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Prepara Ami ba Servisu (PAS) Program

Quarterly Report

**Fiscal Year 3 Quarter 4
July 1 – September 30, 2010**

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Education Development Center, Inc.

USAID PREPARA AMI BA SERVISU (PAS) PROGRAM, TIMOR-LESTE
QUARTERLY REPORT: FY3 QUARTER 4
July 1 – September 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 July 1 – September 30, 2010 under Agreement No. 486-A-00-07-00010-00.

II. ACHIEVEMENTS IN FY3, Q4

1. EDC continued to support seven partners in five districts, enabling 400 youth participants (230 F/170 M) to enter Phase II (Livelihood Accompaniment) at the beginning of August. Of these, 181 (or 45%) chose to intern with a variety of community-based livelihood sponsors; 172 (or 43%) chose to initiate or improve a small business; while 47 (or 12%) went into non-formal education courses.

2. Consistent with NCE Objective 3 (building financial and organizational management capacities for partners), PAS Sub-Grants Unit designed and implemented – together with partner staff – a joint internal controls assessment (ICA). The ICA enables partners to, in the future, independently identify gaps in management capacity and organizational development priorities. ICA was conducted with the initial two of six partners who have specifically requested technical assistance in building management capacity.

3. On August 13, USAID-TL delegation, with Mission Director Mark White, US Embassy delegation with Acting US Ambassador Jonathan Hennick, joined three program managers of partners in Oecusse, PAS staff, and other USAID development partners for a PAS partners' lunch as part of a USAID delegation visit with youth participants and graduates.

4. Ten days later, on 23 August, the PAS program opened an Oecusse district office located within the SEFOPE building in Pante Makassar. The new office has allowed for closer multi-stakeholder collaboration and joint planning around outreach services and livelihood progression assistance for rural, low-skilled youth in Oecusse district; which is integral to the model of multi-stakeholder engagement envisioned in NCE Objective 4.

5. From August 19th to September 24th, PAS staff and partners conducted an assessment of all graduates from four Learning & Livelihood Centers across 18 sucos of Oecusse district, constituting seven cohorts or 314 graduates. A total of 295 graduates (94%) participated and were assessed with respect to post-program progression and livelihood strategies as well as to determine the potential for facilitated linkages to further learning and earning opportunities in their communities and beyond -- including vocational training, non-formal education classes and business development courses. Taken together, the assessment and other field data collection efforts have found that 56.4% of Oecusse PAS graduates have accessed employment through a variety of formal contract jobs and small businesses. Please see section II.D. for a discussion of survey results.

6. Using the Oecusse assessment and classification as a basis, the SEFOPE office in Oecusse together with PAS Oecusse staff and partners began conducting a Joint Registration Campaign of program participants in the district to facilitate outreach services and post-program progression to better livelihood outcomes. Once registered, PAS participants are enabled to access further resources and services through the SEFOPE district office in Oecusse such as career counseling and FEFOP funding for self-employed youth and those seeking employment. Examples:

- MoU signed with Café Cooperative Timor (CCT) and SEFOPE enabling 10 PAS graduates to access FEFOP-supported work experience in agriculture. Discussions initiated with five private sector construction companies with target that an additional 50 PAS graduates will enter the construction industry next quarter.
- With SEFOPE providing career assessment, and PAS partners, 30 PAS youth (17 females and 13 males) from four sub-districts in Oecusse were enabled to access and participate in specialized vocational training geared to labor

market opportunities and provided by Don Bosco in Dili. This unique partnership with Don Bosco was funded through a new initiative by PAS, the American Scholarship for Access and Participation (ASAP) for Rural Youth and technically supported by a joint initiative by local partners, who conducted family and community assessments; SEFOPE Oecusse, which provided career guidance counseling; and PAS-EDC staff, who provided educational assessment. PAS graduates will participate in a 56-day accelerated course in three areas of expected labor market growth: 1) plumbing/canalization; 2) electricity with emphasis in refrigeration; and 3) IT & office administration, with emphasis on bookkeeping.

7. PAS facilitated execution of a MoU on 1 October between the Ministry of Education, Directorate of Non-Formal Education and PAS partners to enable PAS graduates in hard-to-reach rural communities to participate in community-level literacy classes, which are the first step toward return to formal education through equivalency examinations. MoE/NFE further requested that, in addition to the 13 graduates employed as literacy trainers, additional PAS graduates who have achieved a sufficient level of education attainment be identified as candidates for the next phase of MoE/NFE literacy programs in Oecusse.

8. As part of the identification of barriers to post-program progression undertaken during the Oecusse assessment, a group of 26 (13 F/13 M) PAS youth were selected for a special refresher training course targeting the very low-skilled graduates whose primary barrier to post-program progression remains “soft skills”, which require a unique set of active teaching/learning techniques. Known as *Klase Kreativu*, the eight-week course focuses on public speaking, expression of ideas and overcoming social inhibition. As we detail below, in a very short period of time, the course has been extremely successful, transforming formerly marginalized and socially inhibited youth into public performers engaging communities on a variety of issues – and performing so well that their acting abilities have been requested for a 20-location tour by the USAID DWASH program. The approaches involved in *Klase Kreativu* are currently under consideration for incorporation into the revised PAS curriculum being recommended by a consortium of PAS-supported local NGO partners.

9. Oecusse has emerged as a model of effective stakeholder participation to coherently address the need for better livelihood outcomes among low-skilled rural youth in the district. To that end, the successes achieved there became the object of a series of workshops, field visits and partnership meetings undertaken and led by PAS-supported local NGO partners SHC, FC and FPWO this past quarter. This included a series of stakeholder meetings in Oecusse as well as a field visit to the district by the Manufahi SEFOPE office to better understand the close collaboration currently underway between SEFOPE Oecusse, local stakeholders and the PAS Oecusse team.

10. The Secretary of State for Vocational Training and Employment Bendito Freitas visited the Oecusse SEFOPE office to learn more about the successful PAS Oecusse model and partnerships. Following his visit, Mr. Freitas addressed a letter to the US Embassy recommending continuation of the PAS program. (Please see the SOS’s letter in Annex IV.)

III. PROGRAM IMPLEMENTATION

A. NCE Objective I:

Per the terms of NCE Objective 1, seven partners operating nine Learning Centers supported 400 of the 449 participants who entered the program last quarter to transition to Phase II (Livelihood Accompaniment) in Q4.

OP 1.1 Number of Persons Participating in a Four-Month Livelihood Accompaniment Phase

During the final month of Phase I, just prior to transitioning to Phase II, youth in PAS draw on experience and knowledge gained in Phase I and, with the support of their Team Leaders/Livelihood Pathway Facilitators, analyze locally emerging industries and growth sectors before selecting a preferred “Livelihood Pathway” to be explored over the next four-month period. Their analysis and choice of livelihood strategies culminates in the development of an individual proposal and an application for a PAS micro-grant of \$100.

Using this grant, they pursue one of three pathway choices: 1) Formal employment, either through an internship with an NGO or apprenticeship with a local business; 2) Further vocational training or non-formal education; or 3) Self-employment, either through the initiation of a new micro-enterprise or the enhancement of an existing one. Throughout the four-month Livelihood Accompaniment Phase, youth in PAS also benefit from the on-going facilitation, mentorship and guidance of team leaders who assist participants with expanding their network of potential employers and locating future livelihood resources.

- In the fourth quarter, 400 (230F/170M) of the 449 youth scheduled to complete Phase I transitioned to Phase II Livelihood Accompaniment (OP 1.2), representing a completion rate of 89% and bringing the total number of youth who have entered Phase II over the life of the project to 1,701 (912F/789M)
- As the capstone activity of Phase I, these 400 youth participants developed Livelihood Pathway Proposals based on a facilitated analysis of their interests, skills, assets and market opportunities and selected the following Livelihood Pathway options:

400 Participating in Phase II (OP 1.2)	353 selected income-generating opportunities (OC 1.2.1)	172 in micro-enterprises (OC 1.2.1.1)
		181 in internships (OC 1.2.1.2)
	47 selected further educational/training opportunities (OC 1.2.2)	44 in non-formal education (OC 1.2.2.1)
		3 in vocational training (OC 1.2.2.2)

The following table analyzes these choices by district. What we find is an array of choices that map onto previously successful livelihood strategies for youth in these areas. For example, in the case of FPWO, given that 85% of those employed in past cohorts (51 out of 60 hired from past cohorts) have accessed employment with NGOs in the

relatively resource-rich district capital of Pante Makassar, it is not surprising to find the overwhelming majority of current FPWO participants from that sub-district selecting internships as their pathway of choice. Likewise, in sub-districts more densely populated with members of the NGO sector, we find similar proportions of internship and business selectors: in Same, nearly three quarters of youth chose to intern, while another fifth chose to invest in further training or education, most likely in the interest of one day accessing a government job. In remote, marginalized communities such as Taiboco, Usi-Tacae, Zumalai and Natarbora, where the arm of civil society is not as quick to reach, we find larger proportions of youth analyzing the market and selecting initiation or expansion of small businesses as the most appropriate strategy for improving their livelihoods: 82, 68, 63 and 57%, respectively, for these communities.

Table 1. Livelihood Accompaniment Phase Options Among Phase II Participants, FY3, Q4 (n = 400)

Learning Center	Livelihood Pathway Option (Phase II)		
	Small Business	Internships	Non-Formal Education
FPWO Pante Makassar	12.2%	81.6%	6.1%
FPWO Passabe	39.1%	41.3%	19.6%
FEEO Taiboco	81.6%	18.4%	--
BIFANO Usi-Tacae	67.6%	32.4%	--
JEF Zumalai	63.2%	36.8%	--
FC Aileu	34.7%	46.9%	18.4%
SHC Same	4.4%	75.6%	20.0%
ETADEP Fatuberliu	35.6%	48.9%	15.6%
ETADEP Natarbora	57.1%	19.0%	23.8%

Gender and Livelihood Progression Strategies: As noted in previous quarters, above and beyond the contingencies of the labor market, gender appears to determine the choice of pathway option among PAS youth. Nearly twice the proportion of female as opposed to male Phase II participants choose small business (at 63% of all small business selectors, compared to 37% for men). In past quarters, we have suggested that this might be due to lower educational achievement among female PAS youth more generally – as operation of a small business is perceived by many PAS youth as the optimal choice for those with low skills or education. And, in fact, among the current nine cohorts, a higher proportion of men in Phase II than women have had at least some exposure to high school, at 47.1% compared to 33.5% for females – similar to what we find among all Phase II participants who have entered the program since 2008.¹ This correlates with pathway choice, as among these youth, those with higher education tend to choose internships (nearly 70% of those with at least some high school education), while those with lower education tend to choose businesses (as did 71% of those with primary school and below). As women have lower education rates, it follows that they tend to enter internships in smaller proportions while preferring the business option.

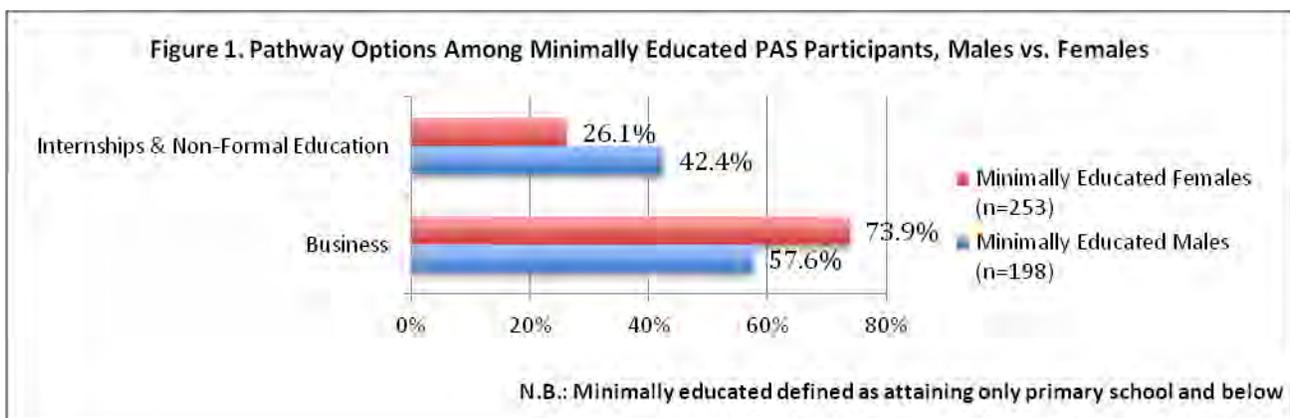
However, above and beyond education levels, gender acts independently to channel female PAS participants toward businesses: even among the current male and female participants with similarly low education levels, males choose a wider variety of options than their female counterparts. For example, nearly half the men (47%) who had primary school as their highest level of academic achievement still went into internships, while only 22% of females with similar education levels did so. Moreover, nearly twice the proportion of such women (those with primary

¹ The comparable figure among all PAS youth who have entered Phase II (1,701 participants) is 43% to 34% --slightly lower. This, despite the fact that men and women enter the program at identical rates.

school education) chose small businesses, compared to their male counterparts: 70% compared to 37% for men. In essence, women with low education – either based on their own perceptions and values or that of others – disproportionately enter the small business option, perhaps because this affords greater flexibility for those women who have to cope with multiple demands of family and livelihoods or perhaps because they perceive a barrier to their entrance into other career options.

As noted in past quarters – and as we show below – **lower education should not be perceived as an absolute barrier to wage employment for PAS graduates: 59% of PAS participants employed in contract jobs had not completed high school** – suggesting that the PAS model of providing foundational training to overcome basic barriers to education and employability is effective. Moreover, there is little difference between the educational levels of male and female PAS graduates with wage jobs overall: 59.7% of women with jobs and 58.9% of men had not completed high school. Where we do find a difference is among the minimally educated (those who did not even complete primary school): here, PAS graduates with jobs tend to be separated by gender, as only 3.9% of women with contract jobs had dropped out of primary school, while 13.2% of men with jobs were still able to access their wage employment with less than primary school education. Not surprisingly, the majority of jobs accessed by men in these education brackets tend to be in construction or with private security firms, occupations traditionally reserved for men.

Minimally educated female PAS participants, understanding their segment of this market, therefore seem to decide a better investment of their time is to start a business. Overall, 27.4% of the 923 females who have entered Phase II had a primary school education or below: within that group, the overwhelming majority seem to have made this calculation about employment possibilities, with 74% choosing business and only 26% choosing to invest in an internship or a non-formal education course. Interestingly, their male PAS counterparts appear to adopt a different strategy: 42% of minimally educated male Phase II participants overall chose to invest longer-term in an internship or a non-formal education course -- forgoing the chance of more immediate access to capital that a business can provide in return for the acquisition of new skills and experience.



The PAS program has achieved gender parity with respect to both program participation (FACT Indicator 1) and completion (FACT Indicator 2): 54% of participants entering the program are women while 53% of all graduates are female. However, PAS cannot -- in the short time allotted to the program -- hope to overcome longstanding and entrenched cultural norms governing women and work. According to the 2004 Census, nearly twice the proportion of males aged 15-29 were employed in wage labor compared to their female counterparts, 8.9 to 5.1% across the

nation as a whole.² Moreover, a recent United Nations Millenium Development Goal (MGD) report based on 2007 data showed only a marginal increase in the share of women in wage employment in the non-agriculture sector across Timor-Leste: from 35% in 2001 to 36% in 2007.³ By comparison, women in PAS comprise 40.4% of all wage earners in the program. That the vast majority of female program participants still opt for small businesses most likely reflects larger structural realities and the greater demand placed on them to balance familial obligations with economic necessity by working from home. Focus group discussions held during exit surveys next quarter will attempt to better understand the reasons female PAS participants choose the business option.

² 2004 Timor-Leste Census: counts all those within the labor force not involved in self-employment or subsistence agriculture/fishing as a proportion of all males or all females aged 15-29.

³ United Nations Development Programme, *Timor-Leste National Report 2009: The Millenium Development Goals*, p. 33.

B. NCE Objective 2:

Per NCE Objective 2, PAS sought to facilitate closer working relationships between SEFOPE and PAS training partners in order to support the Government in its efforts to develop an accessible, inclusive Vocational Training system that is relevant to “vulnerable” youth populations. Toward that end, PAS was to facilitate formulation of a meeting agenda (including identifying key stakeholders, devising a schedule of joint stakeholder meetings and reaching consensus on desired process outcomes) as well as conduct joint stakeholder meetings to discuss integration of PAS within the TLNQF as a model of Level 0-1 pre-vocational, foundation-level Work Readiness training

Advocating for Foundational Training: In July, three PAS-supported local NGOs – SHC, FC and FPWO – formed a consortium to lead advocacy efforts on behalf of other PAS partners who support foundational level training for low-skilled youth in rural areas. A first step in this process was registration with SEFOPE to prepare for the accreditation process. Once registered, local partners will have a stronger collective voice with which to present their outcomes, lessons learned and recommendations to SEFOPE and others at a national level stakeholders’ event scheduled for October 28th. This quarter, four of seven core PAS partners have registered with SEFOPE: two at the national level (SHC, FC) and two with their respective regional SEFOPE offices (FPWO in Oecusse and JEF in Maliana)⁴. In addition, work under NCE Objectives 3 and 4 supports the partners’ ability to proceed to accreditation as each training provider must demonstrate sound financial management systems, written procedures and policies and the existence of a basic database of results. Each PAS partner also has a set of participant assessment, monitoring and evaluation tools used in the PAS program, which can be adapted to support their accreditation process.

Curriculum Review: As part of the lead up to the national level stakeholders’ event scheduled for October 28th, the consortium of three lead partners joined EDC to establish a curriculum review workshop to take place next quarter, on October 6 and 7. In preparation for that meeting, EDC sent a short survey to all PAS partners in early September to gather their input, experience and recommendations for any revisions to the PAS curriculum. EDC and the three leads reviewed the input and recommendations to develop a consolidated set of proposed changes to the PAS curriculum used over the three-year pilot program. Recommendations included:

- Incorporating the initiatives and activities from the Oecusse experience of *Klase Kreativu* into the regular PAS curriculum -- either as a separate module or interspersed throughout the course to increase interactivity of lessons and to strengthen the confidence and public-speaking skills of youth. In addition, it was noted that the active teaching/learning methods employed in *Klase Kreativu* also helps trainers more effectively manage differing levels of education and literacy among PAS participants in Phase I.
- Moving Civic Education sessions to reference material rather than core curriculum modules, as electoral laws may change and other electoral bodies such as STAE and CNE lead civic education efforts
- Moving specific health sessions to reference materials and encouraging PAS trainers to bring in guest trainers from District Health Services or other health specialists
- Reducing the number of orientation sessions and consolidating certain units
- Expanding Phase I of PAS to six months and including additional sessions on history, culture and language as well as more theater skits for practice.

⁴ The two regional applications have not been communicated internally in SEFOPE to INDMO so in the next quarter EDC will encourage FPWO and JEF to submit a copy of the registration directly at national level.

EDC will incorporate some of these suggestions into a revised curriculum to be distributed to the Government of Timor-Leste, PAS partners who intend to continue foundational training, and USAID. In particular, local partners' suggestion to expand Phase I to six months will be included in the set of recommendations they will send to the Government next year when the latter establishes a formal working group on foundational or pre-vocational training. At the curriculum review, the three lead partners will also consolidate the message for government they plan to deliver on October 28th.

Next quarter activities:

An opportunity arose when SEFOPE appointed two interim focal points for Manufahi district in late September to set up the office, pending the recruitment process for the long-term focal points. SHC met with the interim focal points and invited them to join a visit to Oecusse to share the experiences of the PAS partner collaboration with the District SEFOPE Office. On October 22nd, the Directors of SHC and FC will travel with Francisco Boromeu dos Reis, one of the interim SEFOPE focal points for Manufahi, to Oecusse for the day, with Mario Salu of SEFOPE hosting the visiting delegation. Mr. Salu has invited PAS-supported partners in Oecusse and EDC to share their experiences and results from the close collaboration with SEFOPE in Oecusse.

On October 28th the three lead PAS partners will hold a national level stakeholders' meeting to present their results, experiences and lessons learned with SEFOPE and other organizations. The event will be held at SENAI in Dili, a SEFOPE-registered training center in Becora.

In November, the revisions to the curriculum in English and Tetum will be completed and copies provided to the Government as materials to support a foundational training working group.

PAS partners without a District Employment Center (SHC, FC, ETADEP) will explore options with the national level Employment and Career Guidance Department (DEOP) within SEFOPE concerning registration campaigns for PAS graduates from their Learning Centers. PAS partner JEF will do the same with the Maliana Regional Employment office while ETADEP will identify PAS youth from Natarbora and Fatuberliu to register and submit proposals under FEFOP (Fund for Employment and Vocational Training).

In early December, SHC in Same will invite PAS-supported NGO training partners FPWO and FEEO to share their experiences of *Klase Kreativu*. The early review of the curriculum held in September included a brief presentation of the "*Kreativu*" model, using baseline footage from the first day of class held on September and suggestions for how to make the curriculum more interactive and accessible to youth with lower levels of education. The trainer-to-trainer sharing workshop also strengthens the organizational links between PAS partner organizations. SHC is well positioned to host the event as they have negotiated an extended lease⁵ for the Learning Center with the District Administration.

⁵ The Government shows its support for SHC's activities by offering the very affordable rate of \$1/month for the Learning Center.

C. NCE Objective 3

Aim: Per the terms of the NCE and to promote the sustainability and eventual registration of its local NGO partners, the PAS program was to focus on building the financial management capacity of seven core training providers, with an emphasis on three principal components: a) implementation of a joint internal controls system review for interested partners; b) identification of gaps and priorities with respect to partners' financial management systems; and c) development and implementation of simple systems and tools to address such gaps. An important output is the creation of a policies and procedures manual to promote and ensure accountability, consistency, and a system of checks and balances within the organization with respect to financial management and decision-making.

Progress: This quarter, six out of seven local NGO partners expressed their interest in undertaking the joint internal control system review (JEF declined). Given the heavy emphasis on program delivery in the past few months – particularly in Oecusse -- the implementation schedule for NCE Objective 3 was given more flexibility, leading to a two-month shift in implementation of internal control assessments. This quarter, two partners participated in the control assessment: Fundasaun Cristal, on September 15-16, followed by ETADEP on September 30th. During the assessments, EDC staff met with program managers and staff to assess: 1) organizational structure; 2) the organization's finance system (including monthly financial reports as well as tools and forms used to control finance activities such as cash advances and procurement); and 3) the administrative system, including staffing, recruiting, and inventory. With support from EDC staff, Fundasaun Cristal completed a policy and procedures manual this quarter. Internal control assessments of the remaining five partners will be completed next quarter, as will policy and procedures manuals. Hand-in-hand with constructing Oecusse as a model of integrated stakeholder engagement around youth livelihoods, improving the financial management capacity of local NGO training partners – and the creation of policies manuals in particular – will ensure the future sustainability of local institutions capable of preparing rural youth for work through recognized foundational training.

D. NCE Objective 4

In addition to building partners' financial management capacity, assisting them with SEFOPE registration, and facilitating their advocacy efforts around adaptation of the PAS curriculum for foundational workforce development training, a primary objective of PAS during the NCE is to demonstrate what could be seen as the logically subsequent step to the preparatory capacity building work envisioned in Objectives 2 and 3: namely, to demonstrate an effective model of how prepared partners could engage with local stakeholders and government to coherently expand access to learning and livelihood opportunities for rural youth. As nearly a quarter of all PAS participants are to be found in Oecusse, and as the Oecusse SEFOPE office has been in existence for nearly three years, with proven capability to link clients to livelihood opportunities, Oecusse was the most appropriate area to serve as a model for other districts and SEFOPE offices in the near future. To that end, PAS committed to working with its local training providers to engage sub-district and suco-level authorities, the Oecusse SEFOPE office, the Ministry of Education/Non-Formal Education, micro-finance institutions, organizations providing resources to support rural livelihood development and business, SEFOPE certified Level II Vocational Training Providers, and private sector employers in expanding learning and earning options for PAS graduates.

The Oecusse Model: Graduate Assessment

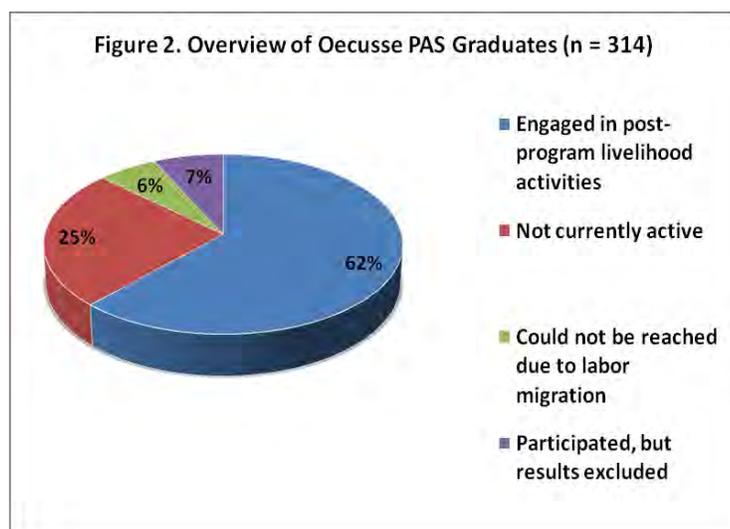
Purpose: As a basic building block of NCE Objective 4, the PAS program undertook an assessment of graduates from all four Learning & Livelihood Centers in Oecusse: FPWO Pante Makassar, FPWO Passabe, FEEO Taibaco and BIFANO Usi-Tacae. Per the terms of the NCE, the overall purpose of the assessment was to re-engage past graduates, ascertain their current livelihood activities and progression strategies, identify any barriers to post-program progression, and link selected participants to community-based support, learning and livelihood services, including further training and education, employment and career counseling.

Methodology: The assessment was an actual census of all 314 graduates to determine their current livelihood activities, as opposed to a survey of a representative sample of such graduates. For this reason, results are reported as a percentage of the total number of graduates, not as a percentage of respondents.

To complete the assessment, PAS program staff relied on the support and participation of local NGO partners and PAS youth. At each learning center, a survey team was activated consisting of three members: the former trainer, engaged as a Survey Coordinator, as well as two PAS graduates formerly hired by the 2010 Census and therefore in possession of proven data collection and interviewing skills. The latter were screened with close support from EDC-PAS and then hired and supervised as PAS Survey Enumerators by local NGO partners who, in turn, were trained and given close field support by EDC-PAS staff. Prior to the launch of the survey, on August 17-18, EDC-PAS staff conducted a two-day training on use of the survey instrument, interviewing techniques, data collection instruments and field data collection procedures for all 12 Survey team members (three members from each of four learning centers). On August 19, the assessment began with FPWO Pante Makassar, whose graduates were invited to come to the FPWO Learning Center to take part in the assessment. Beginning the following day (August 20th) and throughout the month of August, the survey teams began interviewing participants who were unable to come to the Learning Center, either at participants' home or their places of employment (if possible), under the close supervision of EDC-PAS staff. A similar procedure was undertaken for BIFANO, FEEO, and FPWO Passabe, with Learning Center assessments undertaken on August 25, 26, and September 1, respectively, followed by closely supervised and supported field data collection by the survey teams throughout the remainder of August. Field data

collection was carried out for all four learning centers until September 17th. From September 20-24th, the CPR team undertook an intense verification process of a sample of survey responses from each Learning Center to confirm results. In total, between 15 and 27% of cases were sampled from each center, with discrepancies in the acquisition of contract jobs or the existence of businesses found in a total of 2 cases out of 74 sampled (2.7%); two additional participants could not be reached for verification. Responses from all four cases were excluded from the final tally of results. As was expected, greater difficulty and more frequent discrepancies were encountered when it came to recording the amount of net income reported by self-employed PAS graduates with small businesses. As reported in previous quarters, difficulty calculating profit or net income is a persistent and prevalent barrier among PAS youth with small businesses (as it is among small, informal businesses more generally in Timor-Leste). Every effort was made during the survey process to help participants calculate their net income, including the use of special fields on the assessment form; however, without receipts or other means of tracking sales and expenses, it is extremely difficult, if not impossible, for the vast majority of these youth to record net income accurately or consistently. Where discrepancies in business income were found, we chose to record the amount reported to the EDC-PAS team during the verification process. Verification of every single small business income across 18 sucos of Oecusse was not possible due to limited time, resources and staff. For this reason, the income data reported for small businesses should be interpreted with these factors in mind and understood to be self-reported estimations of income.

Overall Results: In total, 295 out of 314 graduates (or 94%) participated in the assessment. The remaining 19 could not be reached, either because they had moved to Dili or to another district in search of work. Results from three graduates were later deemed ineligible as they had been hired as team leaders by the PAS program. Results of 18 additional respondents were excluded: 6 businesses were excluded as they had been in operation for less than four months; an additional 8 businesses were excluded because they reported the launch date of their enterprise as occurring before entrance into PAS, yet answered negatively when asked if they had this business prior to entering the program⁶; four additional respondents were excluded, as mentioned above: two due to discrepancies in



reported results and two due to lack of contact during the verification process. In total, results from 274 eligible respondents were analyzed, with 195 (97F/112 M) or 62.1% of graduates found to be involved in post-program livelihood activities such as employment, formal education, or participation in training, internships or community groups. An additional 79 graduates (49F/30M) or 25.1% were found to be inactive (not involved in any type of livelihood progression activity). (As mentioned, of the remaining graduates, 19 (6.1%) could not be reached, and 21 (6.7%) had their results excluded for the reasons described above.)

⁶ With limited time and staffing, it was not possible in the allotted time frame for the assessment to clarify these answers. We choose to exclude the results from these 8 participants until further clarification becomes possible.

Employment Results: Of the eligible assessment participants, 160 (74F/86M) or 51.0% of graduates reported having accessed employment⁷: 76 (38F/38M) through initiation or improvement of a small business and 99 (43F/56M) through wage labor -- 15 (7F/8M) who had both a job and a business were subtracted from the total to avoid double-counting, resulting in an assessment total of 160 employed. As the assessment did not include youth who have yet to graduate from the program, these numbers differ slightly from what has been recorded for Oecusse in Table 2 below: that table takes into account the 17 participants from the currently active cohorts who have already accessed employment before graduating, mostly as 2010 Census enumerators or as literacy teachers for the “Yes, I Can” and “Alfabetazasaun Ba Moris” literacy campaigns. Including these 17 active participants brings us to the total of 177 employed for all of Oecusse reported in table 2 (56.4% of Oecusse graduates).

Enhanced Businesses: Of 18 participants who reported using their cash grants to augment a previously existing business, 83.3% (or 15 respondents) claimed their business was making more money as a result of the PAS program, while 16.7% (or three respondents) claimed it had no effect. The positive respondents include a variety of micro-entrepreneurs: from a fisherman who used the PAS grant to buy new nets, to a motorcycle taxi operator who used the grant to repair his bike, to kiosk operators who expanded their inventories.

Training Results: Nineteen assessment participants (8F/11M) or 6.1% of graduates were found to be participating in a variety of training courses, from English, Portuguese and computer classes, to sewing and motorcycle repair courses, as well as community health training, field medicine, and SEFOPE-certified vocational training at the Don Bosco and Korean Language programs in Dili.

Return to Formal Education: Six participants (3F/3M) or 2% of Oecusse graduates reported returning to formal education, including two who have enrolled at the Dili Institute of Technology’s Oecusse campus, one who has enrolled at a local agricultural university (ETARO), one returning to high school, one to middle school and one to primary school.

Internships and membership in local councils and organizations: 31 assessment participants (12F/19M) or 9.9% of graduates reported participating in internships, local councils or community groups. This included five graduates involved in integrated community health drives (SISCA or PSF), as well as those interning with SEFOPE, participating in neighborhood councils, rotating credit associations, the Red Cross, the Ministry of Agriculture, the Water and Sanitation Department (SAS) as well as local NGOs and public schools. Of those participating in internships or community groups, nearly half (14 out of 31) reported receiving some payment for their efforts, ranging from \$50.00 a month for one member of a community forum to \$2.00 per day for a Family Health volunteer (PSF).

Multiple Livelihood Strategies: The categories above should not be seen as mutually exclusive, as many graduates reported pursuing multiples strategies simultaneously -- 31, in fact, or nearly 10% of Oecusse graduates, including one graduate pursuing all four strategies at once: Edi Hendrik Soares from the FPWO Learning Center operates a kiosk, worked for the Census, is interning at the local NGO NTF and is taking a

⁷ As noted last quarter, we define employment as any improved short-, medium-, or long-term income-generating opportunities. This includes self-employment activities that are sustained for at least four months or access to formal contract positions that represent a development in employment trajectory.

computer course with the United Nations Development Program (UNDP). He is but one example of the initiative and drive demonstrated by PAS youth. (For more on the motivation of PAS youth, please see the success story section in Annex V).

Those without a Current Progression Activity: Of the 79 youth who were currently inactive, 62% were women while 38% were men. The single largest share of such graduates came from the FPWO Pante Makassar learning center, at 43% of the total, followed by FEEO at 21.5%. With respect to education, inactive graduates tended to fall in the lower achievement bracket, with 37.1% possessed of a primary school education and below. By contrast, only 19.2% of those inactive had finished high school. Many of these minimally educated youth (nearly 60%) chose business as their Phase II option, but have since discontinued their enterprises. Of those initially assessed as inactive, 24 (or 30.3%) were further assessed by EDC and/or SEFOPE regarding post-program barriers to progression and have already been linked to further livelihood opportunities in the form of *Klase Kreativu* and a special pre-vocational training program at Don Bosco in Dili (see below for more details). Next quarter, PAS will work with its Oecusse partners – and FPWO in particular – to target technical assistance and further assessment around the remaining 55 inactive participants, with an emphasis on linkages to livelihood opportunities for women and the very low-skilled.

Assessment Outputs Linked to NCE Objectives 2 & 3: As a result of the assessment and assessment M&E training, each partner from Oecusse now has a basic database of results to support its registration and accreditation process with SEFOPE. These results will be presented by FPWO during a national level stakeholders meeting scheduled for October 28th and by FEEO, BIFANO and FPWO during an Oecusse stakeholders meeting to take place on November 11.

As the results from the assessment demonstrate, Oecusse is a district rich in potential for future collaboration among stakeholders committed to improving youth livelihoods. The second principal focus of NCE Objective 4 was to build on the foundation of collaboration that already exists between PAS-supported local partners, government institutions and members of civil society – collaboration which has seen 56% of PAS graduates progressing to better livelihood outcomes and being placed in a variety of internships, contract jobs and certified training programs across Oecusse – and intensify efforts to create a coherent approach to providing opportunities to low-skilled rural youth. Using the assessment as a foundation, PAS and its partners worked with district institutions and organizations to more comprehensively address the needs of its graduates based on a more systematic understanding of their aptitudes, interests and personal barriers. In so doing, the program contributed to local partners' and SEFOPE Oecusse's growing capacity to engage, assess, analyze and track participants' progress over time – invaluable skills for building the overall repertoire of activities needed for promoting youth livelihood development. This quarter, a number of activities were undertaken toward accomplishing these goals, including:

Office Sharing with SEFOPE Oecusse: This quarter, the PAS program opened an Oecusse District office within the headquarters of SEFOPE Oecusse. This office-sharing will facilitate even closer collaboration between PAS and SEFOPE as well as between SEFOPE and PAS-supported partners in Oecusse – all of which is integral to the success of NCE Objective 4. With the program sharing office space with SEFOPE, regular engagement between PAS youth and the district SEFOPE office will also be possible, facilitating the process of informing youth of and linking them to future livelihood opportunities.

Joint SEFOPE Registration Campaign of PAS Youth: This quarter, PAS-supported local NGO partners worked with the SEFOPE Oecusse office to begin registering PAS graduates for follow-up career counseling and outreach

services. The campaign began with BIFANO graduates in mid-September and will eventually reach all 18 sucos of Oecusse in which PAS youth reside, with FEEO and FPWO Passabe youth to be registered in October.

“*Klase Kreativu*”: Per the Oecusse assessment and identification of post-program barriers to progression, a group of 26 PAS youth (13 F/ 13M) from the FPWO Passabe, FPWO Pante Makassar and FEEO Learning Centers were jointly selected by Oecusse training partner and PAS staff for participation in a special refresher training course known as *Klase Kreativu*. Focusing on a set of unique active learning/teaching methods, the course targets the very low-skilled whose barriers to learning and employability include extreme social inhibition and trouble with public speaking. Beginning on September 17th with a Joint Curriculum Development workshop, PAS staff and local NGO trainers co-designed a suite of training inputs and methods for the first three weeks of the class that included theater and acting experience, facilitated interviews with community members and local school children, and public speaking. In addition, PAS staff provided a curriculum-planning tool for partners to use in planning and designing teaching modules for the remaining five weeks of instruction (for a total of eight weeks). Implementation of *Klase Kreativu* began on September 20th, with PAS staff providing four hours per week of observation and close technical support to each learning center throughout the close of the quarter. A filmed baseline assessment of *Klase Kreativu* participants’ self-introduction efforts as well as observation notes from each class were shared with partners each week, allowing them to reflect on best practices and modify their teaching methods for the coming week. Results from *Klase Kreativu* have already been extremely positive, as we will detail next quarter. In addition, plans are in place for this special group of PAS participants to put their training and newfound confidence to the test by performing before live audiences, including groups of school children on National Hand Washing Day (October 15), an assembly of local Oecusse stakeholders led by Mario Salu and Arnold Suni on November 8th, and again on the 12th to coincide with planned National Youth Day celebrations.

Don Bosco Partnership: In addition to *Klase Kreativu*, the Oecusse assessment was used as a platform for linking a select group of 30 (17F/13M) Oecusse graduates to a specially designed pre-vocational training program at the Don Bosco center in Dili – a program designed by Don Bosco, supported by EDC, and facilitated by SEFOPE Oecusse. Educational assessment of eligible PAS youth was conducted by EDC in four sub-districts of Oecusse, with career counseling assessment and screening conducted by SEFOPE Oecusse, and consultation with local communities and families carried out by local NGO partners – all to ensure that the youth selected had the maturity, interests, motivation and basic skills required to succeed in the program. Departing from Oecusse on October 1, the participants were seen off by an assembly of local stakeholders, including the Director of the Oecusse Office of the Secretariat of State for Vocational Training and Employment (SEFOPE), Mario Salu; the Deputy Director of Education in Oecusse, Jose Buki Fai; the Deputy District Administrator, Francisco Banu; and the Sub-District Administrator of Pante Makassar, Gonzalo Eco. Later that day, during a special ceremony held at the Don Bosco facility in Comoro, Father Mario Vicente, the Director of the facility, and Filomeno Lourdes, the Director of Non-Formal Education at SEFOPE, welcomed the youth participants to their new home. As a result of the partnership and thorough assessment by SEFOPE, Don Bosco and PAS, not a single youth selected so far has dropped out of the program. PAS graduates selected will participate in a 56-day accelerated course in three areas of expected labor market growth: 1) plumbing/canalization; 2) electricity with emphasis in refrigeration; and 3) IT & office administration, with emphasis on bookkeeping.

Literacy Courses: Aside from targeting those who would benefit from the *Klase Kreativu* refresher training on essential “soft skills”, NCE Objective 4 specifically addressed the need to identify and assist PAS graduates who continue to face barriers with respect to formal education – namely literacy. To that end, a meeting was held on September 29th between the District Office of the Ministry of Education, Directorate of Non-Formal Education,

PAS-supported local NGO partners BIFANO and FPWO and the Oecusse SEFOPE Office. At the conclusion of that meeting, a MoU was signed to provide literacy courses to a total of 50 participants (20 from Passabe and 30 from Usi-Tacae). Next quarter, the participants will be selected and NFE will provide a literacy teacher to conduct the classes in these hard-to-reach communities

Private Sector Linkages & Supported Internships: In September, the SEFOPE Oecusse office signed a MoU with Café Cooperative Timor to provide FEFOP funding to enable 10 participants in Phase II to participate in financially supported internships in the agricultural sector. Also during this month, SEFOPE and PAS staff worked together with five private sector construction companies to establish a youth internship program that will enable an additional 25 PAS youth to enter the local construction industry.

Media Promotion of PAS: On September 27, EDC hosted a meeting with local media outlets to discuss the PAS program and future media coverage. Members of Radio Timor-Leste, Radio Atoni Lifau, National Diario, Jornal Tempu Semanal, Uma Media, Suara Timor-Leste and Radio Comunidade Oecusse were present for the meeting and later covered the disembarkation on September 30th of the 30 PAS youth selected for participation at Don Bosco.

Oecusse as an Effective Model for Other Districts: As the results of the assessment showed, Oecusse has emerged as a district in which collaboration between stakeholders can produce better livelihoods for low-skilled rural youth. This quarter, representatives of the Manufahi SEFOPE district office visited the SEFOPE Oecusse office with PAS partners to better understand the close partnership between the Secretariat, PAS, and other stakeholders, including an overview of program results and lessons learned.

Secretary of State SEFOPE's visit to Oecusse: The Secretary of State for Vocational Training and Employment Bendito Freitas visited the Oecusse SEFOPE office at the end of the quarter to learn more about the partnership between PAS, its NGO partners, local stakeholders and the district SEFOPE office. Speaking about the PAS program at that meeting, the Secretary of State called the PAS program “the model of partnership we are looking for to define policies for training youth, policies to improve the capacity of youth in technical work and to get youth prepared for work.” Following his visit to Oecusse, the Secretary issued a letter to the US Embassy requesting extension of the PAS program, in which he remarked: “The PAS pilot program has contributed to [SEFOPE's] mission in providing programs for rural youth in often isolated and hard to reach communities...It has also played a valuable role in linking young people to further resources to support continuous progression towards meaningful work and better life, learning and livelihood outcomes.” [The full text of the letter is available in Annex IV.]

IV. MONITORING AND EVALUATION

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

OP 1.1 and OC 1.2.3.: Youth Participating in and Successfully Completing the PAS Project (FACT Indicators 1 &2)

As mentioned in the NCE Objective 1 section above, this quarter 400 program participants completed Phase I and entered Phase II. As no one entered or graduated from the program during this period, the results for FACT Indicators 1 and 2 remain unchanged from last quarter, with 2,078 youth (1121F/957M) having participated in the program and 1,199 (639F/560M) having graduated. The 400 program participants currently in Phase II are expected to graduate next quarter in November, bringing the total number of PAS graduates to 1,599 at that time.

Employment Outcomes (FACT Indicator 3)

Continuing the work begun last quarter, the CPR unit continued to conduct data collection and analysis to better understand employment outcomes among PAS youth – particularly as almost half the program’s entire population of nearly 1,200 graduates entered the labor market in the last six months.

Methodology: As explained above, results from Oecusse district include assessment data as well as data collected by the CPR team during field trips throughout last quarter. Results of non-Oecusse partners combine data collected this past quarter as well as results collected during a series of field trips in September to meet directly with youth participants from prior and present cohorts. While special attention was paid to verifying results reported from core learning centers SHC, FC Aileu, JEF, Etadep Fatuberliu and Etadep Natarbora, visits were also paid to past cohorts from FINA and FC Maubisse. Results were only recorded if youth participants themselves reported operation of a small business or acquisition of wage labor.

Table 2. Overall PAS Program Results, as of September 30, 2010

District	A: Number Accessing Formal Jobs			B: Number Initiating/Improving Income-Generating Small Businesses			C (A+B): Total Jobs and Businesses*			Proportion of graduates employed (jobs and businesses):
	Total	F	M	Total	F	M	Total	F	M	
Subtotal Oecusse	115	48	67	77	39	38	177	80	97	56.4%
Subtotal Covalima	63	40	23	19	16	3	79	38	41	48.8%
Subtotal Liquisa	1	0	1	12	9	3	13	9	4	43.3%
Subtotal Ainaro	33	14	19	5	4	1	38	18	20	26.2%
Subtotal Aileu	26	12	14	63	38	25	82	46	36	43.4%
Subtotal Manufahi	39	17	22	50	28	22	83	43	49	64.8%
Subtotal Manatuto	23	2	21	6	4	2	29	6	23	67.4%
Subtotal Baucau	9	6	3	6	5	1	14	10	4	9.5%
Subtotal Lautem	10	7	3	7	4	3	17	11	6	42.5%
Total	319	129	190	245	147	98	532*	261	271	44.3%
		(40.4%)	(59.6%)		(60.0%)	(40.0%)		(49.1%)	(50.9%)	

*32 PAS participants who accessed both wage labor and operated a business were subtracted from the sum of total formal jobs and total businesses to avoid double counting (319 jobs + 245 businesses = 564 - 32 = 532). Results exclude 14 businesses that had not been in operation for at least four months as well as 6 contract jobs that could not be verified.

As can be seen from Table 2 above, the total number of PAS youth employed rose to 532 this quarter, with 319 participants accessing contract jobs, 245 operating small businesses, and 32 engaged in both a job and a business. Overall, this represents a 37-percent change in growth since last quarter (Table 3). In keeping with the pattern established last quarter, and for the reasons explored in the Pathway section above, we find a higher proportion of females involved in self-employment: 60 to 40%, respectively. The proportions for wage labor are exactly reversed, with 60% represented by male participants, compared to 40% for females.

Table 3. Change in the Overall Number of PAS Youth with Contract Jobs and Business (Q3 to Q4)

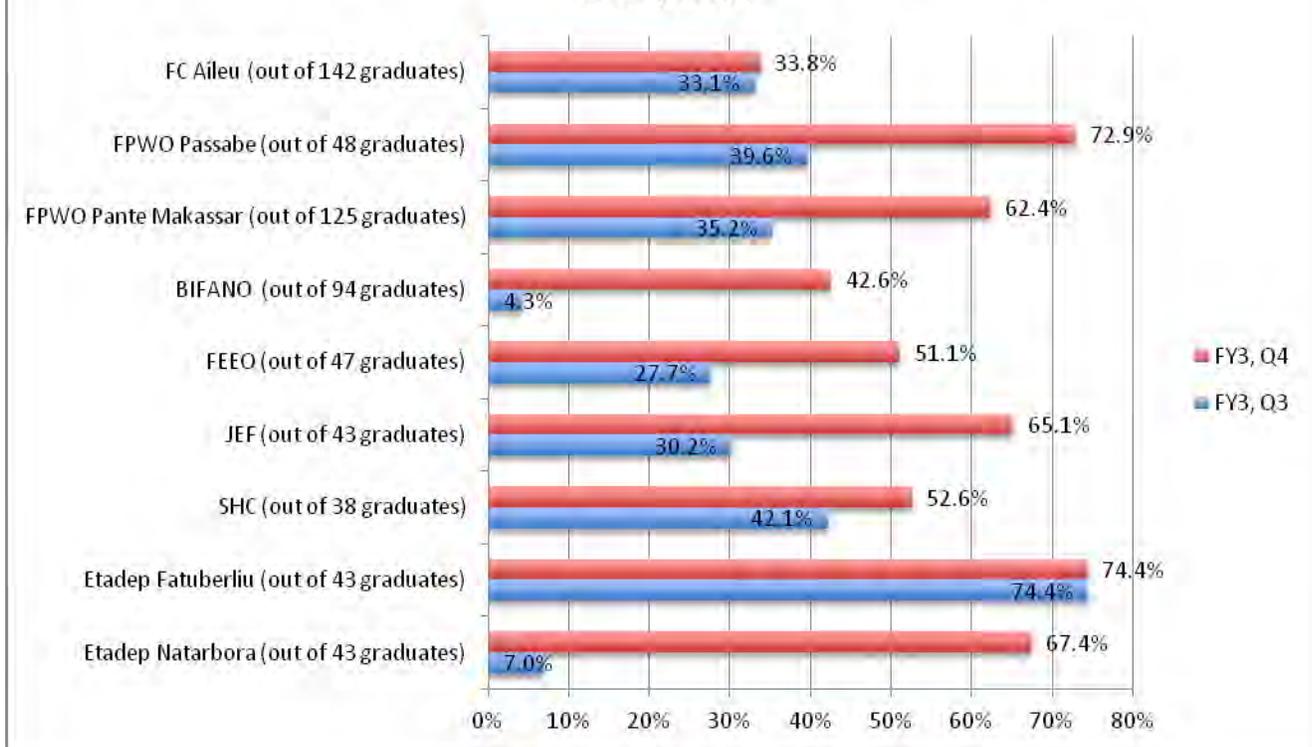
	FY3, Q3	FY3, Q4	Growth in reported employment numbers since last quarter
Number of graduates with contract jobs	228	319	39.9%
Number of graduates with businesses	170	245	44.1%
Total number of graduates employed	389*	532*	36.8%

*The sum of those with contract jobs and those with businesses does not equal the total number of graduates employed as those with both a job and a business were subtracted from the total to avoid double-counting: includes 9 youth in Q3 and 32 youth in Q4

Sources of Change: Examining the change in employment rates by Learning Center allows us to identify the sources of greatest growth (Figure 3 below). In some cases, growth was due to more thorough investigation of previously under-reported areas, particularly with respect to the number of youth with businesses: as stated last quarter, information about youth with small businesses reported in Q3 came almost entirely from the exit survey interviews of 16 graduating cohorts conducted between April and June and was therefore dependent on the presence and participation of PAS youth in such interviews. However, for a variety of reasons, including inclement weather, familial obligations and work, not every youth from a particular cohort was able to attend. Overall, 65% of impending graduates at the time were surveyed. Moreover, graduates from cohorts prior to April were not surveyed (some 535 graduates, nearly half the entire population of PAS graduates). In the case of Oecusse, the assessment undertaken this quarter allowed for follow-up investigation of nearly every graduate from that particular district, including those who left the program nearly a year ago and especially those who began businesses. In some cases, such as BIFANO, businesses were by far the larger proportion of those employed, yet had never been reported on until the Oecusse assessment.⁸ Moreover, as Oecusse includes some of the “oldest” cohorts within the program, the assessment was an important occasion to understand how youth from those original groups had fared. Indeed, in BIFANO and elsewhere in Oecusse, many businesses begun over a year ago were found to still be in operation and reported on for the first time, accounting for the rapid growth in BIFANO’s and FEEO’s employment numbers between quarters -- from 4.3 to 42.6% for BIFANO and from 27.7 to 51.1% for FEEO.

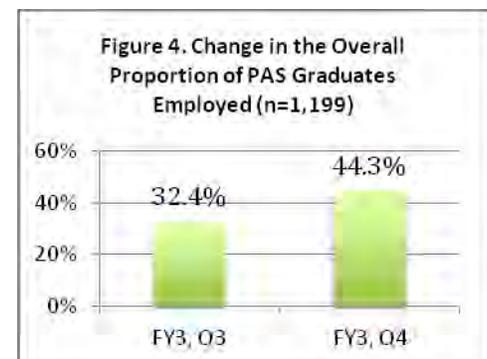
⁸ Last quarter, we remarked on the challenges involved with respect to partner reporting, challenges that have been mitigated with targeted M&E training and assistance, but which nevertheless persist due to lack of resources, access to computers and communications.

Figure 3. Change in Proportion of PAS Graduates Employed, by Core Partner Learning Center (Q3-Q4)



In other cases, growth in Q4 numbers is the result of recent acquisition of jobs. For example, FPWO Passabe registered a nearly 43-percentage-point gain (from 39.6% to 72.9%), mostly due to the employment of 11 youth participants in August as literacy teachers for the “Yes, I Can” and “Alfabetisazaun ba Moris” literacy campaigns in Oecusse (taking their overall numbers from 19 to 35 employed out of 48 graduates). Interestingly, five of these 11 were already in internships within the school-based literacy program and therefore poised for employment – demonstrating a level of strategic awareness on the part of local NGO partner FPWO and PAS youth. In the case of FPWO Pante Makassar, recent hirings by local NGOs FFSO and ATCHAE (total of 4 youth), employment with private security (4 youth) and construction companies (5), and more thorough investigation of businesses and past cohorts all account for the growth we see (from 35.2% to 62.4%). Similarly, ETADep Natarbora’s growth includes 15 youth accessing construction work through a slew of recent district infrastructure projects (PDD) as well as three youth participants recently hired as tractor drivers for the Ministry of Agriculture (MoA) -- bringing the total number of MoA tractor drivers from that learning center to four and taking their overall numbers from 7 to 27 employed out of 43 graduates. As we noted last quarter in the context of the 2010 Census drive, where large-scale employment opportunities exist, the motivation and mentality of PAS youth combined with the facilitation and logistical support of local NGO partners leads to successful “capture” of such market opportunities.

With respect to local partner JEF, growth is explained by both the recent addition of five youth employed directly by JEF (as administration and field staff as well as for special water and sanitation projects) as well as by investigation in the last quarter into businesses that have remained viable since inception at the start of Phase II – a total of five businesses still in existence since their operators graduated in April 2009 (a total of nine months of continuous operation since inception).

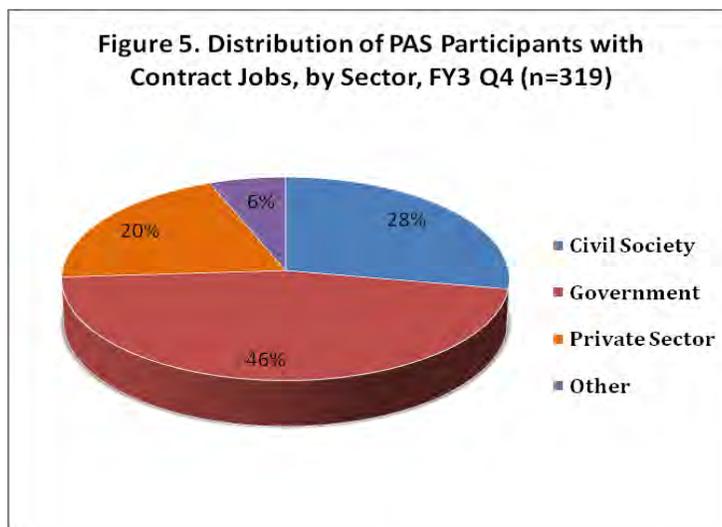


Pathways to Wage Employment

In the following section, we look at common features of those participants who have been able to access formal wage jobs, starting with an analysis of the various sectors into which they fall.

Types of Employment: As noted last quarter, and in keeping with economic trends in Timor, the vast majority of jobs accessed by PAS participants tend to be with organizations and institutions involved in the national development process. And within that sector, the single largest share of jobs among PAS youth (147 out of 319 or 46.1%) is represented by government. Of those government jobs, 104 were with the 2010 Census, a special opportunity that demonstrated the ability of PAS participants -- from all educational and skill backgrounds -- to take advantage of employment opportunities when they exist, as we reflected on last quarter. Setting aside government, the largest shares of employment were taken up by civil society (27.9%), followed by the private sector (20.1%), comprised mostly of jobs with private security firms as well as construction jobs with a variety of companies, many of them contracted for recent District Development Projects (PDD) across Timor. A smaller – but nevertheless interesting – share of PAS youth accessed jobs with local councils either through administrative recruitment or through election (a total of 5.2% or 17 individuals making up the bulk of the “Other” category

below). These PAS youth have demonstrated their leadership qualities by serving in a variety of posts, including two Chefes de Aldeia, five Women’s Representatives and six Youth Representatives. Interviews with several of these community leaders revealed the direct role of the PAS program in changing their lives and re-introducing them as responsible community members. As Manuel Mendonca, Chefe de Aldeia in Malere, Aileu district put it: “If it hadn’t been for the PAS program, no one would have considered me for the position of Chefe de Aldeia. (To hear more about Manuel’s and other PAS youth leaders’ stories, please see the Success Stories section in Annex V).



Across categories, PAS youth employed by government had the highest average salaries, at \$117.88 per month, followed by civil society (\$111.04 per month) and private sector jobs, at \$79.68 per month. As a large proportion of private sector jobs are comprised of temporary construction work, monthly salaries are harder to calculate: while those employed in construction have the opportunity to earn up to \$30 a day, these contracts generally last for only two to three weeks at a time. Those employed with longer-term contracts in the private sector tend to be security guards earning between \$100 and \$115 per month. Overall, salaries in the private sector range from \$3.00 per day for District Construction Projects to \$160.00 per month as a construction worker for the Flomar company in Manufahi. Government employee salaries range from \$80.00 a month as a primary school teacher to \$164.00 per

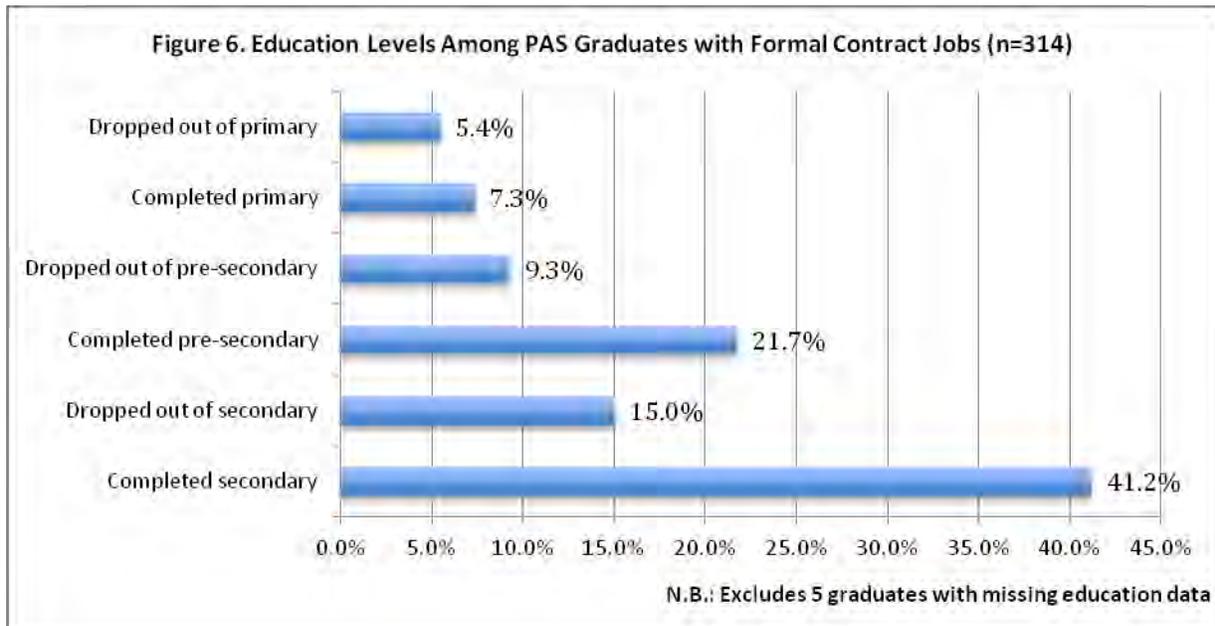
month for a warehouse manager for the Ministry of Tourism & Commerce. The NGO sector saw the greatest range: from \$50.00 as a community facilitator to \$290.00 as an employee of DWASH-supported programs in Oecusse.

Internships: Among the most significant and direct routes to accessing wage labor for PAS youth is to enter an internship. Indeed, 51% of those with contract jobs chose internship as their Phase II pathway, followed by businesses (25%) and NFE (22%). Over the life of the project, 394 of nearly 1,200 PAS graduates have interned as their pathway option: of these, 164 (or 41.6% of all interns) have accessed contract jobs. Moreover, of those with contract jobs across nine districts, 15% (or 49 participants) were hired directly by their internship sponsor. This includes internships with DWASH and DWASH implementing partners (12 participants), the “Yes, I Can” literacy program in Passabe (6 participants), EDTL in Covalima (6 participants), Seeds of Life in Same (5 participants), the Maubisse Hospital (4 participants), World Vision (2 participants) as well as various suco councils and local NGOs, including ATCHAE, Cailalo, Moris Rasik, Oasis and Parcik, each of which hired at least one participant. A recent visit with PAS partner ETADep in Fatuberliu has revealed that eight youth participants currently interning with the Seeds of Life program in Betano have been invited to continue working after their internships end and will be making \$3.00 dollars a day as agricultural assistants. In addition, five youth participants from ETADep Natarbora have begun interning and receiving paid training at the recently opened MTT electronic factory; they hope to sign contracts with the company soon.

Even for those who are not hired directly by their sponsors, there are obvious benefits to interning, particularly for the many PAS youth who have never participated in an office environment and whose exposure to work was limited to subsistence agriculture on their family’s farm. In internships, PAS youth learn about the general office environment, how to interact with colleagues, use computers and write reports, as well as how to represent their organization during meetings with community members. Through such internships, they also have the chance to meet with other organizations and peers, widening their network of potential livelihood contacts. Moreover, through the work ethic and responsibility they demonstrate while interning, PAS youth are helping to expand the number of organizations willing to hire more youth, making it possible for other PAS participants to access internships and employment while creating an enlarged network of receptive livelihood sponsors and stakeholders more generally. In some cases, PAS interns are opening doors to organizations that had never hired youth before: for example, Jose Tasaé, the Program Coordinator for FFSO organization in Pante Makassar had this to say: “Before PAS we didn’t hire youth because there was no one to train and organize them. There was nobody making sure that youth had the experience and work training needed to start work.” He went on to say, “I wanted to hire PAS youth because they had a strong commitment to working hard. They showed that they wanted to take on responsibility and showed initiative in wanting to find work and get a job.”

Education: In addition to accessing a diverse set of employment options, PAS youth with contract jobs also come from a diverse set of educational backgrounds, ruling out education as a singular cause. As evidenced by the figure below, nearly 30% of wage earners had completed or dropped out of pre-secondary school, while 13% had primary school education and below. As noted before, a less-than-secondary school education is not a barrier to formal wage employment among PAS youth, as a larger proportion of those without high school degrees accessed such employment compared to their secondary school graduate counterparts, 59 to 41%. Perhaps the best available natural experiment to test the efficacy of the PAS model in overcoming barriers to formal education was participation in the 2010 Census drive. As we described last quarter, 104 of 153 youth selected for a Census interview were hired: of those 104 hired, the difference between those with less than a high school education and those with a degree was nearly evenly split at 53 to 47% -- a remarkable fact, especially considering that the stated preference among local hiring councils was for high school graduates. Both with respect to the Census and in other

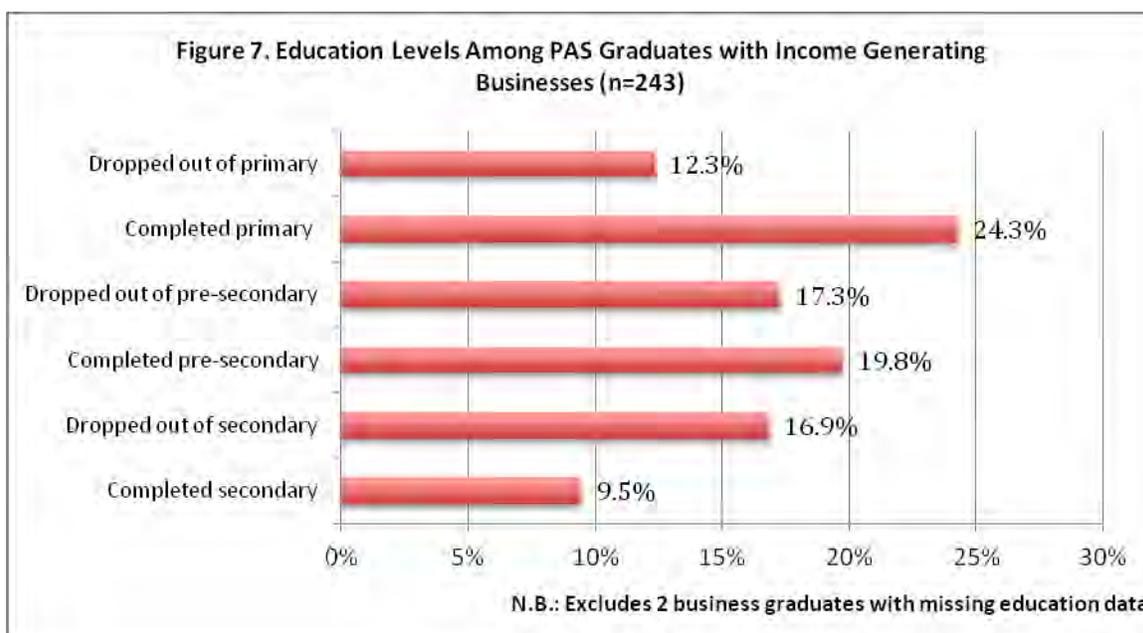
types of wage jobs, we find PAS youth with pre-secondary education performing the same tasks as their counterparts with high school degrees. In some cases, even those with a primary school degree have been hired to perform these tasks, including working as Census enumerators.



Partners’ Facilitation: As demonstrated by the 2010 Census, the “Yes I Can” and “Alfabamoris” literacy programs, as well District Development Packages, PAS youth and local NGO training partners are able to take advantage of special employment opportunities when they arise. Using their contacts and networks, both program participants and partners are able to organize youth and pass word along of such opportunities while partners facilitate the application process by explaining job requirements, assisting youth with their CVs and with interview techniques or, in some cases – such as the literacy programs – placing youth in internships with the organization in question.

Self-Employed PAS Graduates

As discussed above in the context of Phase II pathway selection and as evidenced by the figure below, a distinct feature of self-employed PAS graduates compared to their wage labor counterparts is representation within the lower range of educational achievement: more than a third (36.6%) had primary school and below as their highest level of schooling. The corresponding rate for participants in wage labor was 12.7%. Likewise, the share of those who have entered or completed high school is nearly half that of their contract job counterparts: 26.4% compared to 56.2%.



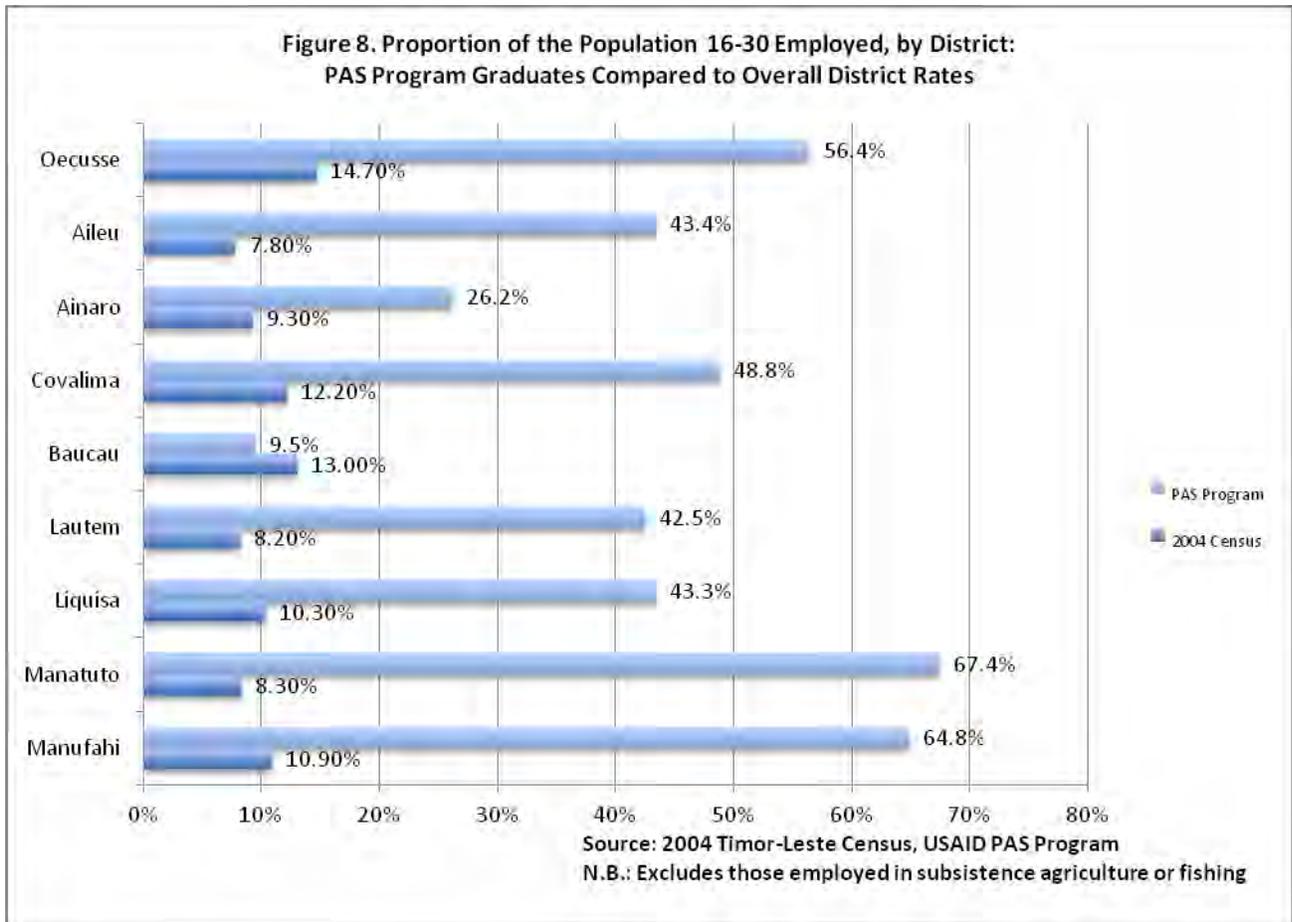
Of the 245 PAS graduates with businesses, nearly a quarter (25.3%) were involved in production, complex trade or services, while 74.6% were involved in petty trade, including through kiosks and single-item vending, such as selling phone cards or kerosene. In addition, 31.8% of those self-employed were members of a cooperative, with a total of 15 groups in operation across nine districts, ranging in size from a cooperative kiosk of 8 members (aptly named 8 Irmaos or “Eight Brothers”) in Laulara, Aileu District to a tais-selling group of three women in Manufahi. The highest concentrations of cooperatives – mostly kiosks – were found in Laulara, Aileu district and Usi-Tacae, Oecusse -- extremely isolated rural areas where poor access to roads and transportation dampen the market, making the strategic placement of a smaller number of kiosks a necessity.

Table 4. Self-Employed PAS Graduates, by Type of Business, FY3 Q4

Type of Business	Number of PAS graduates
Making bread	15: (12 in group +3 individuals)
Operating fish-breeding pond	5: (1 group)
Motorcycle repair shop	5: (1 group)
Making tais	6: (1 group + 1 individual)
Making other handicrafts	3: (1 group)
Operating ILO-supported hair salon	3 individuals
Motorcycle taxi	3 individuals
Selling livestock	11 individuals
Selling fish	7 individuals
Making tofu	1 individual (in a group with non-PAS participants)
Operating a billiard table	1 individual
Tailor	1 individual
Making rattan furniture	1 individual
Petty trade	183: 10 groups comprising 48 members + 135 individual vendors
Total	245 participants

PAS as a Pathway to Employment

The portrait that emerges of PAS youth from the data above is of a group of young men and women who have overcome the barriers represented by their limited exposure to formal education and have taken advantage of their own and partners’ networks to access a wide variety of employment sources. To illustrate this further by way of comparison, the following table, based on 2004 Census data, shows the difference in employment rates between PAS youth and district youth in Timor-Leste more generally.⁹



To tighten the comparison between PAS youth and their overall district counterparts, we have excluded from the Census employment data any youth employed in subsistence agriculture and fishing, leaving the following labor force categories: “government”, “UN”, “NGO”, “private industry”, “self-employed”, “looking and available”. Several caveats qualify interpretation of the table above, and it is meant to be merely illustrative of the potential differences in PAS participants and other youth in the district. First, as 2010 Timor-Leste Census data are not yet available, we have had to rely on 2004 data. In the six years since 2004, economic growth in Timor has been

⁹ While PAS recognizes that the overall development context in Timor-Leste today is encouragingly more stable and conducive to conditions for economic growth than in 2004, the rural, often hard-to-reach communities in which PAS works continue to lag behind and offer limited economic opportunities. Given that, we continue to find the 2004 Census data relevant – particularly in communities such as Betano, Salele, Zumalai, Pune, Maquelab, and Passabe.

uneven, given the 2006 crisis and the very recent stability and gains made in the past two years. As a result, 2010 Census data may reveal that a larger proportion of district youth are now employed outside of subsistence agriculture and fishing than was the case in 2004. Second, the 2004 Census examines economic activity among 15- to 29-year-olds, as opposed to 16- to 30-year-olds (the target population for PAS). This one-year difference at the extremes of the age bracket could account for the disparity we see in the overall employment rates between PAS youth and district youth overall, particularly at the lower extreme, as the proportion of 15-year-olds employed in the districts could be so low as to skew the overall outcome for this age bracket.

As we showed above, the overwhelming majority of PAS youth with contract jobs are employed with government and civil society organizations and institutions: 74% in total. This appears in stark contrast to their non-PAS district counterparts in the five core districts of Oecusse, Manufahi, Manatuto, Aileu and Covalima: as can be seen from the chart above – which excludes subsistence activities – employment for district youth within the UN, NGOs, government and self-employment ventures *combined* ranges from a maximum of only 14.7% in Oecusse to a minimum of 8.3% in Manatuto. Instead, in core districts, 78.4% of 15-29 year-olds on average are employed in subsistence agriculture and fishing (ranging from 84.2% in Manatuto to 70.6% in Covalima). Yet, as focus group discussions and interviews with PAS youth reveal time and again, it is subsistence agriculture that program participants are leaving in search of better opportunities within these very categories of UN, NGO, government work and self-employment. And as formal education cannot be said to constitute the cause that compels program participants to seek avenues of work outside of agriculture – nearly 80% of program participants have never completed high school – it would appear that motivation separates them from their district peers. In this sense, PAS youth represent a self-selecting group of motivated individuals hoping to access employment in the civil society and government sectors in much larger numbers than the average youth in their district who, for a variety of reasons beyond the scope of this work, do not access employment apart from subsistence activities. Given that work in the national development process is often the only potential source of remunerative and sustained employment in the districts, it can be further said that the program is market-driven for the areas in which it operates.

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 2,078 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 seven local NGOs operating nine Learning and Livelihood Centers with 400 active youth participants (see Table 5 below for a breakdown by Learning Center).

Table 5. Active Participants by Learning and Livelihood Centers <i>(1 July – 30 September 2010)</i>				
Partner	Learning and Livelihood Center	Total Participants	Female	Male
FC	Aileu Villa, Aileu	49	25	24
ETADEP	Natarbora, Manatuto	42	21	21
	Fatuberliu, Manufahi	45	29	16
FPWO	Pante Makassar, Oecusse	49	29	20
	Passabe, Oecusse	46	25	21
BIFANO	Usi-Tacae, Oecusse	37	22	15
FEEO	Taiboco, Oecusse	49	22	27
JEF	Zumalai, Covalima	38	29	9
SHC	Same, Manufahi	45	28	17
Total		400	230	170

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 188 days of technical assistance in the field were provided to four program managers and 13 staff in the third quarter.

- This includes two program managers, two finance managers and four staff who received a total of 14 days of training and support around financial management capacity. It also includes three trainers and six staff who received a total of 168 days of monitoring & evaluation training and field support, as well as three trainers who received six days of training around *Klase Kreativu*.
- This brings the total number of trainers and management staff trained over the life of the project to 179 technical staff and 52 management staff.
- 27 Skill Trainers actively provided training to youth (OC 2.1.3), with a total of 74 community members engaging youth through the Skills Training/Work Experience component of the program.

Result 2 Outputs and Outcomes for FY3, Q4	
<p>9 training partners participating in the PAS Program (OP 2.1)</p>	13 trainers and team leaders benefitting from a total of 182 days of training delivered by PAS staff (OC 2.1.1)
	4 management staff benefitting from a total of 6 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 fourth quarter, stakeholders actively engaged and contributing resources to support Learning and Livelihood Center activities included:

- 48 opportunity sponsors supporting youth internships and jobs (OC 2.2.2)
- 17 opportunity sponsors supporting Livelihood Fairs (OC 2.2.3)
- 5 opportunity sponsors supporting youth vocational training, including Don Bosco, a SEFOPE-certified vocational training provider
- 13 opportunity sponsors supporting formal or non-formal education for youth. (OC 2.2.5)
- Overall, the PAS network now includes 140 third-party stakeholders who directly support youth participants by providing access to information and resources (74 skills trainers and 66 work exposure forum sponsors) and 155 third-party stakeholders who directly support youth by providing access to further training and work opportunities in Phase II.

In addition to the many sponsors who have provided internship opportunities to PAS youth this past quarter, PAS worked with a variety of stakeholders to improve livelihood outcomes for rural youth, particularly in Oecusse district around the model of integrated stakeholder engagement. That includes facilitating partnerships between SEFOPE Oecusse, public, and private sector stakeholders around a series of initiatives for youth in Oecusse, including: 1) with Don Bosco around the accelerated training program for 30 PAS graduates; 2) with Café Cooperative Timor around work experience internships for 10 PAS graduates; 3) with five private sector construction companies to establish a youth internship program that will enable an additional 25 PAS youth to enter the local construction industry next quarter. In addition, PAS worked with the Ministry of Education/Non-Formal Education to deliver literacy classes to 50 PAS graduates next quarter.

Outside of Oecusse, PAS has facilitated greater engagement between its local partners in Manufahi, Manatuto, Covalima and Aileu districts and stakeholders concerned with building an inclusive vocational training system accessible by low-skilled rural youth. This includes assistance with SEFOPE registration at both the national and district levels (see section II.B for more details) as a precursor to more sustained advocacy around the adoption of a foundational training curriculum at the national level. In addition, PAS facilitated a study visit to the SEFOPE Oecusse office by representatives of the Manufahi district SEFOPE office, as part of NCE Objective 2.

This quarter, the consortium of three lead partners (SHC, FC, and FPWO) have also been preparing for a national stakeholders meeting on October 28th, at which time they will present their results, experiences and lessons learned to representatives of SEFOPE, the Ministry of Education, INDMO and others. Along with presenting their results and recommendations for adapting the PAS curriculum for inclusion into a foundational level training scheme, revisions to the curriculum in English and Tetum will be completed and copies provided to the Government as materials to support a foundational training working group comprised of various national and district-level stakeholders.

This quarter, PAS and its partners have worked to facilitate greater engagement between SEFOPE district offices and PAS graduates through joint registration campaigns at District Employment Offices. Registration of PAS graduates has already begun in Oecusse district and will continue throughout next quarter. PAS partners without a District Employment Center (SHC, FC, ETADEP) will explore options with the national level Employment and Career Guidance Department (DEOP) within SEFOPE concerning registration campaigns for PAS graduates from their Learning Centers. PAS partner JEF will do the same with the Maliana Regional Employment office while ETADEP will identify PAS youth from Natarbora and Fatuberliu to register and submit proposals under FEFOP (Fund for Employment and Vocational Training). These registration campaigns – and the resulting assessments and facilitated linkages to post-program opportunities that have occurred in Oecusse – contribute to local partners', SEFOPE's and district stakeholders' growing capacity to engage, assess, analyze and track participants' progress over time – invaluable skills for building the overall repertoire of activities needed for promoting youth livelihood development, especially for marginalized and overlooked low-skilled youth.

V. PROGRAM MANAGEMENT & ADMINISTRATION

A. Human Resources

Program Unit: Augustinho Ximenes was hired as a Program Technical Specialist, with a focus on supporting PAS partner ETADEP around the identification of livelihood opportunities in agribusiness.

Communications, Performance & Research Unit: Fernando de Araujo was hired as an M&E Officer.

Finance & Administration Unit: Isabel da Silva was hired as Interim Finance Associate to replace Silviana Piedade, who will be on maternity leave until mid-November. Theresia Ida was hired as Human Resources & Administration Associate while Jose Falo, Driver, was hired to support the recently opened Oecusse office. The contracts of Alfredo Moniz, Cleaner, and Benedito Bana, Receptionist, expired. Mr. Bana was re-hired as a casual receptionist.

B. International Travel

Gabriel Montero returned to Dili from leave in the United States on July 15. Costs of travel were not billed to the project.

Gabriel Montero left Dili on September 10 to attend the EDC Annual Summit in Washington D.C and returned to Timor-Leste on September 24. Costs of travel were not billed to the project.

Jose Mendes left Dili on September 7 for Singapore, where he was scheduled for an interview to obtain a US visa from the American Embassy in Singapore. Mr. Mendes was then to continue on to join Mr. Montero at the EDC Chief of Party summit in Washington, but was unable to obtain a visa to attend the conference (due to the Id Al-Fitri holiday, the US Embassy in Singapore was closed, making it impossible for him to secure the visa in time). Mr. Mendes returned to Dili on September 17. Costs of travel were not billed to the project.

Next quarter travel plans:

Michelle Whalen will travel from Melbourne, Australia to Timor-Leste to conduct a Final External Evaluation from October 6 - November 19.

Cornelia Janke from EDC will visit Timor from November 28th until December 12th.

Closure: Per closure plans, PAS international staff who were recruited from outside Timor-Leste will begin exit and repatriation travel from Timor-Leste in December for targeted program closure by 31 December 2010.

C. Quarterly Accruals: FY2010 Quarter 4

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 Q4 FY10	Total Estimated	Estimated Balance of Obligation (Pipeline)	Estimated Subaward Commitments Outstanding	Estimated Balance of Obligation Unexpended or Uncommitted 9/30/10
<u>Cost</u>	<u>to Date</u>	<u>Inception to 6/30/10</u>	<u>June-July 2010</u>	<u>Sep-10</u>		<u>Expenditures at 9/30/10</u>	<u>Balance at 9/30/10</u>		
\$ 5,000,000	\$ 5,000,000	3,927,635	\$ 250,669	\$ 239,179	\$ 489,848	\$ 4,417,482	\$ 582,518	\$ 30,776	\$ 551,742

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 6/30/10

Column D-Actual spending for July-August 2010

Column E-Estimated Spending Sept 2010

Column F-Total Estimated spending for 4th Quarter FY10

Column G – Total Estimated Expenditures as of 9/30/10

Column H-Estimated Balance of Obligation Unpaid at 9/30/10

Column I – Estimated Balance of Subgrants Committed (net of modifications in process) but not yet paid as of 9/30/10

Column J - Estimated Funds available but not yet expended/or committed by EDC as of 9/30/10

D. Q4 Chronology of Key Meetings, Events, and Visits

1 July: Internal Presentation by Timothy Haskell, PAS Project Coordinator based in EDC’s home office in Newton and PAS program staff. Findings and Recommendations of an extended field visit by Project Coordinator to Oecusse Learning and Livelihood Centers to conduct Classroom Observation and Work Experience Site Visits of four current cohorts in Phase I, month 3 conducted in Oecusse from 17 – 26 June. Findings informed program technical emphasis in Oecusse in FY3 Q4 and re-iteration of Active Teaching/Learning Approaches. Taryn Campbell, new Princeton in Asia Intern, joins PAS team.

14 July: Meeting with NRC re: planned NRC program close-out and handover of NRC’s five Training Centers to international NGOs in current year and access to Trainer Cert IV training for PAS partners and staff

19 July: Meeting with Jonathan Hennick, Acting US Ambassador/Deputy Chief of Mission at EDC/PAS office

20 & 21 July: Meetings with Ministry of Education, Director of Non-Formal/Recurrent Education, Director of Literacy/Numeracy and International Technical Advisor re: TLNQF and support for PAS youth in accessing basic literacy initiatives (training of literacy trainers) - Dili

22 July: Meeting with Isabel de Lima, Director, INDMO-SEFOPE. Meeting with DWASH Oecusse District Coordinator re: opportunities in water and sanitation sector, micro-enterprise and trends in private sector development and labor market opportunities in Oecusse

26 July: Second Technical Meeting with Don Bosco, Father Mario and Don Bosco Technical Advisor re: viability of 56 day “accelerated” courses in key labor market opportunities in Oecusse

27 July: Meeting with Gregg Gibbons, GTZ re: agribusiness and youth workforce development in Manufahi and Manatuto Districts

29 July: TLNQF 1st Inter-Ministerial Meeting from 9-5;

30 July: Third Technical Meeting with Don Bosco, Father Mario and Don Bosco Technical Advisor re: course development, structure and finalization of planning; visit to CENAI, Becora for assessment of other Level II training providers

31 July: Meeting with Director of SEFOPE-supported TIBAR training center re: water and sanitation training opportunities and customization of courses

2 August: Meeting with Timor Aid/Alola Foundation International Advisor, Anne Finch re: market opportunities for rural women and TAIS

4 August: Meeting with SEFOPE-INDMO/ILO technical advisors re: application/registration processes for PAS local NGO partners

5 August: Meeting with RWSSP, Plan, Save the Children and Oxfam technical staff/advisors re: youth livelihoods and labor market opportunities/International Year of the Youth

10 August: Isabel de Lima, Director, INDMO-SEFOPE

11 – 21 August: Assessment Round 1 of 2: Socialization and Assessment of PAS graduates/Don Bosco candidates (Oecusse); on-going meetings with SEFOPE and Ministry of Education, Non-Formal Education, Oecusse District

12 August: 1st Joint Technical Curriculum Review and Design Meeting with Oecusse Trainers, *Klase Kreativu* Joint Design Meeting 1 of 3

13 August: USAID delegation visit to PAS program with visits to Oecusse partners, opportunity sponsors, current youth participants and graduates. Joint stakeholder lunch with US Acting Ambassador Jonathan Hennick, USAID Mission Director and USAID delegation, PAS local NGO partners and EDC/PAS staff

13 August – 20 August: Joint Assessment and Strategy Development: Oecusse Model and Partnership Opportunities – close and ongoing meetings with key stakeholders in Oecusse to identify and expand network and partnership opportunities (public-private-third sector) to expand opportunities for access and participation for rural Youth. Oecusse Survey: Identification, final interviews and selection of Partners Survey Team, 19 August – Survey Training for Partners begins

23 August: PAS Oecusse Office Opens - Oecusse SEFOPE and EDC/PAS open joint office space in Oecusse District Employment Center upon invitation and approval of Secretary of State, SEFOPE and SEFOPE Oecusse District Coordinator

25 & 26 August: Mario Salu, Director, SEFOPE Oecusse and local NGO partners – joint planning meeting

26 August: Martin O’Reilley, INFUSE/UNCDF

1 September: Fourth Meeting with Don Bosco – Internal Controls Visit and Discussion re: reporting and compliance regulations and EDC/PAS sub-grants technical assistance with budget and financial reporting processes

3 September: PAS program staff attend Democracy International “Basics of Social Marketing” Training

6 September: Meeting with NCBA-CCT Project Manager (Dili)

13 September: USAID delegation visit to Oecusse PAS program partners and youth

13 – 17 September: EDC Annual Meeting/Making Sense Conference, Washington D.C.

16 – 25 September: Assessment Round 2 of 2: Socialization and Assessment of Don Bosco Candidates, on-going planning and technical meetings with SEFOPE-District Employment and Ministry of Education and other key stakeholders in Oecusse District

17 September: Planning and Joint Strategy Workshop with Oecusse Partners (Program Managers); Completion of Oecusse Survey of Graduates (PAS CPR Unit)

23 September: PAS staff attended the second Inter-Ministerial Working Group for Technical Education and Vocational Education and Training. SEFOPE was open to key PAS partners to participate in the meeting although the short notice of this meeting did not allow SHC, FPWO or FC participation. While the focus was on the National Qualifications framework and the vocational training levels 2 and higher, SEFOPE acknowledged that foundational training such as the PAS program as well as the government's literacy programs are important to allow people to re-enter into formal educational and vocational training opportunities.

29 September: Jose Buki Fai, Deputy Director, District Ministry of Education; Mario Salu, Director of SEFOPE Oecusse; District Administrator of Oecusse – PAS Oecusse Partners Meeting – Joint Stakeholder Coordination of Don Bosco and MOU Ministry of Education Joint Ceremony for 1 October 2010 in Oecusse under American Scholarship for Access and Participation (ASAP) for Rural Youth

30 September: USAID Executive Meeting – Meeting of USAID Development Partners with Ambassador Fergin

Important Events Next Quarter:

19 November: Graduation for PAS participants in FPWO Passabe; ETADEP Natarbora

22 November: Graduation for PAS participants at FEEO Learning & Livelihood Center

23 November: Graduation for PAS participants at BIFANO Learning & Livelihood Center

24 November: Graduation for PAS participants at FPWO Pante Makassar Learning & Livelihood Center

25 November: Graduation for Don Bosco training course participants

26 November: Graduations for PAS participants at the SHC, ETADEP Fatuberliu and JEF Learning & Livelihood Centers

VI. CONSTRAINTS & PROPOSED SOLUTIONS

Financial Management Capacity of Oecusse Partners: With the heavy focus on new program activities in Oecusse (as part of NCE Objective 4), PAS-supported partners in Oecusse continued to face challenges in developing activity implementation plans, including around the implementation of internal financial control assessments. As a result, assessments were not undertaken in Oecusse this quarter.

Solution: The sub-grants unit will visit with Oecusse partners next quarter to conduct close technical support around financial planning.

Klase Kreativu: Despite interest from BIFANO in implementing *Klase Kreativu*, low capacity among their training staff remains a key challenge – particularly with respect to the active teaching/learning methods employed in *Kreativu*. As a result, it was decided not to host the class at the BIFANO Learning Center.

Solution: Next quarter, PAS will seek opportunities to provide SEFOPE-certified training of trainers for its implementing partners, including BIFANO.

M&E Capacity: Based on the interest generated by the Oecusse assessment, partners in other districts were interested in conducting similar assessments of their own program results. However, given the amount of time necessary for identifying, locating and classifying youth in Oecusse, as well as verifying assessment results, it was not possible for the CPR unit to provide similar training, close support and verification of results to partners from other districts.

Solution: Program team members have integrated with CPR to undertake verification of non-Oecusse results and will be assisting with the collection and analysis of results next quarter.

Challenges to Agribusiness: PAS-supported partner ETADEP faces serious challenges in agricultural livelihoods in the predominantly agricultural areas of Fatuberliu and Natarbora.

Solution: Agustinho Ximenes was hired this quarter as a Program Technical Specialist to assist ETADEP with locating suitable options for youth within agriculture and agribusiness.

Supporting Small Businesses: Although the curriculum was developed in Year 1 of the program, closer work with partners in Oecusse has revealed the need to identify solutions to strategically assist youth in businesses.

Solution: As part of the review undertaken in NCE Objective 2, the PAS curriculum is being revised to reinforce basic concepts in business and accounting.

Work Experience Revisions: Work experience modules practiced in Phase I of the program are based on the particular background and skill sets of PAS-supported training partners. However, these do not always match the realities of the employment market in their area, nor align with the core competencies and programming foci of NGOs and institutions that serve as internship sponsors for youth in Phase II. As a result, there remains a disconnect between the content of the Phase I work experience modules and Phase II opportunities. For example,

while many youth intern with NGOs focused on water and sanitation or community health, work experience modules implemented prior to Phase II do not allow program participants to acquire familiarity with and skills in these particular areas.

Solution: A re-design of the work experience modules will be one focus of the on-going review and revision of the curriculum and will take into account greater continuity with Phase II opportunities as well as the existing labor market.

Stakeholder Conceptions of Foundational Training: In discussions held this quarter, it has come to light that stakeholders are frequently confused about the difference between pre-vocational – or foundational -- and vocational training. In particular, there is a need to better communicate the fact that for the target population of PAS – low-skilled rural youth – foundational training linked to further opportunities for exploration of potential employment tracks are required before youth can commit to particular vocations or vocational training. PAS has learned that low-skilled youth respond to a variety of options and prefer to test several pathways before committing to long-term investment in a particular course of study, training, or employment.

Solution: PAS will work with its consortium of NGO partners to ensure discussions and advocacy efforts around the promotion of foundational training as a component of the TLNQF system include more direct communication of the need to allow youth to explore different pathways.

VII. Data Forecast for FY4 Q1

A look ahead to Q1 and its impact on Result 1 overall:

FY4 Q1	Life of Project, Q1
400 participants complete the PAS program (OP 1.2)	1,599 complete the PAS program overall (Target: 1,312)

When the 400 participants currently in Phase II complete the program next quarter in November, PAS will have surpassed another milestone: *assisting at least 1,312 minimally educated, rural youth to complete the eight-month PAS program.*

VIII. ANNEXES

- Annex I Quarterly Data Annex
- Annex II PAS Participants Who Have Accessed Formal Contract Jobs
- Annex III PAS Internship Sponsors
- Annex IV The Secretary of State for Vocational Training and
Employment's Letter to the U.S. Embassy
- Annex V PAS Success Stories

ANNEX 1 - USAID PAS Progress Indicators thru 30 September 2010

USAID Economic Growth "F" Indicators	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															
Number of Persons Participating in USG-funded Workforce Development Programs	OP 1.1	Number of Persons Participating in the PAS Project	500	125	1400	1404	540	100	0	449	0		2050**	2078	
		Male	250	55	700	665	270	42	0	195	0		1025	957	
		Female	250	70	700	739	270	58	0	254	0		1025	1121	
	OC 1.1	Number and % of Persons Successfully Completing 4-Month Livelihood Preparation Phase				550	1090	394	358	0	400			1702	
		Male				271	545	182	157	0	170			780	
		Female				279	545	212	201	0	230			922	
		Raw Total %			80%	550/632	87%	394/550	72%	358/400	90%	0/400	400/449	89%	1702/2031
Number of Persons Completing USG-funded Workforce Development Programs	OP 1.2	Number of Persons Participating in 4-Month Livelihood Accompaniment Phase			440	505	1135	438	358	0	400		1640**	1701	
		Male			220	252	568	210	157	0	170		820	789	
		Female			220	253	567	228	201	0	230		820	912	
	OC 1.2.3	Number and % of Participants Successfully Completing the PAS Project				194	1118	153	189	663	0		1312**	1199	
		Male				90	559	87	83	300	0		656	560	
		Female				104	559	66	106	363	0		656	639	
		Raw Total %			80%	194/194	100%	153/161	95%	189/240	79%	663/706	94%	1199/1301	92%
Number of People Gaining Employment or More Remunerative Employment as a Result of Participation in USG-funded Workforce Development Programs (Male/Female)	OC 1.2.1	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	353/400			788-984	1300/1701	
		%			40%	72%	60-75%	69%	79%	0%	88%			60-75%	76%
		Male				176	144	121	0	146					587
	OC 1.2.1.1	Number of Youth Participants Engaged in New or Enhanced Small Enterprises				229		179	164	0	172			744	
		Male				103		85	63	0	64			315	
		Female				126		94	101	0	108			429	
	OC 1.2.1.2	Number of Youth Participants Engaged in Internships or Jobs				133		124	118	0	181			556	
		Male				70		59	58	0	82			269	
		Female				63		65	60	0	99			287	
Number of People Transitioning to Further Education and Training as a Result of Participation in USG-funded Workforce Development Programs (Male/Female)	OC 1.2.2	Number and % of Youth Participants Who Successfully Begin At Least One Educational Training Opportunity During Livelihood Accompaniment Phase			264/440	141/505	135/438	76/358	0	47/400			328-525	399/1701	
		%			60%	28%	25-40%	31%	21%	0	12%			25-40%	23%
		Male				71		66	36	0	24			197	
	OC 1.2.2.1	Number of Youth Participants Engaged in Formal or Non-Formal Education				127		131	67	0	44			369	
		Male				63		62	30	0	22			177	
		Female				64		69	37	0	22			192	
	OC 1.2.2.2	Number of Youth Participants Engaged in Vocational Training				14		4	9	0	3			30	
		Male				8		4	6	0	2			20	
		Female				6		0	3	0	1			10	

**Proposed revised USAID Fact Indicator 1 and associated targets.

*N.B.: The 0's in OP 1.1 and OC 1.2.3. (see table above) reflect the fact that during Q4, no participants entered Phase I or completed the program. Current Phase II participants are scheduled to graduate next quarter.

ANNEX 1 - USAID PAS Progress Indicators thru 30 September 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		9	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	13			179
		Number of Training Days		36	180	582		24	47	128	182			999
	OP 2.1.2	Number of Management Staff Trained and Training Days Provided												
		Number of Participants		2	24	15		2	17	12	4			52
		Number of Training Days		6	48	72		2	56	51	6			193
	OP 2.1.3	Number of Skills Trainers Participating in the PAS Program		6	12	68		74	74	74	74			74
	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	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	215			215
	OC 2.2.1	Number of Opportunity Sponsors Supporting Youth Small Business			5	1		1	1	1	1			1
	OC 2.2.2	Number of Opportunity Sponsors Supporting Youth Internships / Jobs			6	41		71	90	90	114			114
	OC 2.2.3	Number of Organizations or Specialists Supporting Work Exposure Forums			10	27		40	43	43	60			60
	OC 2.2.4	Number of Opportunity Sponsors Supporting Youth Vocational Training				4		6	9	9	9			9
	OC 2.2.5	Number of Opportunity Sponsors Supporting Youth Non-Formal or Formal Education			10	2		14	29	29	31			31

Annex II. PAS Youth Who Have Accessed Formal Contract Jobs

Sub-district	Name	Sex	Position	Employer	Salary	Details
Aileu Town, Aileu	1. Abrao Barreto	M	Security Guard	APAC Security	\$120.00	
	2. Alexandre Moniz	M	Construction Worker	Timor Building, Dili	*	\$3.00 per diem
	3. Beatriz Rodrigues	F	Women's Representative	Suku Council	\$40.00	
	4. Berta da Costa	F	Cook	Zery Restaurant	\$40.00	
	5. Berta Martins	F	Literacy Teacher	World Vision	\$85.00	
	6. Domingas Bere	F	Community Health Facilitator	World Vision	\$125.00	
	7. Etelvina Mendonca	F	Enumerator	2010 Census	\$120.00	
	8. Flaviano dos Santos Belo	M	Security Guard	APAC Security	\$100.00	
	9. Jose Araujo Andrade	M	Security Guard	Guardamor Security	\$85.00	
	10. Agapito Amaral	M	Field Program Assistant	Belun (NGO)	\$100.00	
	11. Martins da Silva	M	Construction Worker	PDD building school in Lequidoe		\$4 a day
	12. Angela Araujo Sarmento	F	Secretary to the Chefe do Suco	Suco Council	\$60.00	
	13. Fernando Soares Martins	M	Youth representative	Suco Council	\$30.00	Also receives income as part of the Ikan Emas fish-breeding group
	14. Guilhermina do Rosario	F	Women's Representative	Suco Council	\$30.00	Also receives income as part of the Ikan Emas fish-breeding group
	15. Manuel Mendonca	M	Chefe Aldeia	Malere suco	\$40.00	
	16. Felisimino dos Santos Araujo	M	GPS taker	2010 Census	\$120.00	
	17. Josefa Lequi-Mau	F	Team leader	2010 Census	\$120.00	Also receives income as part of the Ikan Emas fish-breeding group
	18. Julio de Deus	M	Enumerator	2010 Census	\$120.00	
	19. Rosita Soares	F	Enumerator	2010 Census	\$120.00	Also selling fuel
	20. Joao da Costa	M	Team leader	2010 Census	\$120.00	
	21. Afonso Lere	M	Enumerator	2010 Census	\$120.00	
Laulara, Aileu District	22. Julio Soares	M	Enumerator	2010 Census	\$120.00	also part of 5 Amigos group kiosk
	23. Abril Barreto	M	Enumerator	2010 Census	\$120.00	also part of 8 irmaos group kiosk
	24. Martinha Martins da Cruz	F	Enumerator	2010 Census	\$120.00	
	25. Felizmina do Rego Martins	F	Enumerator	2010 Census	\$120.00	also part of 5 Amigos group kiosk
	26. Angela Fatima	F	Enumerator	2010 Census	\$120.00	

	Soates					
Maubisse, Ainaro District	27. Cristina de Rego Martins	F	Logistics Staff	Maubisse Hospital	\$120.00	
	28. Ingracia Mendonca Tilman	F	Food preparer	Ministry of Education	\$50.00	
	29. Julio Mendonca de Araujo	M	Construction Worker	Timor Building, Dili	*	\$3.00 per diem
	30. Maria Jose Menezes	F	Production Manager	Parcik (NGO)	\$100.00	
	31. Tome Sarmento Lopes	M	Construction Worker	Timor Building, Dili	*	\$3.00 per diem
	32. Dursilia da Costa Ferrao	F	Team leader	2010 Census	\$120.00	
	33. Xisto Mendonca C. Fatima	M	Enumerator	2010 Census	\$120.00	
	34. Juanina Xavier do Rego	F	Enumerator	2010 Census	\$120.00	
	35. Agusta Jose Meneses	F	Enumerator	2010 Census	\$120.00	
	36. Marcelino Conceicao Pires	M	Administrative Staff	Hohorai Suco council	\$60.00	
	37. Rafael Pereira	M	Security Guard	Maubisse Hospital	\$115.00	
	38. Quintao Martins de Araujo	M	Team leader	2010 Census	\$120.00	
	39. Lorenca Soares Mendonca	F	Enumerator	2010 Census	\$120.00	
	40. Madalena Mendonca Salsinha	F	Enumerator	2010 Census	\$120.00	
	41. Bento Alberto Carlos	M	Enumerator	2010 Census	\$120.00	
	42. Mateus Fernandes Lopes	M	Enumerator	2010 Census	\$120.00	
	43. Justa Mendonca Ramalho	F	Admin Suco Fatubesi	Fatubesi Suco Council	\$60.00	
	44. Rita Amado corte Real	F	Admin Suco Edi	Edi Suco Council	\$60.00	
	45. Horacio Castro Pereira	M	Security Guard	Maubisse Hospital	\$115.00	
	46. Reinaldo Menezes Tilman	M	Security Guard	Maubisse Hospital	\$115.00	
	47. Carlota Felicidade	M	Cleaner	CCT/Maubisse	\$108.00	
	48. Acoli Ramalho	M	Distributor of School Materials	Bensa Au Ama	\$80.00	
	49. Adao Espirito Santos	M	Casual warehouse labor	MTCI Maubisse	\$125.00	
	50. Paul Martins Barreto	M	Customer Service Representative	Chinese Shop, Maubisse	\$90.00	
51. Recardino Mendonca Tilman	M	Cleaner	Maubisse Hospital	\$115.00		
52. Aditu da Silva Menezes	M	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)	
53. Domingos Jose Mendonca	M	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)	
54. Domingos de	M	Construction Worker	PDL Fatubesi		\$3.00 per diem	

	Jesus					for 12 days (August)
	55. Manuel Soares	M	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)
	56. Maria Imaculada do Rego	F	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)
	57. Maria da Silva Reis	F	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)
	58. Senhorinha da Silva	F	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)
	59. Maria Jose Ramalho	F	Construction Worker	PDL Fatubesi		\$3.00 per diem for 12 days (August)
Baucau Town, Baucau District	60. Geralda Ornai Neto	F	Enumerator	2010 Census	\$120.00	
	61. Juvito Assis Belo	M	Enumerator	2010 Census	\$120.00	
	62. Ines da Costa Ximenes	F	Enumerator	2010 Census	\$120.00	
	63. Ana das Dores Freitas	F	Enumerator	2010 Census	\$120.00	
	64. Ana Maria da Silva	F	GPS taker	2010 Census	\$120.00	
	65. Silvestre Ximenes	M	Administrative Staff	Oasis (NGO)	\$100.00	
	66. Julio da Rosario	M	Field Staff	Cailalo (NGO)	\$100.00	
	67. Saturnina Freitas Belo	F	Field Staff	Cailalo (NGO)	\$100.00	
68. Josefa Soares	F	Primary school teacher	Ministry of Education	\$80.00	also sells kitchen tools	
Salele, Covalima District	69. Egidro Aurio da Silva	M	Technician	EDTL	\$120.00	
	70. Jeronimo Amaral	M	Technician	EDTL	\$120.00	
	71. Luis Barros	M	Youth Representative	Suku Debus	\$30.00	
	72. Mateus Cardoso dos Reis	M	Technician	EDTL	\$120.00	
	73. Natalina Nunes Amaral	F	Youth Representative	Suku Debus	\$30.00	
	74. Domingos de Araujo	M	Technician	EDTL	\$120.00	
	75. Domingos Mendonca	M	Technician	EDTL	\$120.00	
	76. Fernando Martins	M	Technician	EDTL	\$120.00	
	77. Sabino Amaral	M	Enumerator	2010 Census	\$120.00	
Suai, Covalima District	78. Alda Pereira	F	Cleaner	Uma Media Regional (Community radio)	\$80.00	
	79. Camilo de Jesus	M	Driver & Logistics	Justice Facilities Program	\$120.00	
	80. Celina Maria de Fatima	F	Finance Associate	Centro Juventude Cova Lima (NGO)	\$170.00	
	81. Filomena F. Vicente	F	Primary school teacher	Ministry of Education	\$80.00	
	82. Gaudencio Maia	M	Welder	Private metal	\$50.00	

				workshop		
	83. Sancho de Andrade	M	Brickmaker	Brother Building Company	\$100.00	
	84. Judit de Jesus Pereira	F	Customer Service Representative	Private shop, Dili	\$85.00	
	85. Sebastio Noronha	M	Theater Trainer	Taroman Partnership	\$120.00	
	86. Maria Elezita de Araujo	F	Field staff	Fundasaun Timor Hari	\$200.00	
	87. Leonardo Amaral	M	Enumerator	2010 Census	\$120.00	
	88. Manuel Cardoso	M	Enumerator	2010 Census	\$120.00	
	89. Leocadia da Resurrecao	M	Field staff	Ita Nia Rain	\$200.00	
	90. Francisco Soares	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	91. Zefarino do Carmo Pires	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	92. Francisco Marques	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	93. Ilidio do Santos	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	94. Adriana dos santos	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	95. Antonio Goncalves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	96. Cesaltina Madeira	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	97. Juliana Gorete Gusmao	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	98. Olivia M. de Fatima	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	99. Efigenia de Araujo	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	100. Mateus Goncalves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	101. Martinho Alves	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	102. Maria de Jesus	F	Theater Arts Representative	Taroman Partnership	\$80.00	
	103. Armando Gomes	M	Theater Arts Representative	Taroman Partnership	\$80.00	
	104. Balthazar Moniz Cardoso	M	Theater Arts Representative	Taroman Partnership	\$80.00	
Maukatar, Covalima District	105. Gracinda da Costa	F	Finance Staff	Moris Rasik	\$100.00	
	106. Maria Noronha	F	GPS Taker	2010 Census	\$120.00	
	107. Alcino Amaral	M	Field staff (canalization)	FINA (NGO)	\$100.00	
	108. Aureo Amaral	M	Security Guard	APAC Security	\$102.00	
Zumalai, Covalima District	109. Veronica Sequeira de Fatima Sarmento Tallo	F	Women's Representative	Zulo suco council	\$30.00	
	110. Joao Da Cruz	M	Water Sanitation Staff	JEF/ Governemnt (Fundus Sociedade Sivil)	\$55.00	
	111. Adalberto Magno	M	Water Sanitation	JEF/ Governemnt	\$55.00	

			Staff	(Fundus Sociedade Sivil)		
	112. Deniz Corbafo Braganca	M	Water Sanitation Staff	JEF/ Governmennt (Fundus Sociedade Sivil)	\$55.00	
	113. Almerio dos Santos	M	Enumerator	2010 Census	\$120.00	
	114. Sabino da Costa Paulo	M	Enumerator	2010 Census	\$120.00	
	115. Nazaria Lopes da Costa	F	Enumerator	2010 Census	\$120.00	
	116. Olandina Sequira	F	Administrative Staff	JEF	\$60.00	
	117. Augusto Moniz	M	Field staff	JEF	\$60.00	
	118. Martinho Barreto	M	Enumerator	2010 Census	\$120.00	
	119. Armindo Barreto	M	Enumerator	2010 Census	\$120.00	
	120. Maria Cardoso	F	Enumerator	2010 Census	\$120.00	
	121. Andre Gusmao	M	Enumerator	2010 Census	\$120.00	
	122. Afonsa da Silva	F	Enumerator	2010 Census	\$120.00	
	123. Barboja Godinho	F	Enumerator	2010 Census	\$120.00	
	124. Rosita de Jesus	F	Enumerator	2010 Census	\$120.00	
	125. Maria da Costa	F	Enumerator	2010 Census	\$120.00	
	126. Benevides Alves	M	Enumerator	2010 Census	\$120.00	
	127. Lito Magno	M	Enumerator	2010 Census	\$120.00	
	128. Henrico Sequera	M	Community Health Promoter	District Health Office	*	\$5.00 per day
	129. Rita Soares	F	Community Health Promoter	District Health Office	*	\$5.00 per day
	130. Augustinho de Araujo	M	Security Guard	APAC Security	\$85.00	
	131. Junior dos Santos	M	Security Guard	EDTL	\$80.00	
Los Palos, Lautem District	132. Julieta da Silva	F	Enumerator	2010 Census	\$120.00	
	133. Julieta Soares	F	Enumerator	2010 Census	\$120.00	
	134. Mariazinha Victor	F	Enumerator	2010 Census	\$120.00	
	135. Martinha Noronha	F	Enumerator	2010 Census	\$120.00	
	136. Ersilia da Costa	F	Enumerator	2010 Census	\$120.00	
	137. Maria Eugenia da Conceicao Savio	F	Enumerator	2010 Census	\$120.00	
	138. Alfredo da Costa	M	Enumerator	2010 Census	\$120.00	
	139. Julio da Costa	M	Team Leader	2010 Census	\$120.00	
	140. Jose da Costa	M	Team Leader	2010 Census	\$120.00	
	141. Teresa da Costa	F	Data Collector	Ita Nia Rain	\$130.00	
Aipelo, Liquisa District	142. Santiago dos Santos Barreto	M	Enumerator	2010 Census	\$120.00	
	143. Valdomar Lobato Cipriano	M	Tractor Driver	Ministry of Agriculture	\$136.00	
	144. Silvino da Costa	M	Construction Worker	PDD Project with Gloria Company		paid per cubic meter
	145. Saturnino Sirneo	M	Construction Worker	PDD project		hauls rock and sand for various PDD projects, working in a

Natarbora, Manatuto District						group of 5: \$10 a truck, 15 trucks/per day divided by 5 = \$30/day, PQRS Sep 2010
						hauls rock and sand for various PDD projects, working in a group of 5: \$10 a truck, 15 trucks/per day divided by 5 = \$30/day
	146. Nuno Alves	M	Construction Worker	PDD project		
	147. Mendes da Costa	M	Construction Worker	PDD Project		**
	148. Joselino da Costa	M	Construction Worker	PDD project		**
	149. Florindo Ximenes	M	Construction Worker	PDD project		drainage ditch for road-making, \$20.00 a day (\$2.50 per truck, estimated 8 trucks per day), for three months,
	150. Florindo Ramos	M	Construction Worker	PDD project with Gloria Company		paid per cubic meter
	151. Federico da Costa Freitas	M	Tractor Driver	Ministry of Agriculture	\$136.00	
	152. Eurico Rodolfo Lemos	M	Construction Worker	PDL project		\$3.00 per day, PQRS Sep
	153. Emeliano Sarmento	M	Construction Worker	PDD Project		health clinic Natarbora
	154. Domingos de Jesus	M	Construction Worker	PDD project		**
	155. Adriano Alves	M	Construction Worker	PDD project		**
	156. Serligio Junior	M	Construction Worker	PDD project		\$6.00 per meter, until December 2010
	157. Rofino dos Santos	M	Tractor Driver	Ministry of Agriculture	\$136.00	
	158. Pascoal da Costa Soares	M	Construction Worker	PDD project		\$6.00 per meter, until December 2010
	159. Miguel do Rosario Amaral	M	Tractor Driver	Ministry of Agriculture	\$136.00	
	160. Merciana da Costa Neri	F	Construction Worker	PDD project		\$6.00 per meter, until December 2010
	161. Mateus da Costa Neri	M	Construction Worker	PDD project		\$6.00 per meter, until December 2010
	162. Joao Vital do Carmo	M	Construction Worker	PDD project		\$6.00 per meter, until December 2010
	163. Fulgencio dos Reis Marcal	M	Youth Representative	Suco council	\$30.00	

	164. Beatriz da Costa	F	Youth Representative	Suco Council	\$30.00	
	165. Artur Crispin	M	Production worker	Eletronic Company Manatuto	\$125.00	
Fatuberliu, Manufahi District	166. Teresa Vidal	F	Team Leader	2010 Census	\$120.00	
	167. Julio da Silva	M	Enumerator	2010 Census	\$120.00	
	168. Judite da Castro	F	Enumerator	2010 Census	\$120.00	
	169. Elsa da Costa	F	Enumerator	2010 Census	\$120.00	
	170. Vidal Martins	M	Construction Worker	Church-owned company supplying materials, paying \$7 per square meter	\$60.00	
	171. Margarida Ornai	F	Enumerator	2010 Census	\$120.00	
	172. Jerjino Amaral	M	Construction Worker	Church-owned company supplying materials, paying \$7 per square meter	\$60.00	
	173. Fernanda Sarmiento Fernandes	F	Part-time Data collector on natural disasteds, community violence	Belun (NGO)	\$25.00	Also helps operate the Grupo Fatuberliu Mekanik
	174. Clara Ribeira Lopes	F	Women's Representative	Suco Clacuk	\$30.00	also sells handicrafts
	175. Armando da Silva	M	Chefe Aldeia	Suco Tiro	\$40.00	also sells chicken
	176. Adelina Lopes Pereira	F	Women's Representative	Suco Clacuk	\$30.00	
Same, Manufahi District	177. Mariano Nunes	M	Literacy Teacher	Analfabetizasaun Same	\$85.00	
	178. Inocencio Pinhero Magno	M	Facilitator	Tuna Muti NGO Local	\$200.00	
	179. Adriano da Costa	M	Security + Cleaner	Ministry of Agriculture	\$136.00	also hired for 2010 Census
	180. Avelino Damaso Fernandes	M	Finance Staff	Moris Rasik	\$150.00	also hired for 2010 Census
	181. Odelio Mendonca Talo	M	Enumerator	2010 Census	\$120.00	
	182. Alianca Araujo	F	Enumerator	2010 Census	\$120.00	
	183. Marquita da Costa Massa	F	Enumerator	2010 Census	\$120.00	
	184. Felismina Seixas	F	Enumerator	2010 Census	\$120.00	
	185. Ilong Florao Amaral	M	Enumerator	2010 Census	\$120.00	
	186. Vincente Albino da Silva	M	Security Guard	NGO IMM	\$100.00	
	187. Pedro Clara Martins	M	Warehouse Security Guard	Konnekto Company	\$120.00	
	188. Joao Pedro	M	Construction Worker	Companhia Flomar	\$160.00	also hired for the 2010 Census
	189. Braulio da Silva Prego	M	Assistant Driver	Dili mikrolet	\$45.00	
Betano, Manufahi District	190. Sabina da Costa Fernandes	F	Enumerator	2010 Census	\$120.00	
	191. Zeferina Maria Pereira	F	Enumerator	2010 Census	\$120.00	

	192. Matorina Tilman	F	GPS taker	2010 Census	\$120.00	
	193. Alarico Barros da Silva	M	Enumerator	2010 Census	\$120.00	
	194. Yovita Lawak Seran	F	Research Assistant	Seeds of Life	\$57.00	
	195. Samuel Seixas Mendes	M	Security Guard	RDP GTZ MAFP	\$75.00	
	196. Martinho Pereira	M	Research Assistant	Seeds of Life	\$57.00	
	197. Jose Pereira	M	Security Guard	RDP GTZ MAFP	\$75.00	
	198. Judit Alves	F	Research Assistant	Seeds of Life	\$64.00	
	199. Fernando Cornelio da Silva	M	Research Assistant	Seeds of Life	\$64.00	
	200. Domingos Barros Pereira	M	Research Assistant	Seeds of Life	\$64.00	
	201. Dina Mariana Nunes	F	Research Assistant	Seeds of Life	\$57.00	
	202. Carlito Machado	M	Research Assistant	Seeds of Life	\$64.00	
	203. Agustina Pereira Tilman	F	Research Assistant	Seeds of Life	\$57.00	
	204. Andre Tilman	M	Security Guard	Timor Telecom	\$90.00	
Pante Makassar, Oecusse District	205. Belinha M.G. Mesquita	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	
	206. Blasius Eli Colo	M	Clean Water Technician	Naroman Timor Foun	\$250.00	
	207. Domingos Lafo	M	Security Guard, Regional Hospital	Maubere Security	\$115.00	
	208. Esperanca Collo	F	Community Facilitator	Hafoun Timor Lorosa'e	\$210.00	
	209. Florentinha A da Rosa	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	
	210. Flaviano Ximenes	M	Community Mobilizer, Sanitation	Hafoun Timor Lorosa'e	\$240.00	
	211. Gregorio Coa	M	Community Mobilizer, Sanitation	Hafoun Timor Lorosa'e	\$290.00	
	212. Serafin Lafo Abi	M	Community Mobilizer, Sanitation	Hafoun Timor Lorosa'e	\$225.00	
	213. Terejinha Taequi	F	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$290.00	
	214. Emanuela Abi	F	Team Leader	2010 Census	\$120.00	
	215. Daniel Colo	M	Predicator	2010 Census	\$120.00	
	216. Merita de Almeida	F	Enumerator	2010 Census	\$120.00	
	217. Terezinha Mauno Caet	F	Enumerator	2010 Census	\$120.00	
	218. Jose Colo Taequi	M	Enumerator	2010 Census	\$120.00	
	219. Jose Neno	M	Security Guard	APAC Security	\$115.00	
	220. Fredelio Sila	M	Warehouse Manager	MTCI	\$164.00	
	221. Januari dos Remedios	M	Hygiene & Sanitation Promotion Staff	USAID DWASH	\$100.00	
	222. Mateus Fuca	M	Clean Water Technician	Naroman Timor Foun	\$225.00	
	223. Fatima de Jesus Taequi	F	Facilitator	FFSO	\$50.00	
	224. Angela dos Santos Quefi	F	Enumerator	2010 Census	\$120.00	also sells clothes

225. Bazilio Elu	M	Enumerator	2010 Census	\$120.00	
226. Gaspar Asqueli	M	Enumerator	2010 Census	\$120.00	
227. Jose Teme	M	Enumerator	2010 Census	\$120.00	
228. Sabina Abi	F	Enumerator	2010 Census	\$120.00	
229. Agata Coi	F	Enumerator	2010 Census	\$120.00	
230. Crencencia dos Remedios	F	Safe House Staff	FPWO	\$75.00	
231. Domingas Bole Collo	F	Hygiene & Sanitation Promotion	USAID DWASH	\$100.00	
232. Firmino Cab	M	Hygiene & Sanitation Promotion	USAID DWASH	\$100.00	
233. Marcos Oematan	M	Cleaner	CCS - Oecusse Clinic	\$115.00	
234. Modesta Mauno Elo	F	Safe House Staff	FPWO	\$75.00	
235. Edi Hendrik Soares	M	Team Leader	2010 Census	\$120.00	also has kiosk
236. Emanuel Quefi	M	GPS taker	2010 Census	\$120.00	
237. Ermelinda Lape Non	F	GPS taker	2010 Census	\$120.00	
238. Jose Neno Salu	M	GPS taker	2010 Census	\$120.00	
239. Grajela da Cunha	F	GPS taker	2010 Census	\$120.00	
240. Rosita Nesi Quefi	F	Enumerator	2010 Census	\$120.00	
241. Estevao Ena	M	Enumerator	2010 Census	\$120.00	also has kiosk
242. Rosa Quelo	F	Enumerator	2010 Census	\$120.00	
243. Quintiliano Quelo	M	Team Leader	2010 Census	\$120.00	
244. Vicente Luan	M	Enumerator	2010 Census	\$120.00	
245. Anita Ili	F	Enumerator	2010 Census	\$120.00	
246. Arnaldo Meni	M	Enumerator	2010 Census	\$120.00	
247. Adriano Oqui	M	Construction Worker	Companhia Empat Bersaudar		\$3.00 per diem
248. Agustinho D.S.P. Quefi	M	Supervisor	NUNTIMO Company	\$80.00	
249. Angelo Belo	M	Shop Assistant	Lifau Star	\$50.00	
250. Antonio Babtista	M	Literacy Teacher & Monitoring	"Yes, I Can" literacy	\$150.00	
251. Benjamin Taec Collo	M	Security Guard	DWASH	\$120.00	
252. Carmelita F.L. Oqui	F	Field Staff	Fundasaun Timor Hari		\$20 per activity
253. Crispina Collo	F	Enumerator	2010 Census	\$120.00	
254. Domingas Poto	F	Health Facilitator	HIM	\$100.00	
255. Domingos Caunan	M	Enumerator	2010 Census	\$120.00	
256. Evaristo Coli	M	Construction Worker	Lifau Star	\$72.00	
257. Fernando dos Remedios	M	Notulen	FFSO	\$160.00	first hired for "APAC Security" making \$100
258. Jaime da Costa Pereira	M	Casual Security	APAC Security		\$5.00 per diem
259. Joao C.P Elu	M	Field Staff	Hafoun Timor Lorosa'e	\$120.00	
260. Lamberto Taec Collo	M	Enumerator	2010 Census	\$120.00	
261. Lazaro Neno	M	Field Staff	ATCHAE	\$120.00	

	262. Lucia Manu	F	Health Facilitator	HIM	\$100.00	
	263. Miguel Luan	M	Construction Worker	Lifau Star		\$3.00 per diem
	264. Olivia Collo	F	Enumerator	2010 Census	\$120.00	
	265. Rosalina de Deus	F	Security Guard	APAC Security	\$100.00	
	266. Rosalino da Costa	M	Casual Security	APAC Security	\$5.00	
	267. Vensensus Taec	M	BCC Monitoring	FPWO DWASH	\$100.00	
	268. Xisto Salu	M	Construction Worker	Private home	\$125.00	three months (Aug-Dec 2010)
	269. Crecencia Oqui	F	Cleaner	Private home	\$50.00	
Taibaco, Oecusse District	270. Amadeo Nek Colo	M	Enumerator	2010 Census	\$120.00	
	271. Jacop Eco	M	Vice Youth Representative	Suco Council	\$15.00	Also has kiosk
	272. Lamberto Neno Nono	M	Construction Worker	Lifau Star		\$3.00 per day
	273. Laurencio Taec	M	Enumerator	2010 Census	\$120.00	
	274. Jose Sonet	M	Enumerator	2010 Census	\$120.00	
	275. Dario Maunu Colo	M	Field Assistant	FEEO	\$50.00	part-time
	276. Maria de Fatima Caet	F	Finance Associate	FLWS	\$50.00	part-time
Passabe, Oecusse District	277. Anita Nuno Sila	F	Enumerator	2010 Census	\$120.00	
	278. Julio Martins Mala	M	Team Leader	2010 Census	\$120.00	
	279. Helena Luan	F	Enumerator	2010 Census	\$120.00	
	280. Raimundo Poto	M	Driver	Rao Hotel	\$40.00	
	281. Jose Maunu Sila	M	Driver	Dagresia Transport	\$35.00	
	282. Raimundo Colo	M	Field Staff	Naroman Timor Foun	\$50.00	
	283. Vicente Lafu Sila	M	Field Staff	DWASH	\$100.00	
	284. Madalena Sipa	F	Literacy Teacher	Alfabamor	\$150.00	first hired for "Yes, I can" making \$85; also has kiosk
	285. Veronica Kelu	F	Literacy Teacher	Alfabamor	\$150.00	first hired for "Yes, I can" making \$85
	286. Rosita Tael	F	Literacy Teacher	Alfabamor	\$150.00	first hired for "Yes, I can" making \$85
	287. Gabriel Quefi	M	Literacy Teacher	Alfabamor	\$150.00	first hired for "Yes, I can" making \$85
	288. Agilda M.G.D Elu	F	Cook	Primary School Passabe	\$85.00	
	289. Lucia Efi	F	Enumerator	2010 Census	\$120.00	
	290. Maxiano Tolo	M	Enumerator	2010 Census	\$120.00	
	291. Bendito Colo	M	Enumerator	2010 Census	\$120.00	
	292. Raimundo de Jesus Oki	M	Enumerator	2010 Census	\$120.00	
	293. Cosmas Neti	M	Facilitator	"Yes, I Can" literacy	\$85.00	
294. Kornelio Bubun	M	Facilitator	"Yes, I Can" literacy	\$85.00		
295. Domingas Ulan	F	Facilitator	"Yes, I Can" literacy	\$85.00		

	296. Domingas Colo	F	Facilitator	"Yes, I Can" literacy	\$85.00	
	297. Jose Caunan	M	Monitoring	"Yes, I Can" literacy	\$150.00	
	298. Octaviano de Jesus Oqui	M	Facilitator	"Yes, I Can" literacy	\$85.00	
	299. Helena Seco	F	Facilitator	"Yes, I Can" literacy	\$85.00	
	300. Maria Imaculada de Jesus Elu	F	Child care	Radio Lifau	\$30.00	
Usi-Tacae, Oecusse District	301. Mateus Tomal	M	Brickmaker	Suco Masin	\$50.00	also has kiosk
	302. Agostinho Colo	M	Carpenter		\$50.00	
	303. Quintiliano Quelo Sila	M	Clean Water Technician	Naroman Timor Foun	\$225.00	
	304. Domingos Seco Caunan	M	Clean Water Technician	Naroman Timor Foun	\$225.00	
	305. Jeronimo Lafu Collo	M	Clean Water Technician	Naroman Timor Foun	\$225.00	
	306. Domingas Bose	F	Agricultural Field Staff	BIFANO	\$50.00	
	307. Emilia Sufa	F	Agricultural Field Staff	BIFANO	\$50.00	
	308. Judita Caunan	F	Literacy teacher	Ministry of Education	\$85.00	
	309. Sabina de Fatima Caunan	F	Agricultural Field Staff	BIFANO	\$35.00	also has kiosk
	310. Antonio Coel	M	Community Facilitator	ATCHAE	\$85.00	
	311. Monica Punef	F	Agricultural Field Staff	BIFANO	\$50.00	
	312. Andre Beno Falo	M	Agricultural Field Staff	BIFANO	\$50.00	
	313. Baptista Pauf Felo	F	Technical Field Staff	BIFANO	\$50.00	
	314. Maria do Rosario Quefi	F	Cook	Hawana Primary school	\$90.00	
	315. Blasco Lelan	M	Construction Worker	Four Brothers Company	\$112.00	
	316. Jacinta Quelo	F	Field staff	ATCHAE	\$75.00	
	317. Luisa Tolo	F	Tailor	Padiae Fransiscan Nurse	\$30.00	also has kiosk
	318. Hendricos Neno	M	Construction Worker	Suco Masin	\$50.00	
	319. Domingas Taena	F	Cook	Kase-Oil	\$45.00	

** Next quarter, during Exit Surveys held in November, the CPR unit will determine salaries and employers for PDD projects in Natarbora.

District	PAS Internship Sponsors
Oecusse	Alola Foundation
	ATCHAE NGO
	Belun NGO
	BIFANO NGO
	BIMANAT NGO
	Binibu Primary School
	Catholic Primary School Passabe
	Caritas INGO
	CCO
	Café Cooperative Timor
	Center for Business Development Oecusse
	Center for Civic Education
	CECOP
	Community Health Clinic Baqui
	Community Health Clinic Passabe
	Community Health Clinic Pune
	Office of Civil Security Oecusse
	District Health Office Oecusse
	District Health Services Office
	Directorate of Rural Development Oecusse
	FFSO NGO
	HTL NGO
	NTF NGO
	FEEO NGO
	FPWO NGO
	Oecusse Technical School for Agriculture
	Office of Land & Property Oecusse
	Ministry of Agriculture Oecusse
	Ministry of Education Oecusse
	Ministry of Social Solidarity Oecusse
	Ministry of Environment Oecusse
	Ministry of Tourism, Commerce, and Industry
	Moris Rasik NGO
	Oecusse Regional Hospital
	Oxfam INGO
	SEFOPE
	St. Rosa Secondary School, Pante Makassar
	World Food Programme
	“Yes, I Can” Literacy Campaign, Haemnanu
	Y-ACTS
Manufahi	Civil Registry Office Manufahi
	Concern INGO
	District Health Office Manufahi
	District Administrator Manufahi
	ETADEP Dili NGO
	ETADEP Fatuberliu NGO
	Community Health Clinic Same
	Office of Land & Property Manufahi

	Ministry of Agriculture Manufahi
	Ministry of Agriculture Dili
	Ministry of Education Manufahi
	Ministry of Social Solidarity Dili
	National Police Force Timor-Leste
	Office of Public Works Manufahi
	Water and Sanitation Department Manufahi
	Seeds of Life
	Sub-district administrator Same
	Tiro Suco council
Manatuto	Caritas Baucau
	ETADEP Natarbora NGO
	Sub-district administrator Natarbora
Liquisa	CCF
	Office of the Civil Registry Liquisa
	District Health Office Liquisa
	District Administrator Liquisa
	Office of Land & Property Liquisa
	Ministry of Agriculture Liquisa
	Ministry of Education Liquisa
	Ministry of Forestry Liquisa
	Water and Sanitation Department Liquisa
	SCJP-PL
	Sub-district administrator Aipelo
Lautem	Concern INGO
	PLAN INGO
Covalima	CJC NGO
	Community Health Clinic Zumalai
	Electrical Department Covalima
	Hadomi Malu NGO
	JEF NGO
	Moris Rasik NGO
	Oca Graca NGO
	Portuguese Cooperation INGO
	Primary School Pelet
Baucau	Alola Foundation NGO
	Baucau Hospital
	BBH NGO
	Cailalo NGO
	Catholic Relief Services INGO
	LAHO NGO
	Ministry of Social Solidarity Baucau
	OASIS NGO
	Oisca NGO
Ainaro	Café Cooperative Timor Maubisse
	Center for Business Development Maubisse
	Maubisse Referral Hospital
	PARCIK INGO
	Edi Suco council
Aileu	Café Cooperative Timor Aileu
	Chefe du Suco, Malere Suco

	Office of the Civil Registry Aileu
	International Red Cross Aileu
	District Health Office Aileu
	District Administrator
	Electric Department Aileu
	Health clinic Aileu Villa
	Ministry of Agriculture Aileu
	Ministry of Education Aileu
	Ministry of Forestry Aileu
	Moris Rasik NGO
	PLAN INGO
	Water and Sanitation Department Aileu
	Share International INGO
	World Vision INGO

Annex IV. Secretary of State for Vocational Training & Employment's (SEFOPE) letter to the US Embassy



DEMOCRATIC REPUBLIC OF TIMOR-LESTE
SECRETARIAT OF STATE FOR VOCATIONAL TRAINING AND EMPLOYMENT
Cabinet of the Secretary of State
Ex-CNRT Building, Balide – Dili, Timor-Leste, Phone: +670 3310411

Dili, 21 October 2010

Ref no: ~~112~~/GSE/SEFOPE/X/2010

Her Excellency Ms. Judith Fergin
Ambassador for the United States of America (USA)
in Timor-Leste

Dear Ambassador,

The Secretariat of State for Vocational Training and Employment (SEFOPE – Tetum Acronym) understands that the USAID-funded, 3 -year pilot program Prepara Ami ba Servisu (PAS), managed by the Education Development Center (EDC) is scheduled for closure of program activities on 30 November 2010, with the exit of EDC from Timor-Leste by 31 December 2010.

SEFOPE wishes to express its appreciation to the government of the United States, the American people and to the USAID Mission in Timor-Leste for its support to SEFOPE in its mission to build an inclusive, responsive and market driven vocational training system in Timor-Leste. The PAS pilot program has contributed to this mission in providing programs for rural youth in often isolated and hard to reach communities. This program has offered opportunities for youth unable to complete their schooling to access and participate in learning and livelihood opportunities in their own rural communities. It has also played a valuable role in linking young people to further resources to support continuous progression towards meaningful work and better life, learning and livelihood outcomes.

It is SEFOPE's understanding that of 1,200 youth graduates in 23 rural sub-districts, EDC and USAID PAS monitoring and evaluation data show over 40% of PAS program graduates nationwide have successfully accessed remunerative formal and self-employment opportunities.

SEFOPE also appreciates that the PAS program has played an important role in developing the capacity of many local NGOs to deliver training in the more remote parts of Timor-Leste. Working closely with SEFOPE and National Institute for Workforce Development (INDMO), one of these centres has already completed the new registration process developed by SEFOPE and INDMO to strengthen the quality of training providers in Timor-Leste, and other centres are working towards this objective.

A particularly successful demonstration of the partnership between PAS and SEFOPE has occurred in the Oecusse District. On a very recent visit SEFOPE staff were able to meet with local authorities, PAS program staff, PAS local NGO partners, participants and graduates, and

community members. SEFOPE staff were extremely impressed with the high employment outcomes of the program, the close links with community, and the high level of collaboration with SEFOPE through the youth employment centres.

SEFOPE also acknowledges the significant legacy of the PAR's pilot in developing and implementing, in close partnership with local NGOs, a Tetum and English pre-vocational, eight month training program. This program is geared to the specific needs of rural, low-skilled, minimally educated youth. The INDMO sees this course as providing a model for a Foundation Course which will sit below Certificate I on the new National Qualification Framework. The purpose of the Foundation Course is to allow those without high school graduation entry into the formal Technical, Vocational, Education and Training (TVET) system, and is particularly applicable to out of school, unemployed, rural youth.

In view of the successes the PAS pilot has achieved, particularly in the most disadvantaged District of Oecusse, and its overall contribution to the youth of Timor-Leste, SEFOPE would appreciate the possibility of USAID reconsidering its decision to terminate its youth training program and to explore the possibility of a one year extension. This time would allow SEFOPE and the Government of Timor-Leste additional time to structure handover of this important and valuable program and would allow for the development of the program into a fully developed, industry and community validated Foundation Course. The extra period would also ensure time for the full registration of the existing PARs local training providers.

Your consideration of this letter, together with the attached findings and recommendations, are most appreciated.

The government of Timor-Leste through SEFOPE would like to extend our gratitude for the partnership and friendship that the American people have shared with the people of Timor-Leste during this time. We believe that the relationship will grow and help this country to build the better and equal life for all Timorese.

Yours Sincerely,


Benedito dos Santos Freitas

Cc to: Ms. Cheryl Williams,
Acting Mission Director, USAID/Timor Leste



Transformations: Success Stories of Better Life, Learning & Earning Outcomes among USAID PAS Youth



USAID
FROM THE AMERICAN PEOPLE

PAS Local Leaders



“If it hadn’t been for the PAS program, no one would have considered me for a position like Chefe de Aldeia.”

Manuel Mendonca

The road to becoming a role model and leader for young and old alike has been a long one for Manuel Mendonca, who serves as Chefe do Aldeia in Cabasfati, Aileu District. In his hamlet, Manuel is the first point of contact regarding conflicts and disputes ranging from domestic violence to youth unemployment, and animal property. In addition to his duties as mediator, Manuel is also a proactive supporter of village development, having recently submitted proposals for clean water access and village rehabilitation initiatives in the hopes of creating opportunities for further community improvement.

But he wasn’t always the upstanding young man he is today. “Before I entered PAS, I was a troublemaker,” he explains. “I used to hang out at the market, drinking, throwing rocks at people’s houses and sometimes demanding money from them at night... I knew I needed to change.” Through a friend, Manuel heard about the PAS program in his area and registered through the Fundasaun Cristal Learning & Livelihood Center in Aileu District. Over the course of the eight-month program, Manuel learned not only about conflict resolution and work readiness -- he also learned he could do more than he ever thought possible. An elementary school drop-out prone to shyness, public speaking -- even in front of his peers -- seemed a nearly insurmountable obstacle to him. It had always been easier for him to express himself in a group, acting out and causing trouble. In PAS, he learned what leadership is and how to communicate his ideas more directly. His transformation did not go unnoticed. “Before PAS he was so shy. When you asked him a question he would just laugh and look away,” reflects PAS trainer and mentor Alibere Martins. Seeing the challenges facing Manuel

and the young man’s interest in overcoming them, Alibere spent extra time with Manuel, having him stand at a lectern and practice public speaking.

His hard work at the lectern paid off as, with newfound confidence, Manuel would eventually campaign for the post of Chefe do Aldeia – and win, being elected in 2009. These days, it’s hard to imagine he was ever shy about speaking in front of people. Given his role as a local expert in conflict resolution, Manuel can be proud of his transformation. “If it hadn’t been for the PAS program, no one would have considered me for a position like the Chefe de Aldeia,” he remarks. One year into his five-year term as Chefe de Aldeia, Manuel is excited at the possibilities of bettering his community. “People need peace and calm [in their communities]. Being Chefe de Aldeia is hard work, but if people still have faith in me after five years, I would be ready to continue serving the people [in this role] in the future.”

Adelina Lopes Pereira

Women's Representative, Manufahi

Adelina is an elected women's representative on the local council for Clakuk suco in Manufahi District. A graduate of the PAS-supported ETADEP Learning & Livelihood Center in Fatuberliu, she says she joined the PAS program because she wanted to change her life and "stop sitting at home". Realizing the access to information and experience to be gained in PAS could be the key she was searching for, she enrolled with Etadep.

During Phase II of the program, she chose to expand her chicken-selling business as her pathway option and joined a chicken cooperative upon graduation. With over 30 chickens, her group is looking to invest in the future, using information recently seen on the "Bulletin de Oportunidade" from PAS that included instructions for agricultural groups to submit proposals to MAF for additional assistance. They intend to put in a proposal for vaccines and materials to improve the chicken coop.

At the end of 2009, while she was in the PAS program, the Suco Chefe candidate approached Adelina about joining the slate for the election in January 2010. Continuing the journey she began in PAS to go beyond her bounds, she agreed to run for the position of representative and summon the courage to help women in her community. Over the course of the five-day campaign, she proved to herself that she could by speaking in public to villagers, explaining what she would do for women in the area if elected. Looking to create a broad base of support, she also highlighted proposed initiatives for the elderly and veterans in the community. Not only was she able to speak in public, she was elected Women's Representative!



Adelina Pereira (right) serves Clacuk's women alongside her PAS colleague, Clara Ribeiro (left)



Continuing the journey she began in PAS to go beyond her bounds, Adelina agreed to run for the post of women's representative, and summon the courage to help women in her community.

Adelina in the chicken coop she expanded with the help of a PAS seed grant.

Upon election, she and PAS colleague Clara Ribeiro – also elected Women's Representative – began holding discussions with local women on organizing business cooperatives. To date, they have helped create a tais-weaving group, a basket-weaving group, a sewing group and a livestock group. Since graduating in May, she and Clara have also attended a workshop on cooperatives hosted by the Aloia Foundation and are currently gathering local products made by women to prepare to sell in fairs in Same on November 3rd – National Women's Day. Hoping to encourage private sector development, they will facilitate linkages between local producers and buyers, with a portion of the proceeds going into a cooperative fund for the groups and a portion going to the individual producers directly.

In addition to working on women's economic empowerment, in her role as representative Adelina has also been called to mediate a domestic violence dispute. Asked to join the intervention by the Chefe de Suco, Adelina provided counseling to the couple to try and resolve their differences peacefully and says that to this day, there has not been a repeat of violence in the home in question.

Well on her way as Representative, Adelina can be proud of her accomplishments since graduating from PAS and confident she will rise to meet the challenges ahead of her as an elected community leader.

Jacob Eco



Twenty-eight-year-old Jacob Eco is a busy man. In between serving as the youth representative for Lifau suco and the secretary for a collective rotating credit fund, he finds time to take care of two children, run a kiosk and improve a fishing business. It was back in October 2009, while he was in the PAS program, that he was approached by the Chefe du Suco to run for the position of youth representative. When asked why he thinks the Chefe chose him, Jacob is quick to answer, “The chefe thought I was a good person, because he could see the kind of activities I was involved in.” During the election campaign, the PAS graduate from the FEEO Learning and Livelihood Center spoke to community audiences about the importance of youth being involved in local affairs. Reflecting upon his election as Youth Representative, Jacob says, “I was very happy because I had never taken a leadership role before,” he says of his election, adding that the post carries a special responsibility. “Youth need to have a voice in the community,” he explains. “And they need to voice their opinions to leaders.”

“Youth need to have a voice in the community and they need to voice their opinions to local leaders.”

Jacob has had limited exposure to formal education, having finished only the second year of middle school but, like a lot of program participants, he entered PAS with a specific idea of what he wanted to learn: financial management. After absorbing the business development training offered in Phase I of the program, he chose to use his PAS seed grant to diversify his income sources and start a second business rather than trying to expand a pre-existing fishing venture. “Fishing can be very unstable,” he says, explaining that while fisherman in the remote area of Maquelab can earn up to \$50 a day by selling their catches to buyers in the district capital of Pante Makassar, it requires good weather and contacts

who can link suppliers to buyers. To create multiple streams of income, Jacob also started a kiosk, which is open every day and nets around \$100 a month. Reflecting on his experience in PAS, Jacob says one of the most important financial management lessons he learned was the importance of separating business and family affairs. “Money for business is for business and not for private things,” he says emphatically.

Now a local leader and entrepreneur, he says he looks forward to getting more young people involved in Lifau’s development, including through more youth-friendly activities such as a singing competition and sporting events.

Shop Talk: PAS Micro-Entrepreneurs in Action

While some catch fish, others farm them! That’s what Fernando, Guilhermina, Josefa and Domingas (pictured right) have done. Graduates of the FC Aileu Learning & Livelihood Center in Aileu, they pooled together their Phase II seed grants and worked with local landowners to dig and stock two fish-breeding ponds: in one, they raise full-grown fish sold to community members as food, while in the other they breed hatchlings sold to NGOs interested in starting their own breeding programs. “We started small, but we’re optimistic that in a year, we’ll each have our own pond,” says Ikan Emas group member Fernando Soares.

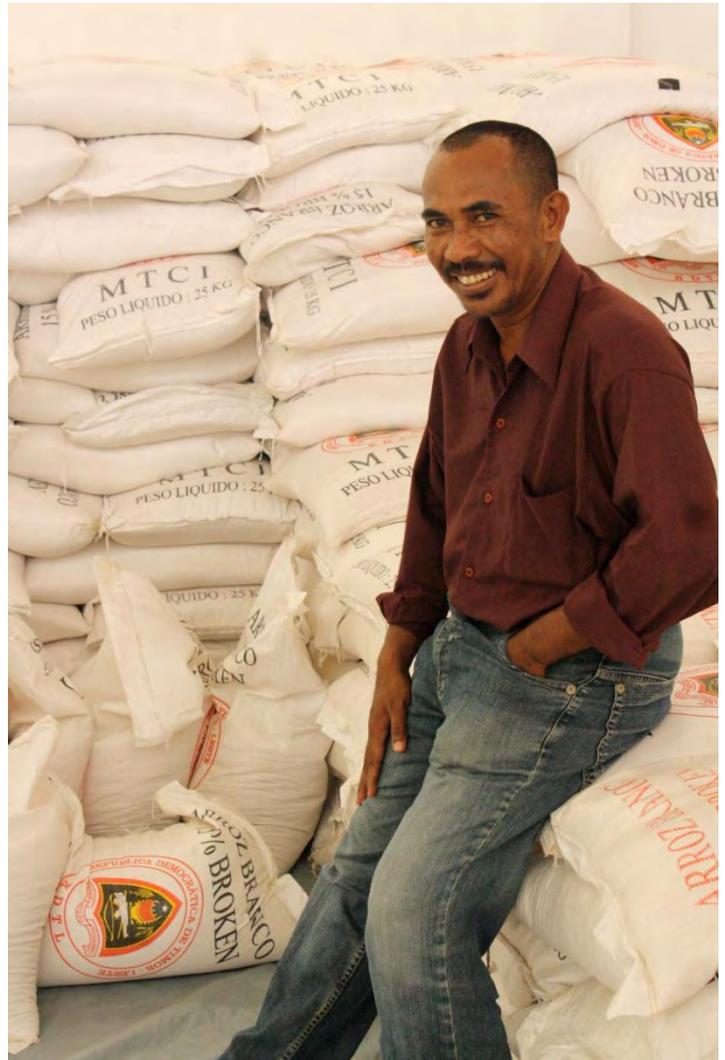


The Oecusse Model

“In my experience, PAS helps youth understand responsibility. Confidence and responsibility have to be a part of everyday life and PAS is very good at making youth understand that. It’s an important part of civic education – but one a lot of people don’t really pay attention to. To get a job, you need to have a sense of responsibility and a belief in yourself.”

Arnaldo Suni, Chefe Juventude Oecusse District and General Manager, MTCI Warehouse (PAS employer) ►

As Chefe do Juventude for Oecusse district, Arnaldo Suni is one of the many valued stakeholders who have worked together with the Secretary of State of the Special Region of Oecusse, SEFOPE Oecusse, the District Office of the Ministry of Education/Non-Formal Education, the Oecusse District Administrator’s office, PAS partners, local NGOs and other community institutions to improve learning and livelihood opportunities for Oecusse’s rural youth – particularly in the marginalized areas in which PAS works, including Miquelab, Pune and Passabe sub-districts.



“Before I joined PAS, I had no idea how to go forward or build my future. I had no job experience and nobody would hire me.”



Gregorio Coa: A Way Forward

On the first day of his very first job, Gregorio Coa was understandably a little bit nervous. “I didn’t know what I was supposed to do or what the job would involve,” he says. The 23-year-old quickly learned to fit in with others and says the training he received on the job put him at ease. Plus, as a PAS participant, he had interned for four months with Oxfam, learning about agriculture, childhood nutrition and water & sanitation – useful skills that would later transfer to his job as a Health & Hygiene Promoter for Haroman Timor Lorosae (HTL), a local NGO implementing water and sanitation programs funded by USAID DWASH. “I felt confident because I had interned [with Oxfam] during the PAS program and so I knew what NGOs do and how programs work,” he explains.

Like many program participants, before enrolling in PAS, Gregorio’s only source of employment was subsistence agriculture on his family’s farm. “Before I joined PAS, I had no idea how to go forward or build my future,” he says. “I had no job experience and nobody would hire me.”

When his Team Leader from the PAS-supported FPWO Pante Makassar Learning Center alerted him to a vacancy at HTL, he put together a CV that highlighted his background in water and sanitation, applied, and got the job.

These days, he works with local communities to promote proper hygiene while collecting community health and sanitation data, such as the number of families with children under five, the number of toilet facilities in a given community, and the prevalence of hand washing with soap.

“I like sanitation,” he says with a laugh. “You start with basic questions, to make people think about the importance of sanitation. I like that – making people think about how important that is.” Reflecting a bit, he says he’s seen first-hand the difference hygiene can make. “Sanitation is important because it helps prevent disease in the community,” he explains. “Simple things like toilets can help save lives.”



“The youth that come from the PAS program are very different from other youth who have done vocational training programs. Most vocational training programs are very specialized...but PAS really gets youth ready for work because it encompasses everything”

Mario Salu, Director, SEFOPE Oecusse



Deolinda at her Ninuji Salon in Pante Makassar.

Below: Terijinha Taqui



With 19 graduates hired by local NGOs to implement WASH projects, PAS youth are responding to growing demand in the water and sanitation sector, thereby participating in the development of their nation.

OECUSSE WASH

PAS graduate Deolinda Ximenes has recently come back to Pante Makassar to start a new life. A high school drop-out, Deolinda has had to overcome many obstacles on her way to becoming a business owner. With limited schooling, no prior work experience, and three children to raise on her own, she initially enrolled in PAS to supplement her education. “PAS turned my life around. It taught me how to look at my future and believe that I could succeed,” she explains. The CV-writing, interview and business skills she acquired during the Livelihood Preparation phase would soon prove very useful, as Deolinda applied for an extremely competitive SEFOPE-sponsored beautician/salon operator training internship. After a rigorous selection process, which consisted of five interviews, Deolinda was chosen to attend the three-month training program in Dili – becoming one of only 13 women selected across Timor-Leste, one from each of the country’s districts. In doing so, she joins PAS graduates Marta da Conceicao from Baucau and Emalita Cardoso from Manufahi. Now back in Oecusse, she has opened her own business, the Ninuji Salon, with material support from ILO and already earns up to \$80 a month. With her new income and the financial management skills she acquired in PAS, Deolinda is saving and budgeting in the hopes of completing a second room for the salon, buying a generator to increase her operating hours and eventually expanding into a bridal hairstyling and wedding dress rental outfit.

Deolinda’s colleague, Terijinha Taqui, is employed by Forum Peduli Wanita Oecusse (FPWO) as a hygiene and sanitation promoter for the USAID DWASH program in Passabe sub-district. She says her favorite part of her job is meeting directly with community members to explain the benefits of proper hygiene. “It’s really important how you talk to the community about hygiene,” she says. “You start with families and explain hand washing. Then we practice together.” The youngest of seven children and without parents since the age of 14 (her mother died delivering her while, followed by her father in 1999), Terejinha explains that her motivation for joining the PAS program was simple: to improve her chances of getting a job and look after her siblings. Now earning \$290 a month in the first job she has ever had, the 23-year-old has become the sole provider for her entire family. In addition to caring for her brothers and sisters, in her capacity as a WASH promoter she also looks after two bairros in Passabe, comprising a population of nearly 350 community members. Terejinha meets with them regularly to discuss disease prevention and the importance of healthy behaviors. And while teaching others, she’s learned something about herself. “I’ve learned to be confident,” she says. “You need to be confident to stand up and speak to communities.”



“PAS has been good for Oecusse. Before youth had no work and were often in the streets playing instead of going to school. Now the same kids that used to be in the street are going back to school and finding work”

–Ramila da Costa, PAS Trainer

TRAINER’S CORNER

Name: Ramila da Costa

Title: Head Trainer, PAS Program

PAS-Supported Partner: Forum Peduli Wanita Oecusse (FPWO)

Favorite PAS Success Story: Fredolino “Lafu” Sila

“Lafu used to get drunk and bother people in the street, running around with friends and coming into the office just to harass the staff here. We kept advising him to change his behavior and one day he asked me to help him find a job. He said he realized his actions were wrong and he wanted to turn his life around. I wanted to give him a chance [with PAS]. Now he’s changed his life and has found work on his own.”

Today, Lafu is a supply manager at an MTCI warehouse, where he earns \$164 a month. He also returned to school with the support of the Oecusse District Administrator, who was so impressed by Lafu’s transformation, he wanted to help him. In addition to his work, Lafu now studies at the Dili Institute of Technology’s Oecusse campus.

He recently brought back his university test scores to show Ramila: Lafu earned the highest grade in the class.



“Net” Income

Petrus Oki:

A member of the FEEO Learning & Livelihood Center in Maquelab, Petrus is a primary school graduate who contributed his PAS money toward buying a motorcycle. He now transports the fish he catches in Maquelab to Oecusse town, where he can sell his catch and make up to \$140 a month.

“Before PAS we didn’t hire youth because there was no one to train and organize them. There was nobody making sure that youth had the experience and work training needed to start work.”

Jose Tasaé, Program Coordinator FFSO, Oecusse District





Klase Kreativu: Veronika Oki

It's hard to believe that in just four short weeks Veronika Ulan Oki went from being a shy, introverted 24-year-old to an integral member of a social theater troupe bringing laughter and smiles to villages across Oecusse district. Veronika is a member of FPWO Passabe's *Klase Kreativu*, an eight-week refresher course for the very low skilled in PAS. In *Klase Kreativu*, PAS youth learn to communicate their ideas and overcome shyness and social inhibition through a series of active teaching/learning techniques co-designed by PAS staff and local NGO training partners. Class activities include group projects and performances involving content both familiar and important to youth in Oecusse. Even after completing the PAS program, Veronika continued

to face extreme shyness when speaking to others in public. To assist her with overcoming this basic barrier to employability, PAS staff invited the elementary school graduate to join this special class. In a few short weeks, Veronika – and everyone around her -- began to see changes. Working with fellow "Kreativus", Veronika wrote, directed and acted in a thirty-minute skit on the importance of hand washing that was performed for elementary school students in her rural village of Passabe. Soon after, she learned that her skills were being requested by USAID DWASH to promote better hand washing practices throughout Oecusse. And so, Veronika is now "on the road" with nine other "Kreativus", bringing her newfound talent to support social marketing initiatives that improve health and hygiene in rural communities throughout Oecusse.



Throughout November, *Klase Kreativu* will be bringing their mission to delight, inform and transform to 20 villages across Oecusse.



Learning for Life

As literacy teachers earning between \$85.00 and \$150.00 a month for the Ministry of Education's "Yes, I Can" and "Literacy For Life" programs, Madalena, Rosita, Veronica, Gabriel, Domingas, Korneliu, Jose, Domingos, Helena, Cosmas and Octavianus had a direct hand in bringing about an important moment in their nation's development: Timor's first-ever campaign to end illiteracy across the country. These graduates of PAS's eight-month, integrated classroom and on-the-job work readiness training program understand from personal experience what it is to overcome marginalization and barriers to formal education and seek pathways to a better life. For them and many PAS youth, those pathways include service to their communities and country -- service that, for these teachers, meant going out and recruiting students themselves and sometimes turning their own homes into classrooms. "I went from door to door to find my students, asking everyone who was eligible if they were interested in the program," explains 20-year-old Helena Seco (*bottom right*). "The most important thing I've done is to try and motivate my students. They couldn't read and write but they are motivated to learn because it gives them new opportunities." Her colleague, Domingas Ulan (*bottom left*), agrees, saying the challenges involved are worth it for her students, the majority of whom are elderly. "Some of the people we teach have never held a pen before," she remarks, adding, "We have to hold their hands and the pen and teach them how to write their own names for the first time in their lives." And that, says Cosmas Neti (*above center*), is the best part of the job: "Seeing people who can write their own name instead of having to use their fingerprint," he says proudly. Whether it's taking part in the 2010 Census, representing youth and women on local councils, serving as *chefes do aldeia*, or helping organize communities around health and hygiene, PAS youth in Oecusse and eight other districts across Timor-Leste are not only transforming themselves -- they're giving back to others to ensure a better future for their nation.

Learning is the liberating force in human development

EDC

Education Development Center, Inc.



PASsages: The Don Bosco Voyage



Through a unique partnership between PAS, SEFOPE, and Don Bosco, 17 women and 13 men from four sub-districts of Oecusse were selected to join a special training program at the Don Bosco facility in Dili. Through this 56-day accelerated course, PAS graduates will gain invaluable skills in three areas of expected labor market growth: 1) plumbing/canalization; 2) electricity with a focus on refrigeration; and 3) IT & office administration, with a focus on bookkeeping.

After registering with SEFOPE Oecusse, the "Don Bosco 30" were presented with ceremonial scarves and boarded the Nakroma vessel en route to Dili. They arrived in the capital on 2 October 2010, settled into their new homes, and got to work...

