detail below, during Monitoring & Evaluation trainings delivered to team leaders and program managers this quarter, EDC staff focused on the need for PAS participants to consistently exhibit their motivation to work hard, particularly during

the Livelihood Accompaniment phase. Although this message was delivered in the context of explaining the need for evidence of participant motivation – for monitoring and evaluation purposes – local partners have been re-oriented around youth motivation as a key ingredient of success in the program, particularly with respect to demonstrating such motivation to potential employers. In the coming quarter, EDC will build on this foundation by providing technical assistance to team leaders on their role as motivators for youth.



- During this period, 13 sponsors contributed time and expertise to support a total of 12 Livelihood Fairs, which covered the non-formal education and internships pathway options. Next quarter, the business option will be addressed as the third and final livelihood fair for Phase I. Table 4 below summarizes the specific themes presented at each Learning and Livelihood Center during this quarter:

Table 4. Phase I: Livelihood Fairs by Learning and Livelihood Center (FY3, Q3)

Sub-district	Cohort	Pathway Option	Sponsor	Topic
Pante Makassar	FPWO	Non-formal Education	SOLS	Strategies for Applying to SOLS
		Internship	SEFOPE	How SEFOPE Helps Link Youth with Jobs
Passabe	FPWO	Non-formal Education	Ministry of Education	Advantages of Non-formal and Formal Education
		Internship	SEFOPE	How SEFOPE Helps Link Youth with Jobs
Usi-Tacae	BIFANO	Non-formal Education	Ministry of Education	Educational Assets for Applying to Jobs
Taibaco	FEEO	Business	Asiton Co., Ltd.	How to Run a Successful Business in Oecusse
Zumalai	JEF	Non-formal Education	SOLS	Criteria for Applying to SOLS
		Intern	DSTL (Societal Development Timor-Leste)	Implementing Community Programs and Working in Local NGOS
Aileu	FC	Non-formal Education	PLAN	Non-formal Education Can Compete in the Job Market
Same	SHC	Non-formal Education	SOLS and Suko Council Youth Representative	Youth in Same/Pros and Cons of Non-Formal Education
Fatuberliu	Etadep	Non-formal Education	Ministry of Education	Government Policies on Non-formal Education in Timor-Leste
Natarbora	Etadep	Non-formal Education	Ministry of Education	Government Policies on Non-formal Education in Timor-Leste/How Youth Can Participate

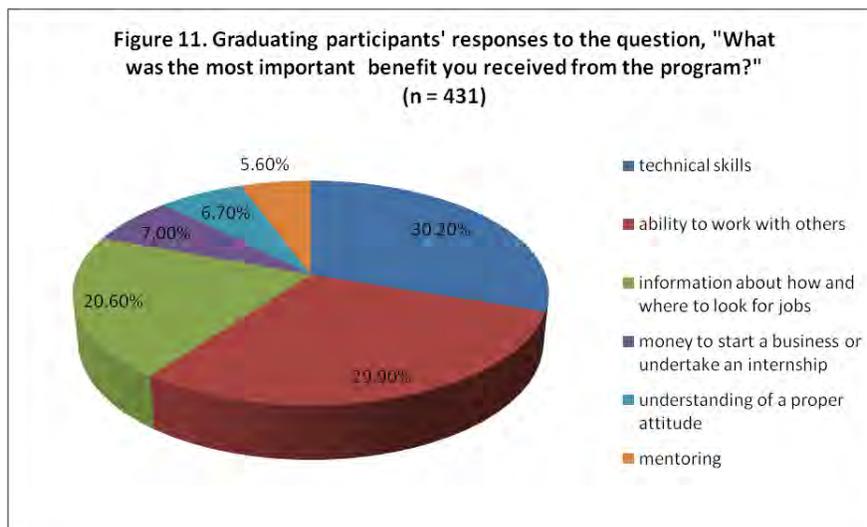
OC 1.2.3: Number of participants successfully completing the PAS program (FACT Indicator 2)

At the end of the four-month Livelihood Accompaniment Phase, each cohort of participants engages in two capstone activities before graduating: completion of a Community Service Project and participation in an Exit Survey. With financial and technical support from PAS, and in consultation with local leaders, graduating youth cohorts work together as a team to design and implement a Community Service Project that responds to local needs while providing youth an opportunity to demonstrate positive, pro-social engagement and spirit of voluntary service that reflects positively on themselves and the Learning and Livelihood Center that supports them. During the Exit Survey facilitated by PAS staff and with the participation of the Learning and Livelihood Center team, youth are provided an opportunity to reflect on their experience in the PAS program, share their perspective and feedback and provide valuable insights and lessons learned to continuously drive improvements in program design and quality that benefits the next generation of PAS participants.

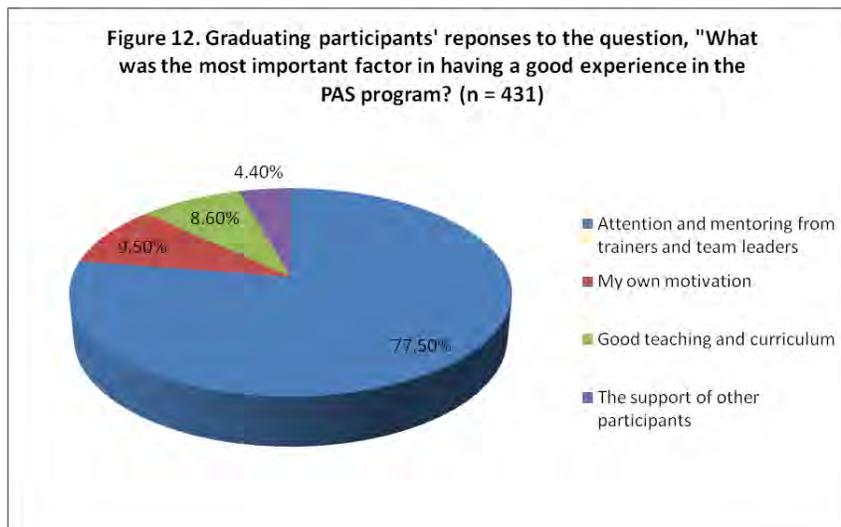
- **Community Service Projects:** Each of the 16 cohorts that graduated this past quarter implemented a community service project, as summarized in the following table:

District	Learning & Livelihood Center	Type of Service Project	Date of Completion
Covalima	CJC Suai	Construction of a rubbish bin	April 2010
	JEF Zumalai	Rehabilitation of a public school	April 2010
	FINA Maukatar	Rehabilitation of a public volleyball court	April 2010
Oecusse	FPWO Pante Makassar (2 simultaneous cohorts)	Garbage collection in Oecusse Town	April 2010
	BIFANO Usi-Tacae	Tree-planting	March 2010
	FEEO Taibaco	Painting Stations of the Cross monument	March 2010
Manufahi	ETADEP Fatuberliu	Construction of a rubbish bin outside the local church	May 2010
	MDA Betano	Painting and rehabilitation of the learning center	May 2010
	SHC Same	Construction of a rubbish bin	May 2010
Lautem	ELSA Los Palos	Painting the Chefe do Suco's office in Fuiloro	May 2010
Liquica	FHRT Liquica Town	Rehabilitation of a water canal	April 2010
Aileu	FC Aileu	Rehabilitation of a public toilet in Suko Malere	June 2010
	FC Laulara	Planting trees for Earth Day	April 2010
Ainaro	FC Maubisse	Rehabilitation of the Welcome Monument in Maubisse Town	June 2010

- Exit Surveys:** As mentioned previously, a total of 16 Exit Surveys involving 431 graduates (65%) were conducted this past quarter. In previous quarters, PAS participants were surveyed by asking them to select answers to multiple choice questions by walking over to a small cone labeled with the particular response. Questions were scaled from “Strongly Disagree” to “Disagree” to “Agree” to “Strongly Agree.” However, this cone activity was eliminated this past quarter based on feedback from youth that the questions and scale were confusing and that they felt pressure to answer in particular ways based on the choice of their peers and the presence of team leaders. Each participant now fills out a short questionnaire at the beginning of the survey before breaking into focus group discussions. The questionnaire is designed to match the newly introduced pre-enrollment form (mentioned on pp. 7-8) that participants from new cohorts fill out and gauges the most important capacity the youth gained in the program, the capacity they believe they still need to obtain a job, the most important factor in having a good experience in the program, whether they acquired employment or will continue their business and -- if yes to these employment questions -- how much money they earn per month.
- In contrast to their incoming counterparts – 40% of whom cited skills as the most important benefit they needed from the program – graduating participants demonstrated a more balanced understanding of the program and the requirements for job acquisition, with technical skills and ability to work with others cited equally as often (at 30%), followed by information about jobs (20.6%). Interestingly, only 13% of incoming youth cited the ability to work with others as a key demand: that more than twice the proportion of graduates states this as the most important benefit of the program suggests a genuine development in participants’ understanding as they progress through the program. (Compare Figures 9 and 11).



- Comparing incoming and outgoing participants’ responses to the key factors in having a good experience in the program, we see little change: the overwhelming majority of respondents cite attention and mentoring from Learning Center staff as the most important ingredient. (See Figures 10 and 12). More importantly, there is little difference between the two groups with respect to the role of self-motivation: only around 9% of both cite this as the key factor. As stated above, this may represent an area that deserves attention and technical assistance in future quarters.



Focus Group Discussions

- Gender:** In order to understand differences in gender experience of the PAS program, focus group discussions were held with female participants during the Exit Surveys. When asked how they had changed over the course of the PAS program, many female participants mentioned that they felt much more confident, particularly because what they learned in the program was so different from their roles as caretakers in everyday life. Learning communications skills and engaging in group work during the work experience modules seems to have instilled in many female participants a newfound belief in their own abilities to assume leadership roles and express their ideas. As one respondent from Oecusse put it, "As a woman, it was difficult for me to speak up around men, but I feel much more confident and comfortable voicing my opinion now." When asked of their view of the work experience portions from Phase I, several respondents mentioned the value to them of engaging in work traditionally assigned to men, such as construction and electrical work. While acknowledging that such work was new to them and, in some cases uncomfortable, these same respondents stated that it increased their confidence to know that they could perform work traditionally done by men.
- Phase I Learning Opportunities:** CV writing, creation of a Personal Development Plan, as well as communication and conflict resolution skills were most often cited as the most important benefits of Phase I. Communication skills and public speaking were particularly valued by youth in the program, especially among those who entered internships that involved interactions with community members during training. In several cases, public speaking skills were directly cited for their role in helping participants acquire employment, including two youth elected to Chefe do Aldeia positions as well as youth hired as actors for the Justice Facilities Program (described below).

- **Phase II Learning Opportunities:** Some of the most powerful evidence of change came in discussions about PAS youths' experience in internships. Again and again during the 16 exit surveys held this past quarter, EDC staff heard stories of participants who had never used a computer before entering their internships. Many had never personally known anyone who had worked in an office before and had little idea what to expect once inside. Though nervous about learning to use software and about interacting with office colleagues -- who might perceive them as "different" -- the majority of youth went on to have successful experiences, becoming more confident through daily interaction with NGO and government staff, learning to write basic reports as well as receiving and, in some cases, providing community trainings, including conducting children's rights and health promotion trainings for local community members. Of special note is the enthusiasm many youth felt at being able to meet with community members during official organizational visits to the field, as this had a particularly strong effect on their self-confidence, in part because they enjoyed being viewed by their community as responsible individuals with official affiliations. Overall, the best internship experiences appear to have been with those NGOs that had a structured plan in place for interns, including rotating participants through various sections of the organization to expose them to the breadth of the organization's functions.
- **Conflict Mitigation:** Another recurring theme from focus group discussions was the value youth placed on being engaged in daily and meaningful activities. When asked to describe what they did before the PAS program, the majority of youth responded that they did very little other than sometimes helping out with farming work on their family's or neighbors' farms. Some admitted that boredom and inactivity among youth in their area led to conflict and, in extreme cases, the formation of gangs or martial arts groups. According to many focus group respondents, enrollment in the program had a positive effect on the community as a whole, by providing youth with sustained training and activities. In Los Palos, youth from the ELSA learning center mentioned the positive effect the program has had on stemming conflict between martial arts groups there.

B. Result 2: Local institutions have improved capacity to prepare targeted youth for work

OP 2.1 Training Partners in the PAS Program: the PAS Rural Learning and Earning Network

Comprising an evolving network that leverages community assets and builds social capital, 16 local NGOs consisting of 94 local NGO staff and 64 community members across nine rural districts have been trained, supported and engaged in the delivery of foundational-level Workforce Development training at 23 community-based Youth Learning and Livelihood Centers. Since the launch of the first cohort in July 2008, the PAS model of training service delivery has enabled a total of 2,059 out-of-school, low-skilled rural youth to participate in such foundational level training and access earning opportunities within their own communities. In this quarter, PAS provided on-going funding and technical assistance to 12 local NGOs operating 17 Learning and Livelihood Centers with 1,155 (629 female/ 526 male) active youth participants (see Table 5 below for a breakdown by Learning Center).

Table 5. Active Participants by Learning and Livelihood Centers <i>(1 April – 31 June 2010)</i>				
Partner	Learning and Livelihood Center	Participants	Female	Male
FC	Aileu Vila, Aileu	96	48	48
	Maubisse, Ainaro	49	32	17
	Laulara, Aileu	47	28	19
ETADEP	Natarbora, Manatuto	143	83	60
CJC	Suai, Covalima	44	24	20
FHRT	Aipelo, Liquica	40	20	20
FPWO	Pante Makassar, Oecusse	131	70	61
	Pasabe, Oecusse	98	51	47
BIFANO	Usi-Tacae, Oecusse	94	50	44
FEEO	Taiboco, Oecusse	99	41	58
JEF	Zumalai, Covalima	94	61	33
FINA	Maukatar, Covalima	45	26	19
MDA	Betano, Manufahi	47	26	21
SHC	Same, Manufahi	88	49	39
ELSA	Los Palos, Lautem	40	20	20
Total		1,155	629	526

Partner organizations and their staff benefit from a range of capacity-building inputs through PAS's intensive program technical assistance, operational and project management support. PAS support to its implementing partners is comprehensive and includes formal training and continuous ad hoc support in contract administration,

financial management, budget management, financial reporting, procurement and inventory, development of internal controls, assistance with enrollment, development of curriculum materials and supplementary training materials, regular classroom observation and coaching, technical support in facilitating Market Simulation training component, basic monitoring & evaluation, developing narrative reports, regular classroom observation and coaching, technical assistance in linking with local livelihood and income generation technical support specialists, information and assistance in accessing national-level initiatives, policy and program alignment, media and communications, developing and evaluating Livelihood Pathway Proposals, technical review of multi-sector community service projects, and mediation of internal disputes when such assistance is requested by a Learning and Livelihood Center team.

- A total of 179 days of technical assistance in the field were provided to 12 program managers and 28 staff in the third quarter.
- This includes 10 team leaders, three program managers, one assistant program manager and one Learning Center coordinator who received a total of 26 days of monitoring & evaluation training.
- This brings the total number of trainers and management staff trained over the life of the project to 166 technical staff and 48 management staff.
- 27 Skill Trainers actively provided training to youth (OC 2.1.3), with a total of 74 community members engaging with youth through the Skills Training/Work Experience component of the program.

Result 2 Outputs and Outcomes for FY3, Q3	
<p>12 training partners participating in the PAS Program (OP 2.1)</p>	28 trainers and team leaders benefitting from a total of 128 days of training delivered by PAS staff (OC 2.1.1)
	12 management staff benefitting from a total of 51 days of training delivered by PAS staff (OC 2.1.2)
	27 additional community members engaging youth as Skills Trainers in the current quarter (OC 2.1.3)

OC 2.2 Organizations Contributing Resources to Support Workforce Development for Youth

Institutional stakeholders at the national, district, sub-district, suco and village levels continue to support the success and sustainability of PAS’s Rural Network and its community-based training model by contributing a range of resources. Third party stakeholders not only support better livelihood outcomes for current program participants, but represent growing social capital, improved “enabling environments” and higher relational and networked capacities of local institutions to engage target populations and respond to the wider social and economic needs, concerns and circumstances of low-skilled, marginally-educated youth in rural areas.

In the third quarter, stakeholders actively engaged and contributing resources to support Learning and Livelihood Center activities included:

- **67** opportunity sponsors supporting youth internships and jobs (OC 2.2.2)
- **13** opportunity sponsors supporting Livelihood Fairs (OC 2.2.3)
- **6** opportunity sponsors supporting youth vocational training, including two SEFOPE-certified vocational training programs (OC 2.2.4)
- **35** opportunity sponsors supporting formal or non-formal education for youth. (OC 2.2.5)
- Overall, the PAS network now includes **123** third-party stakeholders who directly support youth participants by providing access to information and resources (74 skills trainers and 49 work exposure forum sponsors) and **129** third-party stakeholders who directly support youth by providing access to further training and work opportunities in Phase II.

(For further details of the Oecusse stakeholder meeting, see section Part IV. Program Management & Administration, section E below).

C. Monitoring and Evaluation: Operational Developments

- As mentioned previously, the CPR unit conducted trainings for four partners in Oecusse as well as for FC in Aileu on the necessity and purpose of evaluation and reporting using evidence. The training included new, simplified forms for tracking progress during Phase II implementation set to begin in August 2010. In addition, templates for partners to use when preparing monthly narrative reports were introduced, which have already yielded results in the form of improved partner reports.
- As part of an assessment of the M&E system, the CPR unit simplified, eliminated and consolidated pre-existing forms, including replacing several forms with one new pre-test M&E form (a forced choice form), which asks youth what they hope to get out of the program, the most important asset they possess (before going into the program) that will help them get a job, and what they believe will be the most important factor in having a good experience in PAS. As mentioned previously, the pre-test form is meant to match the kinds of questions asked of participants during the Exit Surveys. Based on the pre- and post-test questions, we expect to be able to show (for each youth in the new cohorts) the assets, expectations and demands they had going in, whether their expectations were met (both with respect to the actual factors required for having a good experience and to the skills they acquired), what capacities they feel they still need to get a job, and whether they have been successful in acquiring employment or maintaining their business, as represented by the table below.

Pre-test				Post-test			
Does the participant have any work experience?	Most important asset they have going into the program	Most important capacity they hope to acquire (expectations)	Most important factor they believe will be important for having a good experience in the program (expectations)	Most important factor actually required for having a good experience in the program	Most important capacity they actually acquired in the program	Most important capacity they feel they still need to get a job	Has the participant acquired a job or earned income from self-employment?

Results of the pre- and post-test developed in the current quarter will be reported upon completion of the final nine cohorts currently in progress.

IV. Program Management and Administration

A. Request for Extension

- Per the Associate Cooperative Agreement No. 486-A-00-07-00010-00, the original estimated completion date of three-year PAS pilot program is 20 September 2010. Sub-Grants under that agreement and activities thereunder end on 31 August 2010. On 8 May 2010, and per on-going discussions with the Economic Growth team and the USAID Mission staff in Timor-Leste, EDC filed a Request for No-Cost Extension and Budget Realignment, which requests a 3-month No-Cost Extension through 31 December 2010. Following technical feedback and recommendations of USAID, EDC amended its Request for Non-Cost Extension and Budget, which was resubmitted to USAID on 16 July 2010. In order to prevent significant disruptions to partnerships with local NGOs and program implementation plans, EDC respectfully requests that USAID communicate either approval or denial of its No-Cost Extension request as soon as possible as the PAS program is scheduled to begin the operational closeout on 20 August 2010.

B. Human Resources

- Program Unit: Micael Martins, Regional Program Manager for Region I resigned at the beginning of April to join the Ministry of Youth and Sport as National Advisor for the Youth Parliament Program. To address the gap, Adelio Tilman, was promoted to Regional Program Manager for Region I from his prior role as Regional Program Manager, Region II. Jose Mendes, Senior Program Officer, assumed a 3-month trial period in the role as Acting Regional Program Manager, Region II from his prior role as Program Officer. Carvarinho M.J. Bento was promoted to Program Officer, Region I from his former role Administrative Assistant. Alberto de Jesus was transferred from District Coordinator, Cova Lima to Program Officer, Region II. Nicole Siebel, was retained under a short-term (23 days) consultancy as "Program Management Specialist" to support professional development and provide intensive coaching and training to Program Managers and Program Officers to support them in their new roles.
- Communications, Performance & Results Unit: Marcos Ramos, M&E Officer and Agostinho Caet, National Communications Officer resigned from EDC. Advertised vacancies to fill both positions remain unfilled. Princeton in Asia (PIA) Fellow Bess Neuland completed her 1 year internship in the role of Communications Intern and was replaced by PIA Fellow, Taryn Cambell in the role of Communications Intern.
- Sub-Grants Unit: Emerenciana (Emy) Guterres was promoted to Sub-Grants Assistant from her former role as Receptionist. Bene Bana was transferred from the Sub-Grants Unit to the Support Services Unit. Advertised vacancies to fill the role of Sub-Grants Officer for Region II remained unfilled.
- Finance and Administration Unit: Marie de Villa, Finance and Administration Manager, who departed Timor-Leste on maternity and annual leave on 9 December 2009 returned to post and resumed duties on 14 April 2010. Manuel Luis da Costa, Driver and Manuel Lemos Cepeda, Driver resigned. Angelo Caldas, Driver and Paulo Rogerio Guterres, Driver were hired. Advertised vacancies for Administration Coordinator, Logistics/Procurement Officer and IT Officer remain unfilled.

C. International Travel

- Tim Haskell, PAS Program Coordinator based in the U.S., conducted his annual visit to Timor-Leste from 12-29 June. During this period, he joined the Chief of Party in a meeting with Don Bosco and, from 17-22 June, conducted classroom and skills training observations in all four Learning and Livelihood Centers operated by local NGO partners BIFANO, FEEO and FPWO partners in Oecusse District.

D. Quarterly Accruals: FY2010 Quarter 2

A	B	C	D	E	F=D+E	G=C+F	H=B-G	I	J=H-I
Original or Revised Total Estimated	Obligated Amt.	Actual Costs Incurred	Actual Spending	Estimated Spending	Total Estimated Spending Q3 FY10	Total Estimated	Estimated Balance of Obligation (Pipeline)	Estimated Subaward Commitments Outstanding	Estimated Balance of Obligation Unexpended or Uncommitted 6/30/10
Cost	to Date	<u>Inception to 3/31/10</u>	<u>April-May 2010</u>	<u>Jun-10</u>		<u>Expenditures at 6/30/10</u>	<u>Balance at 6/30/10</u>		
\$ 5,000,000	\$ 5,000,000	3,618,048	\$ 200,341	\$ 85,769	\$ 286,110	\$ 3,904,158	\$ 1,095,842	\$ 129,847	\$ 965,994

Notes:

Column A – Negotiated Budget represents the Total Estimated Cost (TEC) per the award or last modification

Column B – Obligated Amount represents the amount obligated per the latest modification/amendment.

Column C – Costs expended and paid by EDC as of 3/31/10

Column D-Actual spending for Apr-May 2010

Column E-Estimated Spending Jun 2010

Column F-Total Estimated spending for 3rd Quarter FY10

Column G – Total Estimated Expenditures as of 6/30/10

Column H-Estimated Balance of Obligation Unpaid at 6/30/10

Column I – Estimated Balance of Subgrants Committed (net of modifications in process) but not yet paid as of 6/30/10

Column J - Estimated Funds available but not yet expended/or committed by EDC as of 6/30/10

E. Key GoTL Meetings

PAS, which presents a model for Level 0-1 “Work Readiness” training, is well-positioned to contribute to, complement and support evolution of competency-based training per the Timor-Leste National Qualifications Framework with emphasis on basic, foundation-level training geared to minimally educated, out-of, school, low-skilled rural youth. During this quarter, PAS staff continued to build on relationships and initiatives of the prior

quarter with SEFOPE and its sub-agency divisions INDMO (National Labor Force Development Institute) sub-Commission bodies and DNAFOP (National Directorate for Vocational Training).

At the national-level, stakeholders in youth Workforce Development worked to build institutional linkages and define processes for collaboration following execution of the 19 March 2010 Memorandum of Understanding between SEFOPE and the Ministry of Education. The significance of the 19 March 2010 MOU clearly underscores the unique context and challenges of institutional development in a new nation: this includes the nascent, rapidly-evolving nature of government institutions in Timor-Leste and constraints in meeting multiple priorities of developing institutions, building human capacity, as well as developing frameworks and systems for defining respective inter- and intra-agency roles within the Vocational Training System. While challenges exist, the two-year anniversary of INDMO as the key national-level certification body that will regulate, certify and accredit market-driven, competency-based vocational training (below Level 4 and perhaps Level 6, which has yet to be determined) per established priorities reveals many positive changes - the most significant of which, from the perspective of PAS, is heightened awareness and multi-stakeholder support for working together to establish and develop an accessible and relevant vocational training system that promotes inclusion and productive engagement of low-skilled young women and men in rural, hard-to-reach areas.

At the same time and within the context of strengthening institutional mechanisms to support decentralization, district-level stakeholders within the operational levels, suco and aldeia levels and line ministry branches are also evolving. While each district and sub-district presents different dynamics and opportunities, stakeholders at community-level to Secretary of State of Oecusse and District Administrator of Oecusse have been particularly supportive of the PAS program, its NGO partners and PAS youth and graduates. Given that the program has reached 18 sucos and has achieved 100% coverage of all sub-districts within Oecusse District, the evolution and impact (30% of Q3 graduates from Oecusse employed) of the Oecusse program has enabled three local NGO training partners to reach approximately 550 youth (over 25% of life of project total) in the remote, hard-to-reach rural exclave of Oecusse.

The relative maturity of the Oecusse program and positive institutional linkages and synergies developed over the past two years were evidenced in a multi-stakeholder meeting about the PAS program on 30 June 2010. While district and sub-district level meetings are common, this particular meeting was unique and significant in that it was independently initiated and organized by district-level stakeholders and enjoyed exceptionally broad participation, support and contribution of a range of stakeholders and stakeholder groups. Facilities and support were contributed by the Oecusse District Administrator, a range of actors discussed how they could link the programs to support PAS graduates and the meeting was surprisingly well attended. Given the challenges of reaching Pante Makassar (district capital) from remote, hard-to-reach sub-districts, sucos and villages, PAS staff and training partners initially expected between 40-50 participants. Despite another major event held on that day, over 71 district, sub-district, suco and aldeia authorities, district-level SEFOPE and MOE representatives, district employers, public services (including Oecusse hospital, ambulance and fire departments), all international NGOs with long-term programs and representatives of local NGOs and CBOs specializing in rural livelihoods, youth, business support and development service programs attended. These stakeholders engaged in a day-long discussion about and with Oecusse youth participants and how district level stakeholders could work together to support PAS training partners, learning centers and the 550 young women and men who have participated in the PAS program and have begun to earn a positive reputation for their hard work, initiative, contributions to their communities, diverse skills and pro-social, work-positive attitudes.

Q3 Chronology of Key Meetings, Events and Visits

- 8 April Annie Keogh, ILO Advisor to Chief of Secretariat, INDMO-SEFOPE
- 13 April Bendito Freitas, Secretary of State, SEFOPE
Filomeno Lourdes dos Reis Belo, Director of Non-Formal Education, MoE
(symbolic award of PAS Skills Passports, graduation at FHRT-Aipelo Learning Center in Liquica District)
- 16 April + 5-6 May Jorge da Conceicao Teme, Secretary of State, Oecusse
- 13 May Albano Salem, National Director for Vocational Training, DNAFOP-SEFOPE
- 23 May Prime Minister of Democratic Republic of Timor-Leste *(symbolic award of PAS Skills Passports, graduation of ETADEP-Fatuberlieu Learning Center in Manufahi District)*
- 2 June Field Visit: ELSA, PAS Training Partner, Lautem District with Angela Rodrigues da Cruz, CTO, USAID-TL
- 8 June Field Visit: BIFANO, FEEO, FPWO, PAS Training Partners and district-level Stakeholder, Oecusse District with Angela Rodrigues da Cruz, CTO USAID-TL
- 9 June Albano Salem, National Director for Vocational Training, DNAFOP-SEFOPE
- 15 June Technical Coordination Meeting, Angela Rodrigues da Cruz, CTO and John Young, Economic Growth, USAID-TL
- 16 June Father Mario de Sousa, Director Don Bosco Training Center, Comoro
- 21 June USAID Executive Meeting
- 30 June Oecusse District Multi-Stakeholder Meeting

National and District Level Stakeholders

Secretary of State for Oecusse Jorge Teme and Director of Education, Justinho Neno, graduation ceremony, Taiboco subdistrict, Oecusse district



Exmo. Prime Minister of Timor-Leste participates in symbolic ceremony with PAS graduates from the ETADEP center in Fatuberliu, Manufahi district



Secretary of State for Vocational Training and Employment (SEFOPE) **Bendito dos Santos Freitas** and National Director of Non-Formal Education, Ministry of Education, **Filomeno Lourdes dos Reis Belo**, graduation ceremony, Liquica district



V. Constraints and Proposed Solutions

Impediments to Employment: In some sub-districts, nepotism was cited during focus group discussions as an obstacle to employment, leading to pessimism about the future in some cases. Although this concern was most strongly voiced among youth from the ELSA Learning and Livelihood Center in Los Palos, it was mentioned in Same and Aileu town as well. In Los Palos, several youth felt it was nearly impossible to obtain government or local NGO work without a family contact. Interestingly, this focus group discussion occurred in May, before 10 youth from ELSA were hired for the 2010 Census. Whether or not perceptions about employment among this group have changed following these developments will be investigated next quarter. In addition, results – including success stories – will be shared with PAS youth to improve their understanding of the possibilities of employment and the rewards of hard work. In all cases, PAS staff work hard to shift the locus of control from external factors to factors within the control of youth and learning and livelihood center teams.

Cultural Foundations of Economic Behavior: Business development skills remain a challenge for some youth in PAS, as evidenced by focus group discussions. For example, when asked how they tried to attract customers and what they could do to attract more, youth from Same and Betano answered that customer sales were a matter of luck. Deeper questioning there and in Aileu and Maubisse revealed that some youth do not necessarily enter into business to generate more income so much as to have a stable and, what they consider to be, easy means of acquiring some income, even if a little. In some cases, this can lead to less strategizing about how to improve the business or to set income targets. When set, income targets are sometimes not much higher than what they indicate they need to survive. This was particularly true among kiosk operators, many of whom seemed to view business operation as a particularly suitable economic strategy given what they took to be their relatively low skill set and poor prospects for alternative types of employment. To that end, buying and selling standard goods such as coffee, sugar and water out of their homes, while not necessarily a high-income strategy, was relatively easy to perform and low-risk.

As described above, a much larger proportion of PAS micro-entrepreneurs are women, many of whom are almost solely responsible for family care-taking. It is possible that the business option allows them greater independence to balance the demands of home life and income generation. Moreover, this particular perception of business development stands in stark contrast to the many youth who have initiated innovative and lucrative micro-enterprises, some of which were examined in more detail in the section on micro-enterprises as well as in the success stories – Annex II. Proper business role models, connections to outside sources of information, goods, materials and know-how obviously affect the ability of youth to conceive, implement and sustain small businesses. Where youth have little exposure to entrepreneurship other than small kiosks, we often find them opting to open their own kiosks and voicing the opinion that kiosks are a good business – even in markets that are saturated with similar such kiosks. Overall, business owners, despite local economic conditions or their relative lack of skills, appeared confident of their future, even if their business was not generating a large amount of income. This may be due to the pride these youth take in managing their own money and being able to work independently, qualities that many from the business option were quick to highlight as among the most important benefits of the program. To better understand participants' perceptions of business and management skills, EDC will pilot a survey of economic behavior among PAS micro-entrepreneurs next quarter.

VI. Data Forecast for FY3 Q4

A look ahead to Q4 and its impact on Result 1 overall:

FY3 Q4	Life of Project, Q4
449 participants enter Phase II OP 1.2	1,750 participate in Phase II (Target: 1,640)

When the participants who entered the program this past quarter transition into Phase II next quarter, the PAS program will have reached another milestone: *providing on-the-job Phase II Accompaniment training and mentoring to at least 1,640 low-skilled, minimally-educated rural youth.*

VII. ANNEXES

Annex I	Quarterly Data
Annex II	Success Stories
Annex III	PAS Participants with Formal Contract Jobs

Annex I Quarterly Data Table

ANNEX 1 - USAID PAS Progress Indicators thru 30 June 2010

Indicator Code	Performance Indicators	FY1		FY2		FY3					Life of Project		
		Targets	Actuals	Targets	Actuals	Targets	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	FY3 Actuals	Targets	Actuals To Date
		Result I: Targeted Youth are More Capable of Earning A Livelihood											
OP 1.1	Number of Persons Participating in the PAS Project	500	125	1400	1385	540	100	0	449			2050**	2059
	Male	250	55	700	661	270	42	0	248			1025	1006
	Female	250	70	700	724	270	58	0	201			1025	1053
OC 1.1	Number and % of Persons Successfully Completing 4-Month Livelihood Preparation Phase												
	Male				550	1090	394	358	0				1302
	Female				271	545	182	157	0				610
	Raw Total				279	545	212	201	0				692
	%			80%	87%	80%	72%	90%	0%				1302/1582
OP 1.2	Number of Persons Participating in 4-Month Livelihood Accompaniment Phase			440	505	1135	438	358	0			1640**	1301
	Male			220	252	568	210	157	0			820	619
	Female			220	253	567	228	201	0			820	682
OC 1.2.3	Number and % of Participants Successfully Completing the PAS Project												
	Male				194	1118	147	189	664			1312**	1194
	Female				92	559	82	90	301			656	565
	Raw Total				102	559	65	99	363			656	629
	%			80%	100%	80%	91%	79%	94%				1194/1301
OC 1.2.1	Number and % of Youth Participants Who Successfully Begin At Least One Income Generating Activity During Livelihood Accompaniment Phase			176/440	362/505		303/438	282/358	0			788-984	947/1301
	%			40%	72%	60-75%	69%	79%	0%			60-75%	73%
	Male				176		144	121	0				441
	Female				186		159	161	0				506
	OC 1.2.1.1	Number of Youth Participants Engaged in New or Enhanced Small Enterprises				229		179	164	0			
Male					103		85	63	0				251
Female					126		94	101	0				321
OC 1.2.1.2	Number of Youth Participants Engaged in Internships or Jobs				133		124	118	0				375
	Male				70		59	58	0				187
	Female				63		65	60	0				188
OC 1.2.2	Youth Participants Who Successfully Begin At Least One Educational Training Opportunity During Livelihood Accompaniment Phase			264/440	141/505		135/438	76/358	0			328-525	352/1301
	%			60%	28%	25-40%	31%	21%	0			25-40%	27%
	Male				71		66	36	0				173
	Female				70		69	40	0				179
	OC 1.2.2.1	Number of Youth Participants Engaged in Formal or Non-Formal Education				127		131	67	0			
Male					63		62	30	0				155
Female					64		69	37	0				170
OC 1.2.2.2	Number of Youth Participants Engaged in Vocational Training				14		4	9	0				27
	Male				8		4	6	0				18
	Female				6		0	3	0				9

** (Proposed revised USAID Fact Indicator 1 and associated targets (pending formal modification))

*N.B.: The 0's in OC 1.1, OP 1.2, OC 1.2.1, OC 1.2.1.1, OC 1.2.1.2, and OC 1.2.2.2 (see table above) reflect the fact that during Q3, no participants entered Phase II. Current Phase I participants are scheduled to transition to Phase II next quarter.

ANNEX 1 - USAID PAS Progress Indicators thru 30 June 2010														
USAID Economic Growth "F"	Indicator Code	Performance Indicators	FY1		FY2		FY3					Life of Project		
			Targets	Actuals	Targets	Actuals	Targets	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	FY3 Actuals	Targets	Actuals To Date
Result II: Local Institutions Have Improved Capacity to Prepare Low-Skilled Youth for Work														
	OP 2.1	Number of Training Partners (TP) Participating in the PAS Program	5	2	12	14		12	12	12			12	12
	OP 2.1.1	Number of Trainers & Team Leaders Trained and Training Days Provided												
		Number of Participants		6	36	88		24	20	28				166
	OP 2.1.2	Number of Management Staff Trained and Training Days Provided												
		Number of Participants		2	24	15		2	17	12				48
	OP 2.1.3	Number of Skills Trainers Participating in the PAS Program												
		Number of Training Days		6	48	72		2	56	51				187
	OC 2.1	Number of Training Partners with Enhanced Capacity to Train Youth in Workforce Development Initiatives			10	13/16 Partners To Date		12/16 Partners To Date	12/16 Partners To Date	12/16 Partners to Date			12	12
Number of Workforce Development Initiatives Created Through USG-assisted Public-Private Partnerships	OC 2.2	Number of Organizations Engaged and/or Contributing Resources to Support Workforce Development Initiatives for Low-Skilled Youth			31	75		132	172	172				172
	OC 2.2.1	Number of Opportunity Sponsors Supporting Youth Small Business			5	1		1	1	1				1
	OC 2.2.2	Number of Opportunity Sponsors Supporting Youth Internships / Jobs			6	41		71	90	90				90
	OC 2.2.3	Number of Organizations or Specialists Supporting Work Exposure Forums			10	27		40	43	43				43
	OC 2.2.4	Number of Opportunity Sponsors Supporting Youth Vocational Training				4		6	9	9				9
	OC 2.2.5	Number of Opportunity Sponsors Supporting Youth Non-Formal or Formal Education			10	2		14	29	29				29

Annex II. Success Stories



Success Story: Fredelio Sila “Lafu Pombo”



Fredelio Sila, age 26, is a hero among the people of Oecusse, Timor-Leste where he is known as “Lafu Pombo” (a Pombo is a passenger pigeon). Lafu’s home is the rural exclave of Oecusse District, which is bounded by Indonesia to the west, south and east and to the north by the Savu Sea. Born the second of seven children in the village of Padimau, it was clear from a

very young age that Lafu was different. His family and elders in the village characterize him as a boy who was restless, perceptive, inquisitive, challenging, outspoken and, above all, very curious about the world beyond his small and isolated village. In primary school, Lafu faced a number of challenges in the classroom where he was regarded as a disruptive and troublesome student and those difficulties followed him into his teenage years and on into middle school.

In 1999, the Referendum and vote for Independence from Indonesia was a period marked by widespread violent conflict, instability and displacement. Like so many young people of his generation, Lafu, who was then 15 years old, was compelled by the events of his time to leave school as his community abandoned their village and fled to the rugged mountains of Oecusse.

Not long after the violence erupted, the Australian Army arrived in Dili to restore security in the capital and contiguous areas of the eastern end of the island of Timor that is “mainland” Timor-Leste. However, the remote exclave of Oecusse District remained cut-off, isolated and its population highly vulnerable. Unable to contact Dili, leaders in Oecusse agreed that their best and only hope would be to send a messenger to Dili. They asked the street-smart Lafu if he would carry their letter to summon help and protection for the people of Oecusse. Despite the evident dangers, Lafu agreed and, with the letter stitched into the sole of his sandal, set forth on a harrowing mission. During the journey that would take him across Indonesian soil, he was detained and

subjected to inquiry. By using his wits and a special gift for song and story-telling, he managed to side-track his captors and slip away in the night. Lafu vividly remembers making the last leg of his journey - walking across the border back to Timor-Leste - where he finally reached the Australian Army and delivered the letter on behalf of his people.

With the letter and further explanation from the persuasive young Lafu, the Australian Army understood the situation in Oecusse. After organizing the complicated logistics required to access the exclave, the Australian Army responded, Oecusse was stabilized and people felt secure enough to return from the mountains and begin to rebuild their communities.

For his bravery and the success of his mission against remarkable odds, the 15-year old Lafu was declared a national hero. Wishing to continue to serve his country, Lafu dreamed of becoming a soldier but became discouraged when his application was rejected because he did not meet the height requirements. Out of school and unable to find work in Oecusse, he went to Dili where he remained unemployed. In the capital city and isolated from his community, Lafu began to drink heavily and was arrested several times for fighting. Eventually, he returned to Oecusse where his problems continued as he struggled with alcoholism, memories, and the stigma of being famous and infamous throughout his community as a hero and hopeless drunk.

In May 2009, Lafu heard about the USAID PAS program, first on community radio and then from a friend who recommended the program. He decided to enroll, went to the USAID PAS Learning and Livelihood Center managed by *Forum Peduli Wanita Oecusse* (FPWO) and submitted his application. At first, FPWO’s staff had serious reservations about accepting Lafu into the program because of his reputation for disruptive and uncontrollable behavior. However, Ramila da Costa, a Trainer for the PAS Learning and Livelihood Center in the District capitol of Pante Makassar, considered Lafu’s

Success Story: Fredelio Sila “Lafu Pombo” (continued)

circumstances and was able to persuade her colleagues to take a chance on this exceptional but troubled young man. “Lafu came to the USAID PAS program with nothing but a realization that it was time to change his way of life,” says Ramila.

Over the course of the program, Lafu’s attitude and behavior changed dramatically as he began the path toward a brighter future. “I am thankful for the PAS Program, it has helped me change my behavior, improve my skills, and pave the way for my future” says Lafu.

Equipped with self-management, leadership, small business skills and a micro-grant of \$100, Lafu and three other PAS participants formed a theater troupe that engages 45 young people in writing and performing plays and music about gender equality, local history and culture. So far, Lafu’s troupe has performed for the Secretary of State for the Promotion of Equality, The Secretary of State for Youth and Sport, and the District Administrator of Oecusse. Revenues from the performances are retained by the troupe, with the remainder paid as a small honorarium to the performers.

Reflecting on his accomplishments, Lafu says his greatest source of satisfaction and pride comes from supporting others. “Through the theatre troupe, I can help my members financially so they too can improve their lives,” he says, adding that the creative arts and social service are important for him and his community. “I’m still young. I’m still learning...and plan to develop the troupe.” For him, integrating creative expression and work is a necessary challenge. “I need to do this – it’s a part of who I am,” he explains. “I believe our theatre troupe can do good things. I believe there’s a demand and that the success of the troupe is possible with good performances, good marketing and the support of my community”.

Outside of the theater, Lafu has continued to develop himself and find success, including accepting a position as a warehouse manager for the Ministry of Tourism and Commerce, where he makes \$220 a month. Thanks to a six-month scholarship offered by the District Administration Office, he is also pursuing a degree at night in public management at the Dili Institute of Technology’s Oecusse

campus. Looking back over the changes in his life, Lafu is aware that while the USAID PAS program provided him with an opportunity for a new start and accompanied him on his first steps, it was up to him to apply what he learned and take advantage of opportunities that came along. With a new job and his studies, a network of support in his community and self-management skills, he has already put his long and troubled past behind him, building on the positive ground gained through the PAS program.



Lafu (standing third from left) with PAS participants and troupe members



Freshly graduated in June from the PAS-supported Fundacao Cristal Learning and Livelihood Center in Aileu Villa, Julio de Deus already looks forward to a job with the 2010

Timor-Leste Census. Never advancing beyond middle school, Julio found few opportunities before the PAS program to improve his life and mostly worked on his family's farm. Once inside PAS, he flourished, beginning with his internship at the District Administrator's office during his Livelihood Accompaniment phase. Although initially nervous that his colleagues might perceive him as "different" because of his limited exposure to office work, Julio soon proved himself through his dedication and willingness to continually assume more responsibility. During his internship, he also received training on children's rights from the Ministry of Social Solidarity (MSS) before going on to participate in an awareness-raising campaign in his district that coincided with international Children's Day. "It's important because in their daily life, a lot of parents don't pay attention to their children, their education, or who they're socializing with," the 20-year-old says of the need to talk to community members about caring for their children.

"If they know their kids' rights, parents will change their behavior toward youth," he adds. Before starting his job as an enumerator with the Census – where he will earn \$120 a month – Julio will head to Dili to receive further training from MSS on children's rights and looks forward to developing his expertise in this area.

In the run up to the June 2010 Timor-Leste Census employment drive, PAS-supported local NGO partners in eight districts delivered training to enable youth to better position themselves to take advantage of this unique employment opportunity. That included assisting PAS participants with analyzing the requirements of various Census positions, determining whether their own competencies would be more suitable in the role of enumerator, GPS tracker or team leader and working intensively to prepare letters of application, update resumes and practice their interview skills. The overall result: nearly 70% of PAS youth interviewed for a Census position were hired!



Armando da Silva

Chefe do Aldeia, Fatuberliu, Manufahi District

The Prepara Ami ba Servisu (PAS) program continues to receive news of youth igniting their confidence,

creativity and initiative through the program’s range of livelihood resources. One such participant is Armando da Silva, who was recently elected to the position of Chefe de Aldeia in suko Tiro, Manufahi district.

...the PAS program gave [Armando] the confidence to speak in public and discuss community issues with other elected officials.

“I was actually really surprised,” the 22-year-old explains when asked how it felt that his community voted for him. “I’m just a normal person and never imagined I’d have the chance to be involved in politics, but it seems the community really like me,” Armando says, admitting that before the program, he mostly hung around his village, sometimes helping out on his family’s farm. Now, as Chefe de Aldeia, he is “tending to the people” while conducting a community assessment and says the PAS program gave him the confidence to speak in public and discuss community issues with other elected officials.



When he’s not busy serving as Chefe, Armando runs a chicken-selling business that he and two other PAS participants started with a seed grant from the program, and earns \$81 a month (in addition to the \$40 he makes in his elected position).

Grupo Mechanikus Faturberliu

In the second phase of the program, youth in PAS are given financial support and mentoring to help them pursue a livelihood pathway over the course of four months. Some



choose to intern with NGOs and government offices while some pursue further learning and training courses. Others start micro-enterprises or enhance existing businesses, as did the members of *Grupo Mechanikus Faturberliu*, a motorcycle repair shop in Manufahi district. Pooling their grant money and their ideas, the four members of the group divided up tasks and responsibilities: Marciana, Josefa and Paulina pitched in to buy motorcycle parts, which are sold and installed by Marciana’s husband, the original owner of the shop. Hermanito used his micro-grant to undertake an apprenticeship at a repair shop in Dili, and now works alongside Maricana’s husband, repairing bikes and providing an extra set of hands. The cycle parts bring in around \$250 a month and the shop has even taken on two PAS participants as interns, paying them \$10 a month while they learn the trade. With support and guidance from PAS, formerly marginalized youth in rural areas are not only finding the opportunities and resources to make informed livelihood decisions – they are investing in the future of their own communities.

When it comes to finding work in Timor-Leste, Sebastiao Noronha always advises other youth to “not be shy about finding information and have a clear vision of what you want”. The 24-year-old Prepara Ami ba Servisu (PAS) graduate has emerged from the program as a leader in his community and a role model for other youth. Motivated by his personal mantra that “discipline is the most important ingredient for success,” Sebastiao has been working three jobs since graduating from the program in November 2009.

The road has not always been easy for Sebastiao. Raised in Matai in Covalima district, the eldest son of six children, he grew up watching his parents struggle on his family’s farm to make enough to send him and his siblings to school. While attending high school in Dili, Sebastiao and his girlfriend learned they were expecting a child. With few resources and little support while in the capital, they returned to Suai sub-district to raise their son closer to their families. Then a high school drop-out with a child on the way, Sebastiao was unsure how he was going to support his new family, until he learned about the PAS program. “When I heard about PAS, I had just moved back to Covalima and I had nothing,” Sebastiao explains. “During the program, I learned it was possible to get a job and survive.”



PAS youth hired as actors for the AusAid-funded Justice Facilities Program rehearse a new play

Sebastiao enrolled in PAS through the Centro Juventude Covalima (CJC) Learning and Livelihood Center in Suai. The conflict resolution, proposal drafting, communication and interviewing skills he learned in Phase I of the program would soon stand him in good stead. For his Phase II Livelihood Accompaniment, he chose to enroll in a computer class – using a computer for the first time in his life. Sebastiao says the most important lesson that he took away from the program was “how to look for a job and what it feels like to get one.”

When he came across an advertisement posted in the CJC center by the Justice Facilities Program, he immediately applied: a dynamic individual was needed to lead a youth-run acting troupe, and Sebastiao knew he was right for the job. He prepared for the interview by “studying justice, learning about domestic violence from the UN, and remembering the PAS

interview tips.” Applicants were also required to submit a CV and audition before NGO staff. With a CV written during PAS and the confidence to express himself before others, Sebastiao felt prepared. His hard work paid off as he was offered the job – his life has never been the same.



Sebastiao is now the head trainer for the Justice Facilities Program’s social theater troupe and trains other youth actors on writing and performing plays focused on domestic violence and social justice. In fact, 16 of the troupe’s actors are PAS graduates like himself from the CJC center, and attribute their success at auditioning for the role to the life and work readiness skills they earned in PAS. “I wrote a CV for the first time in PAS,” 23-year-old actress and PAS graduate Olivia Moniz de Fatima says, reflecting on the application process. “And my confidence improved during the program, which helped me feel comfortable speaking and performing in front of other people,” she adds.

As the head trainer, Sebastiao organizes daily rehearsals and books performances for a salary of \$30 a week. He also uses his leadership skills as the elected Youth Representative on his local suco council, where he is paid \$30 a month to speak on behalf of youth in his community and participate in suco-level decision-making. And he uses his eye for storytelling as an editor making up to \$100 per film with *Uma Media Regional*, a local media NGO that produces documentaries. Pairing his diverse interests, Sebastiao is currently in the process of filming the Justice Facilities Program theatre troupe and making a documentary about domestic violence that will play on television throughout Timor Leste.

With the income he receives from his jobs, Sebastiao is now able to support his family while taking the steps to achieve his dreams. “In four or five years I would like to become a journalist for Timor,” he explains, looking ahead to the future. “I want to be able to share information with the public.” After considering everything he has accomplished to date, it’s easy to picture Sebastiao in the near future not only retelling his own story, but also helping others to find their voice and share their experiences.

Maria Menezes

Production Manager, PARCIK NGO

Maria Menezes walks through the door of her office with a big smile on her face, excited to tell the story of how she came to work at the international agroforestry NGO known as PARCIK. Twenty-five-years old and now the main source of income for her family of three, she is surprised by how much her life has changed. It was only two years ago that she was unemployed and uncertain of her future, spending the large majority of her days at home. Now she manages tea harvesting and bean production for PARCIK in Maubisse town and its surrounding villages.

Maria was born in Maubisse, and grew up around coffee, growing and harvesting coffee beans and basic crops on her family's modest farm. Like her two brothers and her sister, she never made it past middle school and was faced with few opportunities to improve her life outside of subsistence agriculture. After hearing about the PAS program through a friend, and with her family's support and encouragement, Maria enrolled herself through the Fundacao Cristal (FC) Learning and Livelihood Center in Maubisse, hoping to find a way to a better life.

After gaining foundational work readiness skills to address the gaps in her education and employment experience, Maria decided to build on her knowledge of agriculture and intern with PARCIK, a Japan-based NGO. She thrived in her new environment and absorbed as much as she could, even asking her colleagues for more work whenever she had extra time in the office. She impressed her manager so much that she was hired directly out of her internship. To this day, her dedication and enthusiasm to her job continue to make her a beloved member of the PARCIK staff.

Maria now manages a team of 36 women from nine different villages who cultivate and harvest crops for the organization. Her duties include monitoring and overseeing the production of honey, the planting of vegetables, the harvesting of tea leaves, as well as the production, packaging and eventual transportation of locally grown beans. Her monthly salary of \$100 allows her to not only support her family, but also to save for the future.

Maria says her willingness to be involved in all parts of the company is a result of her increased self-assurance and confidence gained through PAS

Looking back on her life, Maria notes that it was her participation in PAS that gave her a fresh start. Reflecting on the experience, she is aware that once her PAS internship got her in the door, it was her hard work and belief in herself that got her to where she is today. In fact, Maria's learning and education did not stop once the program ended: to this day, she takes the motivation she learned to harness in PAS and applies it to learning new skills in her current position. With an eye to the future, she hopes to one day manage her own organization or business.



Luzia Dos Santos da Silva

Bread-maker for a local school

Luzia Dos Santos Da Silva grew up around bread. The daughter of a self-made woman, Luzia remembers watching her mother make bread and sell it in a local kiosk. In fact, it was her mother's success that motivated Luzia to start her own business. But with only a middle-school education and without any real knowledge of financial management or business skills, she lacked the confidence to start off on her own. When she enrolled in the PAS program, it was to gain the gain the know-how needed to follow in her mother's footsteps.

Without the PAS program and learning how to handle her finances, Luzia says her business would not be possible.

At the age of 24, Luzia Dos Santos Da Silva has fulfilled her dream: she runs her own bread-making business. Her day begins each morning at 4 AM, when she wakes up and heads to the market. After buying the necessary ingredients, she goes to work making the bread that she then sells to a local public school -- no easy task, as her three young children have to be fed and looked after before they leave for school in the morning. By 10 AM, Luzia is finished baking and walks to the local school, where she is greeted by the school children and teachers who have become her regular customers. By lunch-time, she's back home caring for her children and husband and tending to her modest house. As her husband is only able to pick up work from time to time as driver, she has become the family's money manager and primary "breadwinner."

Luzia credits the business development skills she learned in Phase I of the PAS program with teaching her how to handle money and developing the entrepreneurial spirit she first learned from her mother. Her business would simply not be possible without that training, she says. In fact, she cites the opportunity for women in her area to learn financial management and improve their numeracy skills as one of the most important aspects of the PAS program.

After completing Phase I, Luzia drafted and submitted a proposal laying out how she would utilize her PAS seed grant for the second phase of the program -- good practice, as she can now calculate the amount of money she needs to spend on ingredients as well as how much to make in order to sell out of her product each day. She has even expanded, supplementing her weekly earnings by selling bread at her mother's kiosk on the weekends -- bringing her full circle to the inspiration for her dream and ensuring a stable income all year long, even when school is no longer in session. Making a net income of around \$100 a month, Luzia is saving to once again follow in her mother's footsteps and open her own kiosk to expand her customer base.

Alda Ramos

Treasurer, Alef Madima Business Group

Large pots filled with soy beans are boiling on the stove, wooden boxes hold liquid that will soon turn into solid tofu, cabinets containing drying tempe are being opened and closed, and several women are laughing while they sift through dried beans. This hub of activity is the hard work of PAS participant and graduate Alda Ramos, whose tempe and tofu-making business has become a favorite among those in the surrounding areas.

Growing up in the village of Liquidoe in Aileu sub-district, Alda was surrounded by agriculture, spending her childhood days helping her father farm. She never advanced beyond middle school and moved to Aileu Villa shortly after getting married, staying home for several years to raise her two children

while her husband worked. Financial pressure combined with her husband's precarious employment eventually led Alda to want to contribute to the family's finances. When an announcement was made about the PAS program at her local church, it only solidified her desire to work.

Enrolling at the FC Learning & Livelihood Center in Aileu, Alda graduated from the PAS program in September 2009, completing an internship with the international NGO

Still using the cash book she received during her participation in the PAS program, she tracks the business' profits...

Fresh tofu from Alef Madima



PLAN for her Phase II Livelihood Accompaniment option. Entrepreneurial by nature, it wasn't long before she began thinking of ways to use the skills she learned in PAS to create business opportunities for herself. After a sister at her church recommended a SEFOPE assistance program for local business owners, Alda applied and used the funds to begin gathering the skills and materials she needed to start her now-thriving business. That included apprenticing with the sister to learn how to make tofu and tempe, along with seven other local women who have since become her business partners. After their training, the group drew up a loan proposal and started what is now known as Alef Madima: a tofu and tempe-making business that nets nearly \$800 a month.

As Alef Madima's treasurer, Alda is in charge of handling all of the business' finances. She still uses the cash book she received during the business skills component of the PAS program, tracking the group's profits and distributing each co-worker's daily share. She also keeps detailed receipts and says the conflict resolution skills she learned in PAS are useful for mediating the everyday disputes that can arise among business partners. And as treasurer, Alda is also a key voice in deciding what to do with the company's profits – which have been so good of late that the group is hoping to expand their workspace and boost productivity.

The skills Alda took away from the PAS program reach even beyond the workplace: in addition to her duties at work, Alda remains the primary money manager and financial provider at home, where the financial management skills she acquired have taught her the importance of planning and saving – for both her family and her business.



Domingas Bere

Community Health Facilitator, World Vision Aileu



Domingas Bere has always been a self-starting individual. Given the initiative she's taken to find opportunities to better herself and further her

education, it's no wonder that she is now an integral member of the World Vision Aileu team. In recounting her experience with PAS, the vibrant 24-year-old, born and raised in Aileu as the fifth child in a family of seven, speaks with a confidence and poise that belies the fact that she only completed two years of high school. Unsatisfied with her limited formal education and work experience -- and armed with a desire to work with local communities -- Domingas joined the PAS program to gain marketable experience, learn more about innovative NGO work and improve her chances in life.

In the Livelihood Accompaniment phase of the program, Domingas chose an Area Development Program internship at World Vision, where she quickly impressed her managers through the self-assurance she exhibited in taking on new tasks. Having never used a computer before, the ease with which she excelled in computerized data entry and logistical training made her stand out so much, she was eventually hired by the organization directly from her internship, beating out several other applicants.

At World Vision, Domingas organizes health activities and initiatives for local women in the surrounding villages -- and makes \$125 a month. These days, she can be found throughout Aileu district giving presentations on health and malnutrition, heading up a group that aids young mothers in understanding ante-natal care and childhood nutrition, giving cooking demonstrations, and distributing public health and sanitation information and materials. Without the opportunity provided by the PAS program to hone and improve her public speaking and presentation skills, she says she would not be able to perform what she

considers to be the most important aspect of her job: interaction with community members. For Domingas, the most rewarding part of the day is being able to provide information and training to women who might not otherwise have access to such knowledge. When asked to reflect on what makes her most proud of her journey in life, she doesn't hesitate to answer. Being able to give women the opportunity to learn, she says.

PAS Youth with Formal Wage Employment, by Sub-District

Sub-district	Name	Sex	Position	Employer	Salary	Details
Aileu Town, Aileu	1. Domingas Bere	F	Community Health Facilitator	World Vision	\$125.00	
	2. Etelvina Mendonca	F	Enumerator	2010 Census	\$120.00	
	3. Felisimino dos Santos Araujo	M	GPS taker	2010 Census	\$120.00	
	4. Josefa Lequi-Mau	F	Team leader	2010 Census	\$120.00	
	5. Julio de Deus	M	Enumerator	2010 Census	\$120.00	
	6. Rosita Soares	F	Enumerator	2010 Census	\$120.00	
	7. Joao da Costa	M	Team Leader	2010 Census	\$120.00	
	8. Afonso Lere	M	Enumerator	2010 Census	\$120.00	
	9. Abrao Barreto	M	Security Guard	APAC	\$120.00	
	10. Flaviano dos Santos Belo	M	Security Guard	APAC	\$100.00	
	11. Alexandre Moniz	M	Construction	Timor Building	**	\$3.00 per diem
	12. Beatriz Rodrigues	F	Suku Council Representative	Suku Council	\$40.00	
	13. Berta da Costa	F	Cook	Zery Restaurant	\$40.00	
	14. Berta Martins	F	Literacy Teacher	World Vision	\$85.00	
	15. Jose Araujo Andrade	M	Security Guard	Guardamor Security	\$85.00	
	16. Agapito Amaral	M	Field Program Assistant	Belun (NGO)	\$100.00	
	17. Angela Araujo Sarmento	F	Secretary to the Chefe do Suco	Suco Council	\$60.00	
	18. Fernando Soares Martins	M	Youth representative	Suco Council	\$30.00	Also receives income as part of the Ikan Emas fish-breeding group
	19. Guilhermina do Rosario	F	Women's Representative	Suco Council	\$30.00	Also receives income as part of the Ikan Emas fish-breeding group
	20. Manuel Mendonca	M	Chefe Aldeia	Malere suco	\$40.00	Also sells bread, amount not yet confirmed
Laulara, Aileu District	21. Julio Soares	M	Enumerator	Census	\$120.00	
	22. Abril Barreto	M	Enumerator	Census	\$120.00	
	23. Martinha Martins da Cruz	F	Enumerator	Census	\$120.00	

	24. Felizmina do Rego Martins	F	Enumerator	Census	\$120.00	
	25. Angela Fatima Soares	F	Enumerator	Census	\$120.00	
Maubisse, Ainaro District	26. Cristina de Rego Martins	F	Logistics Staff	Maubisse Hospital	\$120.00	
	27. Maria Jose Menezes	F	Production Manager	Parcik (NGO)	\$100.00	
	28. Dursilia da Costa Ferrao	F	Team Leader	2010 Census	\$120.00	
	29. Xisto Mendonca C. Fatima	M	Enumerator	2010 Census	\$120.00	
	30. Juanina Xavier do Rego	F	Enumerator	2010 Census	\$120.00	
	31. Agusta Jose Meneses	F	Enumerator	2010 Census	\$120.00	
	32. Domingos de Jesus	M	Enumerator	2010 Census	\$120.00	
	33. Domingos Jose Mendonca	M	GPS taker	2010 Census	\$120.00	
	34. Quintao Martins de Araujo	M	Team Leader	2010 Census	\$120.00	
	35. Lorenca Soares Mendonca	F	Enumerator	2010 Census	\$120.00	
	36. Madalena Mendonca Salsinha	F	Enumerator	2010 Census	\$120.00	
	37. Domingos Mendonca	M	Enumerator	2010 Census	\$120.00	
	38. Bento Alberto Carlos	M	Enumerator	2010 Census	\$120.00	
	39. Mateus Fernandes Lopes	M	Enumerator	2010 Census	\$120.00	
	40. Arcanjo de Jesus Pires	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	41. Armindo do Nascimento	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	42. Antonio Xavier do Rego	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	43. Aditu da Silva Menezes	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	44. Armindo Soares Tilman	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	45. Acoli Ramalho	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	46. Adao Esperito Santos	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	47. Domingos Jose Mendonca	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	48. Domingos de Jesus	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	49. Manuel Soares	M	Construction worker	PPR*	\$30.00	Total of 3 months, Jan-March 2010)
	50. Ingracia Mendonca Tilman	F	Food preparer	Ministry of Education	\$50.00	
	51. Julio Mendonca de Araujo	M	Construction	Timor Bloku Building Industria	**	\$3.00 per diem
	52. Tome Sarmento Lopes	M	Construction worker	Timor Bloku Building Industria	**	\$3.00 per diem
	53. Adolfo da Costa Lopes	M	Construction	Referendum project	\$30.00	Total of 3 months, Jan-March 2010)

	54. Marcelino Conceicao Pires	M	Youth representative	Suco council	\$30.00	
	55. Rafael Pereira	M	Security Guard	Maubisse Hospital	\$115.00	
Salele, Covalima District	56. Egidro Aurio da Silva	M	Technician	EDTL	\$120.00	
	57. Jeronimo Amaral	M	Technician	EDTL	\$120.00	
	58. Mateus Cardoso dos Reis	M	Technician	EDTL	\$120.00	
	59. Domingos de Araujo	M	Technician	EDTL	\$120.00	
	60. Domingos Mendonca	M	Technician	EDTL	\$120.00	
	61. Fernando Martins	M	Technician	EDTL	\$120.00	
	62. Sabino Amaral	M	Enumerator	2010 Census	\$120.00	
	63. Luis Barros	M	Youth Leader	Suku Debus	\$30.00	part-time
	64. Natalina Nunes Amaral	F	Youth Leader	Suku Debus	\$30.00	part-time
Suai, Covalima District	65. Celina Maria de Fatima	F	Finance Associate	Centro Juventude Cova Lima (NGO)	\$170.00	
	66. Sebastio Noronha	M	Theater Trainer	Taroman Partnership	\$120.00	
	67. Alda Pereira	F	Cleaner	Uma Media Regional (Community radio)	\$80.00	
	68. Camilo de Jesus	M	Driver & Logistics	Justice Facility Program	\$120.00	
	69. Leonardo Amaral	M	Enumerator	2010 Census	\$120.00	
	70. Manuel Cardoso	M	Enumerator	2010 Census	\$120.00	
	71. Leocadia da Resurrecao	M	Field staff	Ita Nia Rain	\$200.00	
	72. Filomena F. Vicente	F	Primary School Teacher	Ministry of Education	\$80.00	
	73. Gaudencio Maia	M	Welder	Private metal workshop	\$50.00	
	74. Sancho de Andrade	M	Brickmaker	Brother Building Company	\$100.00	
	75. Judit de Jesus Pereira	F	Customer Service Representative	Private shop, Dili	\$85.00	
	76. Matilda de Araujo	F	Staff member	Fundasuan Timor Hari	\$200.00	
	77. Francisco Soares	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	78. Zefarino do Carmo Pires	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	79. Francisco Marques	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	80. Ilidio do Santos	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	81. Adriana dos santos	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	82. Antonio Goncalves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
83. Cesaltina Madeira	F	Theater Arts Representative	Taroman Partnership	\$80.00		
84. Juliana Gorete	F	Theater Arts	Taroman	\$80.00		

	Gusmao		Representative	Partnership		
	85. Olivia M. de Fatima	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	86. Efigenia de Araujo	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	87. Mateus Goncalves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	88. Martinho Alves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	89. Maria de Jesus	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	90. Armando Gomes	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	91. Balthazar Moniz Cardoso	M	Theater Arts Representative	Taroman Partnership	\$80.00	
Zumalai, Covalima District	92. Lito Magno	M	Enumerator	2010 Census	\$120.00	
	93. Benevides Alves	M	Enumerator	2010 Census	\$120.00	
	94. Maria da Costa	F	Enumerator	2010 Census	\$120.00	
	95. Rosita de Jesus	F	Enumerator	2010 Census	\$120.00	
	96. Barboja Godinho	F	Enumerator	2010 Census	\$120.00	
	97. Afonsa da Silva	F	Enumerator	2010 Census	\$120.00	
	98. Andre Gusmao	M	Enumerator	2010 Census	\$120.00	
	99. Maria Cardoso	F	Enumerator	2010 Census	\$120.00	
	100. Armindo Barreto	M	Enumerator	2010 Census	\$120.00	
	101. Martinho Barreto	M	Enumerator	2010 Census	\$120.00	
	102. Junior dos Santos	M	Security Guard	EDTL (Local electric company)	\$80.00	
	103. Augustinho de Araujo	M	Security Guard	APEC, Dili	\$85.00	
	104. Rita Soares	F	Community Health Promoter	District Health Office	**	per diem (\$5.00)
	105. Henrico Sequera	M	Community Health Promoter	District Health Office	**	per diem (\$5.00)
Maukatar, Covalima District	106. Aureo Amaral	M	Security Guard	APAC Security	\$102.00	
	107. Alcino Amaral	M	Field staff (canalization)	FINA (NGO)	\$100.00	
	108. Maria Noronha	F	GPS Taker	2010 Census	\$120.00	
Pante Makassar, Oecusse District	109. Belinha M.G. Mesquita	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	
	110. Blasius Eli Colo	M	Clean Water Technician	Naroman Timor Foun (NTF)	\$250.00	
	111. Domingos Lafo	M	Security Guard, Regional Hospital	Maubere Security	\$125.00	
	112. Fredelio Sila	M	Warehouse Manager	Ministry of Tourism and Commerce	\$220.00	
	113. Esperanca Collo	F	Community Facilitator	HTL (Hafoun Timor Lorosa'e)	\$210.00	
	114. Florentinha A da Rosa	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	

115. Floriano Ximenes	M	Community Mobilizer, Sanitation	HTL	\$265.00	
116. Gregorio Coa	M	Community Mobilizer, Sanitation	HTL	\$265.00	
117. Serafin Lafo Abi	M	Community Mobilizer, Sanitation	HTL	\$220.00	
118. Terejinha Taequi	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	
119. Emanuela Abi	F	Team Leader	2010 Census	\$120.00	
120. Daniel Colo	M	Enumerator	2010 Census	\$120.00	
121. Merita de Almeida	F	Enumerator	2010 Census	\$120.00	
122. Terezinha Mauno Caet	F	Enumerator	2010 Census	\$120.00	
123. Jose Colo Taequi	M	Enumerator	2010 Census	\$120.00	
124. Jose Neno	M	Enumerator	2010 Census	\$120.00	
125. Vinsensius Taek	M	Hygiene & Sanitation Promotion Intern	USAID DWASH	\$100.00	
126. Januari dos Remedios	M	Hygiene & Sanitation Promotion Intern	USAID DWASH	\$100.00	
127. Mateus Fuca	M	Clean Water Technician	Naroman Timor Foun (NTF)	\$250.00	
128. Fatima de Jesus Taequi	F	Field Staff	Fundasuan Fatu Sinai Oecusse	\$50.00	part-time
129. Angela dos Santos Quefi	F	Enumerator	2010 Census	\$120.00	
130. Bazilio Elu	M	Enumerator	2010 Census	\$120.00	
131. Gaspar Asqueli	M	Enumerator	2010 Census	\$120.00	
132. Jose Teme	M	Enumerator	2010 Census	\$120.00	
133. Sabina Abi	F	Enumerator	2010 Census	\$120.00	
134. Agata Colo	F	Enumerator	2010 Census	\$120.00	
135. Crencencia dos Remedios	F	Safe House Staff	FPWO	\$50.00	part-time
136. Domingas Bole Collo	F	Hygiene & Sanitation Promotion Intern	USAID DWASH	\$100.00	
137. Fermimo Cab	M	Hygiene & Sanitation Promotion	USAID DWASH	\$100.00	
138. Marcos Oematan	M	Cleaner	District Health Office	\$115.00	
139. Modesta Mauno Elo	F	Safe House Staff	FPWO	\$50.00	part-time
140. Edi Hendrik Soares	M	Team Leader	2010 Census	\$120.00	
141. Emanuel Quefi	M	GPS taker	2010 Census	\$120.00	
142. Ermelinda Lape Non	F	GPS taker	2010 Census	\$120.00	
143. Jose Neno Salu	M	GPS taker	2010 Census	\$120.00	
144. Grajela da Cunha	F	GPS taker	2010 Census	\$120.00	

	145. Rosita Nesi Quefi	F	Team Leader	2010 Census	\$120.00	
	146. Domingas Colo	F	Enumerator	2010 Census	\$120.00	
	147. Estevao Ena	M	Enumerator	2010 Census	\$120.00	
	148. Rosa Quelo	F	Enumerator	2010 Census	\$120.00	
	149. Quintiliano Quelo	M	Team Leader	2010 Census	\$120.00	
	150. Vicente Luan	M	Enumerator	2010 Census	\$120.00	
	151. Anita Ili	F	Enumerator	2010 Census	\$120.00	
	152. Arnaldo Meni	M	Enumerator	2010 Census	\$120.00	
Passabe, Oecusse District	153. Anita Nuno Sila	F	Enumerator	2010 Census	\$120.00	
	154. Julia Martins Mala	F	Team Leader	2010 Census	\$120.00	
	155. Helena Luan	F	Enumerator	2010 Census	\$120.00	
	156. Lucia Efi	F	Enumerator	2010 Census	\$120.00	
	157. Maxiano Tolo	M	Enumerator	2010 Census	\$120.00	
	158. Bendito Colo	M	Enumerator	2010 Census	\$120.00	
	159. Raimundo de Jesus Oki	M	Enumerator	2010 Census	\$120.00	
160. Francisco Co'e	M	Administration	CHC Passabe	\$30.00	part-time	
Usi-Tacae, Oecusse District	161. Cipriano Mani Caucan	M	Logistics	CHC Pasabe	\$125.00	
	162. Quitiliano Quelo Sila	M	Clean Water Technician	NTF	\$200.00	
	163. Domingos Seco Caunan	M	Clean Water Technician	NTF	\$200.00	
	164. Jeronimo Lafu Collo	M	Clean Water Technician	NTF	\$200.00	
Taibaco, Oecusse District	165. Jose Sonet	M	Enumerator	2010 Census	\$120.00	
	166. Ermelinda Colo	F	Enumerator	2010 Census	\$120.00	
	167. Amadeo Nek Colo	M	Enumerator	2010 Census	\$120.00	
	168. Maria de Fatima Caet	F	Finance Associate	FLWS	\$50.00	part-time
	169. Maria Goreti	F	Field Assistant	FEE0	\$45.00	part-time
	170. Maria Pala	F	Cleaner	FEE0	\$35.00	part-time
	171. Dario Maunu Colo	M	Field Assistant	FEE0	\$45.00	part-time
	172. Rosa Taec	F	Field Assistant	FEE0	\$45.00	part-time
	173. Ejebio Sico Marques	M	Field Assistant	FEE0	\$45.00	part-time
174. Andreas Sufa	M	Field Assistant	FEE0	\$45.00	part-time	
Aipelo, Liquica District	175. Santiago dos Santos Barreto	M	Enumerator	2010 Census	\$120.00	
Baucau Town, Baucau District	176. Ana Maria da Silva	F	GPS taker	2010 Census	\$120.00	
	177. Ana das Dores Freitas	F	Enumerator	2010 Census	\$120.00	
	178. Ines da Costa Ximenes	F	Enumerator	2010 Census	\$120.00	
	179. Juvito Assis Belo	M	Enumerator	2010 Census	\$120.00	
	180. Geralda Ornai Neto	F	Enumerator	2010 Census	\$120.00	
	181. Josefa Soares	F	Primary school teacher	Ministry of Education	\$80.00	
	182. Saturnina Freitas	F	Field Staff	Cailalo (NGO)	\$100.00	

	Belo					
	183. Julio da Rosario	M	Field Staff	Cailalo (NGO)	\$100.00	
	184. Silvestre Ximenes	M	Administrative Staff	Oasis (NGO)	\$100.00	
Betano, Manufahi District	185. Alarico Barros da Silva	M	Enumerator	2010 Census	\$120.00	
	186. Matorina Tilman	F	GPS taker	2010 Census	\$120.00	
	187. Zeferina Maria Pereira	F	Enumerator	2010 Census	\$120.00	
	188. Sabina da Costa Fernandes	F	Enumerator	2010 Census	\$120.00	
	189. Andre Tilman	M	Security Guard	Timor Telecom	\$90.00	
	190. Agustina Pereira Tilman	F	Research Assistant	Seeds of Life	\$57.00	
	191. Carlito Machado	M	Research Assistant	Seeds of Life	\$64.00	
	192. Dina Mariana Nunes	F	Research Assistant	Seeds of Life	\$57.00	
	193. Domingos Barros Pereira	M	Research Assistant	Seeds of Life	\$64.00	
	194. Fernando Cornelio da Silva	M	Research Assistant	Seeds of Life	\$64.00	
	195. Judit Alves	F	Research Assistant	Seeds of Life	\$64.00	
	196. Jose Pereira	M	Security Guard	RDP GTZ MAFP	\$75.00	
	197. Martinho Pereira	M	Research Assistant	Seeds of Life	\$57.00	
	198. Samuel Seixas Mendes	M	Security Guard	RDP III GTZ MAFP	\$75.00	
	199. Yovita Lawak Seran	F	Research Assistant	Seeds of Life	\$57.00	
Same, Manufahi District	200. Ilong Florao Amaral	M	Enumerator	2010 Census	\$120.00	
	201. Inocencio Pinhero Magno	M	Enumerator	2010 Census	\$120.00	
	202. Felismina Seixas	F	Enumerator	2010 Census	\$120.00	
	203. Marquita da Costa Massa	F	Enumerator	2010 Census	\$120.00	
	204. Odelio Mendonca Talo	M	Enumerator	2010 Census	\$120.00	
	205. Adriano da Costa	M	GPS taker	2010 Census	\$120.00	
	206. Braulio da Silva Prego	M	Assistant Driver	Assistant Driver	\$45.00	
	207. Joao Pedro	M	Construction	Companhia Flomar	\$160.00	will work for the 2010 Census and then return to his job
	208. Pedro Clara Martins	M	Warehouse Security Guard	Konnekto Company	**	
	209. Vincente Albino da Silva	M	Security	NGO IMM	\$100.00	
Fatuberliu, Manufahi District	210. Margarida Ornai	F	Enumerator	2010 Census	\$120.00	
	211. Teresa Vidal	F	Team Leader	2010 Census	\$120.00	
	212. Elsa da Costa	F	Enumerator	2010 Census	\$120.00	
	213. Julio da Silva	M	Enumerator	2010 Census	\$120.00	
	214. Judite da Castro	F	Enumerator	2010 Census	\$120.00	

	215. Fernanda Sarmento Fernandes	F	Part-time Data collector on natural disasteds, community violence	Belun (NGO)	\$25.00	Also helps operate the Grupo Fatuberliu Mekanik
Natarbora, Manatuto District	216. Artur Crispin	M	Staff	Eletronic Company Manatuto	\$125.00	
	217. Miguel do Rosario Amaral	M	Tractor Driver	Caritas Australia	\$240.00	
	218. Mendes da Costa	M	Enumerator	2010 Census	\$120.00	
Los Palos, Lautem District	219. Teresa da Costa	F	Data Collector	Ita Nia Rain	\$130.00	
	220. Jose da Costa	M	Team Leader	2010 Census	\$120.00	
	221. Julio da Costa	M	Team Leader	2010 Census	\$120.00	
	222. Alfredo da Costa	M	Enumerator	2010 Census	\$120.00	
	223. Maria Eugenia da Conceicao Savio	F	Enumerator	2010 Census	\$120.00	
	224. Ersilia da Costa	F	Enumerator	2010 Census	\$120.00	
	225. Martinha Noronha	F	Enumerator	2010 Census	\$120.00	
	226. Mariazinha Victor	F	Enumerator	2010 Census	\$120.00	
	227. Julieta Soares	F	Enumerator	2010 Census	\$120.00	
	228. Julieta da Silva	F	Enumerator	2010 Census	\$120.00	

*These youth to be confirmed with Bensa Au Ama and Flecha construction companies