



**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES
STRENGTHENING PROTECTION CAPACITY PROJECT**

Co-Funded by the European Commission and the Governments of Denmark, the Netherlands and the UK

PROJECT PROPOSALS

**Strengthening Refugee Protection, Assistance and Support to
Host Communities in Kenya
And
Comprehensive Plan of Action for Somali Refugees**

**UNHCR Branch Office
Nairobi, Kenya
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The views expressed in this report are those of its author and can in no way be taken to reflect the official opinion of the European Commission, Denmark, Germany, the Netherlands, or the United Kingdom

Table of Contents

Project Proposals at a glance.....	3
Detailed Project Proposals.....	8
Income Generation Activities Skills Training in preparation for repatriation for vulnerable groups	8
Comprehensive medical care for SGBV survivors in Kakuma and liaising with Dadaab.....	11
Strengthen RSD Capacity.....	14
Refugee Identification Card	16
Support and training of Community Paralegals in addressing the legal assistance needs of refugees and asylum seekers in Nairobi	18
Complementary Food Assistance for Refugees in Kenya.....	20
Water for livestock use in Dadaab camps.....	22
Increasing access to tertiary Technical and Vocational Education	24
Support to skills development and income-generating activities in Dadaab camps	27
Improved capacity of health services in Kakuma.....	29
IGA Skills training providers training	31
Support to skills development and income-generating activities in camp.....	33
Youth Social Entertainment and educational centre	35
Capacity Building in Micro-Finance.....	37
Vocational Guidance and Vocational Counseling for youths from minority groups.....	39
Training for documentalists and librarians	42
Vocational Training in the Health Sector.....	44
Building Veterinary Assistance capacities in the refugee communities... ..	46
Making a community newspaper	48
A Community Radio Station.....	50
Enhancing Internet Access	52
Building skills in cooking and catering	54
Skills Development for school drop-outs and long-term unemployed youth	56
Enterprise-based Training.....	58
Building housekeeping skills	60
Capacity Building in housekeeping	62
Capacity Building in Micro-Finance.....	64
Vocational Rehabilitation and Community-Based Rehabilitation (CBR) ..	66
Vocational Guidance and Vocational Counseling for refugee youth in Dadaab-camps	68
Training and capacity building for refugee governance in Kenya.....	71
Technical Support SPCP/CPA Projects.....	74

Project Proposals at a glance

Income Generation Activities and Skills training in preparation for repatriation for vulnerable groups. (Implementation date: 2005)

A project designed to empower refugees and host communities with skills training in Income Generation Activities to enable them to become self sufficient both in the camp and upon return to their home country.

Comprehensive medical care for SGBV survivors in Kakuma liaising with Dadaab. (Implementation date: 2005 - 2006)

SGBV remains a problem; therefore, a comprehensive and well rounded approach to protecting those violated not only will help the victim but also will educate the community as a whole. A project to provide better protection to survivors of SGBV through an improved programmatic response to SGBV. Training, education of health care professionals and also of the general population, in addition to improving the physical space and forensics is foreseen.

Strengthen RSD Capacity. (Implementation date: 2005 – 2006)

The Government of Kenya's intention to take responsibility for refugee status determination has not yet come to fruition, with few signs that it will anytime soon. Consequently, the responsibility remains with UNHCR; yet at the same time UNHCR does not have the capacity to adjudicate asylum seeker claims within a reasonable period of time. While asylum seekers wait, their ability to access protection and assistance services is severely limited. The project will increase the capacity of UNHCR to make decisions faster, and thereby, able to protect and assist the refugee community in a more satisfactory manner.

Refugee Identification Card. (Implementation date: 2005 - 2006)

Most refugees in Kenya do not have a secure identification card, which confirms their status in Kenya. The lack of a secure identification card results an inability for refugees to prove their status, and therefore, their entitlement to remain in Kenya. This project will provide a document that will give security and safety to refugees.

Support and training of Community Paralegals in addressing the legal assistance needs of refugees and asylum seekers in Nairobi. (Implementation date: 2006)

Refugees living in urban areas in low income areas and have limited access to legal services, and those services that they do attempt to access often are not familiar with refugee and human rights issues. UNHCR and NGOs provide such services but realistically the majority of refugees and asylum seekers do not have access to them. The project will access existing legal networks willing to serve the refugee community but require capacity building.

Complementary Food Assistance. (Implementation date: 2006 - 2007)

In both camps, the malnutrition rates due to nutritional deficiencies is unacceptably high causing a general degradation in health standards, which in turn decreases the capacity of refugee communities to improve their overall standard of living. The project will provide additional nutritional supplements to raise the general health and welfare standard in the camps, which in turn will assist in the overall viability of the refugee community to concentrate on income generation projects for both their immediate needs in the camps and future needs upon return.

Water for livestock use in Dadaab camps. (Implementation date: 2006 - 2007)

The project is designed to separate human and livestock use of water. Currently water destined for human use is diverted to livestock use creating a water deficiency for refugee communities and creating unsanitary conditions around the boreholes. Further, tensions exist with the host community when scarce water supplies are directed to livestock. As a result, the project will increase access to water for human consumption, and thereby, decrease tensions with the local communities. At the same time, because the project is

not designed as a donation but rather as an income generation project, the skills learnt will be of assistance well beyond the camp boundaries.

Increasing access to tertiary Technical and Vocational Education. (Implementation date: 2006 - 2007)

While many students graduate from Secondary School in the camps, comparatively few students are able to further their education. The project will support and permit a selected number of Secondary School graduates to continue with their studies at the vocational level. Students will be selected based on their academic qualifications and that the field of study is one, which will enhance their capacity to repatriate and reintegrate.

Support to skills development and income-generating activities in Dadaab camps. (Implementation date: 2006 - 2007)

There are a multitude of programmes operating in Dadaab all designed to improve and enhance skills development, income generation and micro-financing. However, there is an insufficient degree of strategic thinking and integration between the numerous programmes resulting in skills and business development not being utilized to its fullest potential. The project, through the hiring of a specialist, will address this weakness in service delivery and enhance the ability for refugees to be self sufficient, and globally address the needs of refugees to acquire the right mix of skills to successfully reintegrate upon return.

Improved Capacity of health services in Kakuma

A project designed and aimed to introduce a formal and structured teacher training component, as no formal training exists to teach professionals. This is particularly so in the health services area. Provisions for formally recognized training will increase the chances of those trained to find work or to complete for employment once repatriated.

Income Generation Activities and Skills providers training

A precursor to this project already has been approved under the SPCP implementation scheme for 2005. This project will build upon the existing project in a more extensive and comprehensive manner. The current project is designed to empower refugees and host communities with skills training in Income Generation Activities to enable them to become self sufficient either in the camp or surrounding area, or upon return to their home country.

Support to skills development and income-generating activities in the Camp

There are a multitude of programmes operating in Kakuma all designed to improve and enhance skills development, income generation, and micro-financing. However, there is an insufficient degree of strategic thinking and integration between the numerous programmes resulting in skills and business development not being utilized to its fullest potential. The project, through the hiring of a specialist, will address this weakness in service delivery and enhance the ability for refugees to be self sufficient, and overall address the needs of refugees in order for them to acquire the right mix of skills to allow them to successfully reintegrate upon return

Youth Social Entertainment and Educational Centre

A project designed to identify and formalize training regimes and capacitate the youth to respond to the service needs of clients in commercial or private residences, businesses, or being able to identify business ventures upon repatriation. The trained youth will be able to make a significant contribution to the family income, and the skills learnt will be in demand upon repatriation. The skills training should be followed-up by an entrepreneurship training program

Capacity Building in Micro-Finance

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. Micro-Finance is considered a (self-financing) service for pay, not as a social favour granted to disadvantaged groups. Consequently, in order for Micro-Finance to operate properly and to the benefit of refugees, loan and activities monitoring systems and staff need to be capacitated. The

project will enable Credit Assistants to better meet the needs of their clients and will contribute to bringing the current Micro-Finance Programme up to international standards.

Vocational Guidance and Vocational Counseling for youths from minority groups

Currently there is almost no vocational counseling in the Camp. There is a lack of exposure to the 'real world' including access to 'real' labour markets, which hinders the youth the opportunity to get to know the skills and trades that may be in demand on the labour market both locally and upon return. Young women and minority groups are particularly vulnerable to not receiving proper counseling. Additionally, vocational counseling will play an important role in linking refugee graduates with income and employment opportunities opening up in the Sudan. It is expected that such counseling support will likely encourage in interest in repatriation.

Training for Documentalists and Librarians

The management of knowledge both in the form of printed matter and Online is of great importance to the public and private sector, particularly in countries rebuilding. The project will use the UNCHR Sub-Office as the learning centre, under professional guidance, to create, establish, and operate a documentation centre and technical library.

Vocational Training in the Health Sector

Somalia suffers from a shortage of healthcare professionals, and at the same time no formal training exists in Dadaab to address this shortage. While there are healthcare workers in the camps, most have not received formal training, which in turn, reduces the chances of these refugees finding employment once repatriated. The project will institute formal training undertaken by external health professionals who will be supported by health professionals currently employed in the camps.

Building Veterinary Assistance capacities in the refugee communities

Livestock is the traditional sign of wealth in many parts of rural Somalia, and consequently veterinary skills are in high demand both in the camps and in Somalia. Currently, veterinary assistance programmes target the local communities. This project will extend the training of veterinary assistants to the refugee community, thus enhancing their income and employment potential both in the camps and upon repatriation.

Making a Community Newspaper

Printed media remains an important mode of information dissemination. So far, no newspaper exists for the roughly 140,000 inhabitants of the Dadaab camps, or for the local community. At the same time, expertise and know-how of writing, editing, and managing the print media will be in demand as part of the process of rebuilding a civil society.

Making a Community Radio

Radio is an extremely important tool for information dissemination and education, as well as, for strengthening community identity. It further allows and contributes to the empowerment of disenfranchised groups or those suffering from disabilities. No radio station exists for the camps or local community. Learning the skills of running and operating a radio station will contribute to the process of building a civil society in Somalia, in addition, to the skills learnt.

Enhancing Internet Access

The Internet has become an indispensable tool for information transference and sharing, learning and communicating. While the camps do not have an Internet provider, *Posta Kenya* does, which currently is heavily utilized by refugees and local community. The project, in cooperation with *Posta Kenya*, will enhance Internet service in Dadaab by offering additional work stations and by attaching an educational component to the service in the form of an "Internet Tutor", who will assist users. Furthermore, a 'voucher scheme' will allow individualized access for students, which in turn will enhance their educational value.

Building skills in cooking and catering

A precursor to this project already has been approved under the SPCP implementation scheme for 2005. That project was designed to allow refugees currently working in the kitchen at the UNHCR compound in Dadaab to receive structured training. This project will build on the initial project and formalize training and further provide basic training in entrepreneurship in order to enter the culinary employment or the self-employed market.

Skills Development for school-drop-out and long-term unemployed youth

The school drop-out rate is relatively high in the camps; yet at the same time, there are very few skill development programmes for this group, who in turn, remain idle and loiter in the markets. Their idleness dramatically reduces their future opportunities for a productive life, and therefore, makes them a challenging group to repatriate. The project will provide this group with employment relevant practical skills that respond to market demands and offer them an opportunity to make some income either in the camps or upon repatriation.

Enterprise Based Training

Enterprise based training offers a viable and cost-effective form of training because its advantage is the closeness to markets and desires of customers. While such training is advantageous, it is prone to a lack of quality, and usually is devoid of proper training structures. This project will provide the necessary support structures and service to ensure that the clear value and quality in Enterprise Based Training is enhanced and maintained.

Building Housekeeping Skills

The UNHCR compound offers a suitable learning environment for those wishing to learn housekeeping services (hotels/guesthouses), which are services that will be in demand upon repatriation. Currently no formal training structures exist. This project will upgrade and formalize the skills of the current housekeeping staff. After their training, they will act as trainers for youth from the refugee camps wishing to enter this industry.

Capacity Building in Housekeeping

This project is a continuation of the "Building Housekeeping Skills" project, which foresees that after the refugee workers have received upgrade skills, they will be training, on a regular three month schedule youths from the camps. This project will give priority to school drop-outs and primary school leavers, and those wishing to return.

Capacity Building in Micro-Finance

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. While the camp recently introduced a micro-finance scheme and switched from the more traditional revolving loan-fund to a more market oriented approach, in order for this programme to be successful, it requires the credit assistants to be better equipped. The project will address credit assistants most urgent capacity building needs with respect to micro-finance assessments, loan monitoring, marketing, bookkeeping, and customer care.

Vocational Rehabilitation and Community Based Rehabilitation

There are roughly 3000 person with disabilities in the camps, who receive varying degrees of assistance and services. However, only very few receive any form of vocational training. While a NGO is undertaking capacity building for staff and workers, this capacity building focuses on medical social and educational aspects only and does not consider the socio-economic aspects including skills development. The project will inject the socio-economic dimension into the current programme. After the fully rounded capacity building, staff and workers will be able to mainstream persons with disabilities into the social and economic life of the community.

Vocational Guidance and Vocational Counseling for refugee youth in Dadaab camps

Currently the majority of young people attending camp based schools are prompted towards academic achievements. Non academic options do not seem to play a role in the perspectives of secondary school students or senior primary school students; yet it is in

this sector that there is a greater chance for successful employment, particularly upon repatriation. Young girls and minority groups are particularly susceptible to remaining marginalized due to a lack of proper guidance and counseling. Vocational counseling will offer some orientation on how to cope without losing creative potential and motivation. Further, it will play an important role in linking refugee graduates with income and employment opportunities in Somalia.

Training and capacity building for refugee governance in Kenya

This project aims at systematically training and equipping Kenyan government officials with the skills required to assume responsibility over key areas of refugee governance and protection; to increase knowledge and awareness of refugee issues among police, Immigration officers, and judges; to increase NGO protection knowledge to improve the safety net for refugees living outside the camps.

Technical Support SPCP/CPA Projects

While the need for improved protection and assistance clearly were identified by the Stakeholders, as where strategies to address those needs, UNHCR Kenya is overwhelmed by its workload. Regular staff is overburdened by their respective tasks and have, therefore, limited capacity to lead, oversee, monitor, and assist in the implementation of the projects in any sustained manner. Consequently, a Consultant is necessary to act as the focal point for the implementation of those projects not only implemented directly by UNHCR but also those implemented by Operational Partners, some of whom have not previously worked closely with UNHCR. Where required, the Consultant also will provide technical and legal advice, and throughout the tenure be accountable to UNHCR and donors.

Detailed Project Proposals

Agency	UNHCR
Project Title	Income Generation Activities Skills Training in preparation for repatriation for vulnerable groups
Sector	Community Services / Protection
Objectives	<p>The Specific objectives of the programme are:</p> <ul style="list-style-type: none"> To mobilize and sensitize communities for increased participation in identifying income-generation opportunities relevant to but not restricted to camp-life and solving their current socio-economic problems. To promote sustainable, community managed structures for self management targeting local community. To promote self-help initiatives with a demonstrable orientation towards prospective repatriation or departure of refugees for the local community beneficiaries To support members from the local Turkana community to build capacity for service and care delivery. To promote the acquisition of practical, life-skills for school drop-outs To sensitize communities on ways of poverty eradication, with particular emphasis on value added skills acquisition in identified trades and occupations To encourage savings, spirit of micro-finance and investment among the communities To promote awareness to business linkages that support communities to gain access to markets.
Beneficiaries	<p>Training: 50 Local community, 500 In camp trained refugees, IGA self-reliance: 50 Local Community, 500 In camp trained refugees</p>
Implementing Partners	Don Bosco / IRC / GTZ
Project Duration	12 Months (in line with Repatriation Plan)
Project Cost	USD 59,800.00

Summary of Gap identified and Recommendations proposed:

Income generating projects are permitted in the camps but the encampment policy which restricts access to markets for supplies and sales limits the potential for self-employment.

Government and UNHCR should ensure that priority is given to any refugee assistance programmes that include strategies for self-reliance and empowerment. In this regard, UNHCR needs to act as a catalyst in mobilizing financial and technical support for such measures.

Particular attention should be paid to refugee women, adolescent children, and host communities to ensure that they participate in the design and development of self-reliance programmes. Therefore skills, capital, and equipment should be made available to establish small scale industries.

UNHCR should endeavour to encourage that cross-border linkages are established in order to maximize opportunities with the relevant stakeholders, and to promote that qualified refugees who voluntarily return home have access to credit schemes for small business creation.

It is recommended that the Government allow refugees access to local and other markets at an equitable level so that they have a wider sales base for their products, as well as, sufficient access to supplies and materials. This in turn would promote trade, thereby allowing for growth not only for refugees but host communities as well.

Summary of Needs: The Overall goal of this programme is to empower refugees and nationals through skills training for IGA and self-employment in and around the camp to the extent that they will be able to support themselves. This goal is in line with the Self Reliance Strategy (SRS) of the UNHCR being implemented in various service and care projects by the Community Services Department in UNHCR Kakuma.

The selected partner will implement Agriculture, Community Services and Environment Management in and emphasis will be on building sustainable communities (refugees and nationals) who are able to take care of their own destiny. It intends to extend support to upgrading of training in applied skills and linking them specifically to income generation and self-employment.

Activities Proposed:

The local community and refugees benefit from some integrated services in health, environment, education and production funded by UNHCR. The local community also benefits from facilities and services established or set up by Implementing Partners of UNHCR e.g. roads, schools, clinics, dispensaries emergency transport and water points. The local communities benefit from agricultural inputs, seeds/planting materials; firewood harvesting and other trade through their social networks with refugees (spill over effect). An example of the spill over effect would be in Livestock / Animal production. This aspect of the project will target local livestock restocking for at least 100 local vulnerable households due to food insecurity or demands of remaining close to the camp for school or other services. The aim will be to restore one of their most important means of survival and stabilise the population. Training on managed crop/livestock and animal traction programme could be provided to both refugee and local community members who have capacity and demonstrated interest in conducting the activities. Ideally a demonstration facility will be set-up and off-spring sharing encouraged.

A second example of spill over effect would be in Income generation where the target will be refugee women especially those who are heads of households, from HIV/AIDS affected families and the out of school youth both males & females, elderly & disabled persons. Interested local community beneficiaries with close social contact with refugees will also be eligible to participate either in smallholder associations or as individuals. Some will be selected in ongoing skills training programs (teacher training, nurse attendants, masonry). Activities that encourage women or HIV affected beneficiaries to work from home (home economics, embroidery and tailoring should be considered).

Expected Outcome:

Both local community and refugee beneficiaries will acquire skills and successfully engage themselves in small projects with little seed money (Max: 5000 shillings). Emphasis is placed on business linkages and market realities.

Suggested Costs:

600 Trainees seed money (Max: 70.00USD x 600: 42, 0000.00USD)

Trainers IGA/Production/Skills 6000.00USD

Agency Fees: 7800.00USD

Tools and Inputs: 4000.00USD

Total: 59,800.00USD

Agency	INTERNATIONAL RESCUE COMMITTEE (IRC)
Project Title	Comprehensive medical care for SGBV survivors in Kakuma and liaising with Dadaab
Sector	Health
Objectives	Goal Improved medical care for women and children vulnerable to and victims of gender-based violence in the Kakuma Refugee Program. Objectives To increase the capacity of the health care system in Kenya / Kakuma Refugee Program to provide compassionate, thorough and high quality health care to SGBV survivors. Reduce vulnerability of high risk groups
Beneficiaries	Women and child at risk, and survivors, of SGBV
Implementing Partner(s)	IRC
Project Duration	One year
Project Cost	USD 85,000.00

Summary of Gap identified and Recommendation proposed:

Refugee women and children remain vulnerable to abuse and exploitation particularly when collecting firewood outside the camps. Domestic violence and rape continue to be problems and harmful traditions such as female genital mutilation and forced marriage are still practiced. Various prevention and response measures are in place in the camps but are not sufficient. Moreover, there are a number of obstacles to the effective prosecution of SGBV perpetrators. These include: lengthy investigations and procedural delays; lack of protection for witnesses and complainants; preference for traditional dispute mechanisms and the absence of medical evidence due to the high turn over of medical staff.

Relevant stakeholders should increase their investment in strategies that are proven to be effective in combating SGBV. Examples of current proven strategies are:

- Education and training awareness programmes including targeting religious authorities;
- Provision of firewood and alternative forms of energy such as energy saving stoves; and
- Provision of adequate levels of food and non food items to prevent sexual exploitation.

Government, with support from UNHCR, and States, should provide additional investment in law enforcement mechanisms including:

- More female police officers to receive and investigate complaints;
- Regular follow-through of prosecutions against perpetrators of SGBV;
- Prosecuting parents who subject their children to harmful practices;
- Monitoring and reviewing adherence to the Code of Conduct by law enforcement officials and investigating and prosecuting those believed to have abused women or children; and
- Measures to ensure the protection of witness and complainants.

Summary of Needs:

SGBV, especially domestic violence, is a serious problem in Kakuma. Other forms of SGBV such as rape and traditional harmful practices prevail (Female Genital Mutilation (FGM) is practiced amongst the Somali and Ethiopian communities and amongst the Somali and Sudanese

communities underage / forced marriages occur). Like elsewhere in the world, it is generally accepted that there is under-reporting of SGBV incidents. The male majority is also replicated within the staff of humanitarian agencies, security systems and the police, which may contribute to low reporting rates.

Legal and social support is provided to survivors. Mobile courts, operated by the Kenyan authorities, have been instituted to deal with SGBV cases but concerns have been expressed that the high turnover of medical staff has hampered the prosecution of cases because staff do not know how to preserve and gather evidence. The lack of health workers means that on average each health worker conducts 100 consultations a day, which affects the quality of care. Women may be hampered from accessing health services because of lack of privacy and lack of female doctors. There are currently no female doctors because of the difficulty to recruit suitable candidates.

The health consequences of SGBV are numerous and can include HIV/AIDS and other sexually transmitted infections and communicable diseases; unwanted and early pregnancy; and physical trauma. Although many survivors are unwilling or unable to seek medical care and other supportive interventions, for women and children who have been abused, health services are often the first entry point to other SGBV services. IRC, as lead healthcare provider in Kakuma, has a crucial role to play in enhancing the capacity of its reproductive health program to better manage the immediate and longer-term care and rehabilitation of SGBV survivors.

In planning this project the objective is to coordinate closely with GTZ-IS in Dadaab to get parity and share best practice on how to implement. An initial meeting has taken place.

Activities Proposed:

IRC Kenya's approach to SGBV programming follows IRC's global strategy, which recognizes that for effective short and long-term protection from violence for women and girls, interventions must take place at three levels so that structural, systemic and individual protections are institutionalized. These levels are:

Structural level (primary protection): preventative measures to ensure rights are recognized and protected (through international, statutory and traditional laws and policies)

Systemic level (secondary protection): systems and strategies to monitor and respond when these rights are breached (statutory and traditional legal/justice systems, health care systems, social welfare systems and community mechanisms).

Operative level (tertiary protection): direct services to meet the needs of women and girls who have been abused.

While all agencies, including IRC, in Kakuma have a SGBV focal point who participates in inter-agency coordination structures, the prime actors with a SGBV function are the Government of Kenya and UNHCR working at the structural level; LWF and UNHCR working at the systemic and operative levels. There is a clear need to reinforce overall SGBV programming in Kakuma refugee camps to ensure that there are no gaps at the systemic and operative levels particularly in the field of primary and public health care. This will link IRC Kenya's expertise in water and sanitation and curative health and draw on IRC's global SGBV experience and expertise.

Implementation Plan:

Objective 1: To increase the capacity of the health care system in Kakuma Refugee Program to provide compassionate, thorough and high quality health care to SGBV survivors. This will be achieved in the following manner:

- Gender analysis of patients accessing health services. This may indicate a need to encourage women to attend through, for example, enhancing the privacy of consulting rooms
- Increase the number of female staff, especially doctors; \
- Train staff to understand the SGBV referral system /SEA complaints mechanisms and be empowered to use it
- Educate and train of staff in Kakuma and Kakuma mission hospital on clinical management of rape and addressing the health needs of SGBV survivors
- Women-only wards/units for referrals and specialized care, linking with services provided by JRS/LWF;
- Ensure information about how to report cases of SEA and SGBV is available at all health centres in all languages
- The Code of Conduct will be prominently displayed
- Ensure the continuation of the SGBV coordination group to ensure that health care relates to the specific needs identified by other agencies and programs in terms of integration with protection, psychosocial and legal/justice responses
- Strengthen data collection systems, which will feed into existing UNHCR and LWF systems
- Dedicated storage facilities for forensic evidence
- Longer-term health support to survivors in protection facilities and in the communities

Objective 2: Reduce vulnerability of high-risk groups by:

- Build locking latrines esp. for girls at school;
- Train staff to screen women and children for SGBV at clinics;
- Gathering and centralizing data on cases to better target prevention programming;
- Train outreach workers on SGBV recognition and referral – mainstreaming in other outreach programs by IRC and other agencies;
- Coordinate and support other agencies.

Outcome Expected:

Enhanced capacity of medical staff to identify and respond clinically to cases of SGBV in Kakuma refugee camp.

Suggested Cost:

The estimate is: \$85,000

Agency	UNHCR
Project Title	Strengthen RSD Capacity
Sector	Protection
Overall Objective	Expeditious and fair determination of refugee status
Project Purpose	Recognition as a refugee is the entry point for the enjoyment of protection and assistance. Delays in status determination prevent qualified individuals from enjoying the full range of services available. The project aims at bringing the waiting period down to 3 months.
Beneficiaries	Refugees
Implementing Partner(s)	UNHCR (unless refugee legislation is adopted and a government structure established)
Project Duration	24 months
Project Cost	USD 506,000.00

Summary of Gap Identified and the National Consultation Recommendations proposed:

The Refugee Status Determination (RSD) process was discontinued by the Government in the early 1990s; consequently this responsibility has fallen on UNHCR. Asylum applicants are given an oral interview by UNHCR staff person who has access to relevant, publicly available country of origin information. The time frame from application to decision varies between 4 to 9 months depending on the location of the applicant.

RSD is labour intensive and time consuming. Currently UNHCR is unable to provide decisions within a reasonable amount of time due to limited staff resources; and consequently, waiting periods are more than double the established standards. UNHCR requires adequate staffing resources in order to properly manage the inflow of asylum seekers and to reduce RSD waiting times to a reasonable level.

UNHCR should provide written reason for the rejection of an asylum claim. Once Government takes over the RSD process, Government should continue with the policy of written reasons for rejection.

Summary of Needs:

The Government's stated intention to take responsibility for this activity has not yet materialised, and there are no signs of developments in the immediate future. UNHCR therefore expects to continue carrying out refugee status determination on behalf of the government until legislation has been adopted and a structure established.

Refugee status determination is a time consuming, labour intensive activity for which UNHCR does not have sufficient resources. As a consequence, asylum seekers are kept waiting over a long period of time during which their access to protection and services may be severely curtailed.

Core Activities Proposed:

Deploy 3 additional RSD officers at each location (for a total of 9)
 Conduct refugee status determination interviews and screening for prima facie caseloads in conformity with procedural standards.

Outcome Expected/Indicators:

- First instance decisions are notified within three months from registration, appeals are adjudicated within 2 months from first instance rejection.
- Unaccompanied minors and persons with special needs are processed within 2 weeks from registration.
 1. The RSD procedure is consistent with set procedural standards
 2. The decisions are sound and well argued

Suggested Implementing Costs: US\$ 506,000.00

Three international UNVs: 3 x USD 58,000 x 2 years = \$348,000.00

Six eligibility assistants (national) 6 x USD 1,100 x 24 months = \$158,400.00

Agency	UNHCR
Project Title	Refugee Identification Card
Sector	Protection
Objectives	To provide refugees with an identification document that hitherto is lacking in Kenya
Beneficiaries	The refugees and indirectly the police and the Immigration Ministry of the Government of Kenya
Implementing Partner(s)	Government of Kenya and UNHCR
Project Duration	Once implemented – ongoing
Project Cost	USD 184,400.00

Summary of Gap Identified and the National Consultation Recommendation proposed:

Convention Refugees were issued Alien Identity Cards which were valid for only two years. Mandate refugees recognised under individual RSD procedures receive Refugee Certificates, valid for only one year. Most refugees are prima facie refugees and ration cards are their only form of documentation, held by heads of households. Therefore, less than 20% of all refugees possess individual documentation that confirms the status of the bearer. Moreover, there is a significant backlog of applications for birth certificates in Kakuma district.

The Government should document all asylum-seekers and refugees, and should issue them with identification documents/cards containing appropriate security features.

Summary of Needs:

Mandate refugees recognized under individual RSD procedures receive Refugee Certificates, valid for only one year. Most refugees are prima facie refugees and ration cards are their only form of documentation, held by heads of households. Therefore, less than 20% of all refugees possess individual documentation that confirms the status of the bearer. One of the consequences of not being in possession of an identification document is that refugees may be subject to arrest because they are unable to prove that they are legally outside the camps.

Activities Proposed:

To provide an ID card that has the refugee's photo embedded and contains security features such as UNHCR's and the Government of Kenya's logos on the card and in a hologram. The cards initially will be produced in Geneva with a suitable local company to be found, which has the capability for continuous production of cards. The card will be issued to each refugee 18 years of age and over.

Depending on funding, consideration should be given to issue the card to each refugee 16 years of age and over.

The card will be initiated through UNHCRs database but centrally printed in Nairobi to ensure proper management of the cards, and the security of the card stock and equipment. This will ensure continuity between the currently used databases and the card technology system.

Outcome Expected:

Increased protection of refugees in both a camp and urban settings, as a refugee will have proof of status in Kenya. Refugees often face harassment precisely because a refugee did not have adequate, or any, proof of being allowed to reside in Kenya. It is expected that the ID card will drastically reduce the number of arrests and, therefore, the need for UNHCR intervention.

Suggested Costs:

Initial start-up costs will be a minimum of \$150,000USD plus running costs

Two Zebra printing machines for plastic cards at roughly \$4000.00/machine = \$8,000.00US

One dedicated staff under UNOPs contract, roughly \$1,100.00 x 24 months = \$26,400.00 US

Agency	UNHCR
Project Title	Support and training of Community Paralegals in addressing the legal assistance needs of refugees and asylum seekers in Nairobi
Sector	Protection
Objectives	Supporting the existing paralegal network in Nairobi by ensuring through training that they have the knowledge, resources and skills required to extend their legal clinics to refugees as well as Kenyan citizens. To ensure that in areas of Nairobi where there are large number of refugees that there are trained refugee paralegals working alongside Kenyans. Through linkage with GIS mapping projects, establish paralegal networks in areas of Nairobi where there are large numbers of refugees but no existing networks - responding to needs of Kenyan and refugee beneficiaries. To train the trainers of community paralegals countrywide so that refugee protection is included in their existing human rights curriculum. To ensure through the paralegal system that refugees have better access to justice and access to services to which they are entitled under international and national law.
Beneficiaries	Primary: Refugees and asylum seekers Secondary: Kenyan citizens & Refugee and Kenyan community paralegals
Implementing Partner(s)	PASUNE (Paralegal Support Network) partners
Project Duration	1 year
Project Cost	USD 67,906.00

Summary of Gap Identified and the National Consultation Recommendations proposed:

The kind of assistance that urban refugees are likely to require include: security; water/sanitation; non-food items; education; shelter; health. However, UNHCR and partners do not have resources to substantially provide health assistance to all refugees living in an urban environment. The full range of services which UNHCR and partners provide to refugees in camps cannot realistically be provided to urban refugees. Furthermore, there is some concern that if assistance is to be given to urban refugees, a group of people not clearly defined, a pull-factor to urban areas will be created.

In order to ensure better access to essential services, urban refugees should be provided with information on what services are available to them, who is responsible for providing them, and how they can be accessed. Urban refugees need to be made aware that UNHCR is not in a position to provide material assistance in the same manner as it is able to do in the camps.

NGOs should consider setting up community outreach centres where advice and information is available to urban refugees, as well as, possible referral of persons to UNHCR meeting defined criteria.

Activities Proposed:

- Establishing community based paralegal networks in areas of Nairobi with a high concentration of refugees

- Ensuring that there are a skilled and trained body of refugee paralegals able to provide advice and assistance to the communities in which they reside
- Strengthening monitoring of prisons and identification of refugees and asylum seekers who have found themselves in detention
- Providing legal advice and assistance to refugees and Kenyan citizens in target areas, with the aim of increasing access to basic rights and services for all
- Conducting community based activities through these networks aimed at increasing understanding between refugees and host communities, reducing stigma and establishing mutual goals in achievement of basic rights
- Increasing understanding of refugee protection countrywide through paralegal curriculum development and training of field based paralegal trainers in Nairobi
- Provision of logistical and technical support to paralegal networks where necessary

Outcome Expected:

- Greater knowledge and awareness of rights among refugees and Kenyans in targeted communities
- Increased access to basic rights and services for refugees and Kenyans in targeted areas
- At least 50 refugee paralegals fully trained – Kenyan paralegals also trained in areas where community paralegal networks are not currently in place
- Increased understanding between host and refugee communities in Nairobi and demonstrated cooperation to achieve solutions to mutual problems
- Greater awareness of refugee rights throughout Kenya through countrywide paralegals
- Existing paralegal curriculum to include module on refugee protection and rights
- Increase in UNHCR ability to monitor refugee access to services in Nairobi and better understanding of the needs of refugees in urban areas

Suggested Costs:

1 paralegal at 2000 Ksh per day x 30 days training

+ 750 Ksh per paralegal for text books

+ 100 Ksh per paralegal for stationary

= 60,850 per paralegal

x 80 paralegals = 4,868,000 Ksh training costs

= 64,906.00 USD

+ 3,000.00 USD logistical and technical support and follow up monitoring costs.

Total project cost: 67,906.00 USD

Agency	CARE/WFP/UNHCR
Project Title	Complementary Food Assistance for Refugees in Kenya
Sector	Community Services
Objectives	To improve the daily nutritional and caloric intake of refugees in the camps
Beneficiaries	The refugee population in the Dadaab (140,000) and Kakuma (87,600) camps
Implementing Partner(s)	UNHCR, CARE & WFP
Project Duration	One year (1 st January – 31 December 2006)
Project Cost	USD 4,365,360

Summary of Gap Identified and Recommendation proposed:

A request for complementary food has been included in the UNHCR Country Operations Plans for the last three years, in the realization that a focus on WFP-provided food alone cannot be an answer to the current high malnutrition in the camps particularly if the WFP food commodities are not fortified. However, resources constraints have prevented the programme from prioritizing this critical activity so far, although all available data suggests that refugees' body reserves are depleted of nutrients to a level strongly associated with severe physical and cognitive consequences to the refugee population especially children and women. Minimum standards of life-saving assistance are provided but malnutrition rates, anaemia among pregnant women (many mothers died in the camps in the past decade due to post-partum hemorrhage related to anaemia), low birth rates, and neonatal deaths are unacceptably high due to nutritional deficiencies in the food baskets and limited supplemental feeding programs. UNHCR and relevant partners need to address the complex factors that can lead to nutritional deficiencies including, addressing the practice of using food for barter. The severity of the situation challenges the credibility of the protection mandate of UNHCR and the international community.

Summary of Needs:

With respect to food and nutrition, the Global Acute Malnutrition rate stood at 18.4% in 2004, as compared to the standard of less than 5%. The most recent survey in 2005 indicated that Dadaab had a global acute malnutrition of 26%. Anaemia levels were as high as 84% of the population under five years old, and one death due to vitamin C deficiency was reported. An average of 70 cases of angular stomatitis per month are reported. While in 2004 the caloric intake improved, it hovered just at the minimum standard of 2100 Kcal per person per day. If the micronutrient needs are not met, the prevailing high anaemia and other more salient micronutrient diseases will continue.

Activities Proposed:

In close collaboration with WFP, UNHCR and its operational partners will implement the project activities as part of a wider initiative aimed at addressing malnutrition in a holistic manner, including securing a healthy food pipeline, fortification of WFP food commodities with vitamins and minerals, promotion of appropriate infant feeding practices and reduction of seasonal infections through better malaria control. The project will also provide an animal rich iron source to supplement the diet of refugee women suffering from severe anaemia, through the feeding programme.

The programme will provide complementary food to about 227,600 refugees to supplement the current WFP food basket and to cover the existing micronutrient gaps in the general food ration. In a second tier, the project will rehabilitate targeted vulnerable groups of women and children with severe iron deficiency anaemia below 7gms/dl by providing spot feeding with culturally acceptable foods.

Activities will include:

1. Provide 50g/person/day dark green vegetables, 50g tomatoes and 10g dried fish to the refugees in Kenya as part of the general ration.

2. Reduce measurable micronutrient deficiencies such as anemia by at least a half within the first two years of the project, for example from 80% to 40 %.
3. Continue documentation of malnutrition and progress achieved by the project including a reduction in acute malnutrition rate to 10% among children, in line with UNHCR's global strategic objective.
4. Provide animal source supplement to women with severe anemia through the current targeted feeding programme.
5. The project also aims to tackle associated public health root causes of malnutrition such as malaria and water-borne diseases. This would be undertaken by assessing the current camp provision and then strengthening the weak areas in water supply, sanitation, hygiene promotion and water quality monitoring.

Outcome Expected:

The complementary food programme will curb high malnutrition rates and diseases due to low iron levels in the general food ration.

An improvement in the general nutritional standards will improve the over all health and viability of the refugee population, including a reduction in global and acute malnutrition rates, in neonatal deaths, and in low birth weight rates.

An improvement in overall nutritional levels will improve general health, which in turn will allow adult refugees to pursue income generation activities and children pursue their education in a more concerted and concentrated manner.

For those refugees repatriating, improved general nutritional health will contribute to their overall wellbeing, and thereby, facilitate in their ability to focus on reintegration aspects of life rather than sustainability of life.

Budget

Commodity	Quantity in Kgs Per Person/month	Total required quantity per year	Cost per year for 227,600 population in Ksh.	Cost per year for 227,600 population in US \$
Tomato paste	1.20	3,277.440	104,878,080	1,777,113
Spinach/ Lentils	1.20	3,277.440	104,878,080	1,777,113
Dried Fish	0.200	400 MT		800,000
Transport				400,000
Feeding centers	¼ Kg lanimal source/p/day	40X922person		36,880
Strengthening water,sanitation & hygiene				10,000
Expand infant feeding practices projects to Dadaab				25,000
Total				4,470,683

- The cost is estimated based on a local market survey in Nairobi.
- Given the generally equal number of refugees in each camp, the cost should be shared at 50% each for the SPC & CPA

Agency	UNHCR
Project Title	Water for livestock use in Dadaab camps
Sector	Water and Sanitation
Objectives	Improved water management through minimised diversion of water meant for human use to livestock
Beneficiaries	Direct: The improved water management will secure the availability of clean and safe water in the camps; the project will therefore benefit the camp population at large. Indirect: The inhabitants of the neighbouring local communities will equally benefit from a secured provision of water.
Implementing Partner(s)	CARE
Project Duration	12 months
Project Cost	USD 84,900.00

Summary of Gap Identified and SPC/CPA Recommendation identified:

Self-reliance is also a key to the sustainability of peace and reintegration in Somalia. A mapping exercise is currently being carried out by ILO, UNDP and UNHCR of the potential for economical activity in areas of return. Returnees themselves ought to be the beneficiaries of work related to recovery and rehabilitation.

Summary of Needs:

The continued use of water meant for human consumption to water livestock has serious negative effects. It has led to both refugees and local population being deprived of some of their daily water entitlements, has compromised hygiene and sanitation around the boreholes and at the household level, and has overstretched capacities of water supply plants and equipment. It has at times also created conflict between refugees and the local community who see their own water supply used by some refugees for watering of their livestock. In order to secure safe supply of drinking water as well as a sufficient provision for watering livestock owned by refugees, the project will:

- Designate livestock water points to address the current problem of shared human/livestock water points leading to compromised hygiene and sanitation
- Reduce/eliminate the diversion of treated water meant for human consumption to livestock consumption thereby saving on the cost of water treatment
- Consolidate and improve the livestock production for the refugee community
- Contribute to reducing the conflict between refugees and local communities emanating from competition for limited water for livestock.

The project will introduce a service fee for watering livestock. It is anticipated that this will lead to a more economic use of water and limit wastage. Considering the long period that refugees have used water for free within their residential areas, considerable resistance to this new approach is anticipated and may threaten its economic viability. However, it is also anticipated that the skills acquired with respect to both technical and business knowledge will assist those who wish to pursue a similar business ventures upon return, as these are transferable skills.

Activities Proposed:

- Set aside one borehole per camp for watering livestock, to be managed by the refugee community on a commercial basis
- Construct watering point at selected borehole sides
- Select refugee community members (50% women) for management of livestock-borehole
- Train the selected refugee community members in maintaining and in managing borehole
- Develop monitoring system for monitoring user rate of livestock borehole and recording income generated
- Coach and monitor self-managed livestock-boreholes

Outcome Expected:

In the last month of the project period, at least 80% of refugees' livestock (34.000 out of estimated 43.000) are being watered at livestock boreholes

After 12 months, livestock boreholes have generated income of at least 3.000.000 KSh (charge per animal per watering in KSh: goat/sheep 0.5; cow/donkey 1; camel 5)

Suggested Costs:**One-time installation cost**

Rehabilitation of existing generators/pumps	US\$	8,000.00
Pipe work and their installation	US\$	14,000.00
Installation of watering points	US\$	2,400.00
Training, coaching, monitoring and evaluation	US\$	1,500.00
Implementing Agency overhead cost	US\$	3,000.00
Miscellaneous	US\$	1,000.00
-		

Sub Total: US\$ 29,900.00

Yearly operational costs¹:

- Staff salaries (6 borehole managers/12 month each)	US\$	4,000.00
- Fuel	US\$	37,000.00
- Equipment replacement/spare parts	US\$	12,000.00
- Equipment maintenance	US\$	2,000.00

Sub Total US\$ 55,000.00

Overall Total: US\$ 84,900.00

The sale of water for livestock is expected to cover the yearly operational costs as of the second year of operations. The (limited) income generated during the first year of project implementation will be banked to be available as a security in case income remains below expected levels and/or unexpected high replacement and maintenance costs.

¹ To be covered during first year of operations; as of the second year to be covered from expected annual income of US\$ 55.000.

Agency	UNHCR
Project Title	Increasing access to tertiary Technical and Vocational Education
Sector	Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Offering qualified secondary school graduates access to higher education in line with labour market demands
Beneficiaries	Qualified Graduates from the Secondary Schools in the Dadaab camps and Kakuma (at least 20% females); equally qualified youth from the local community
Implementing Partner(s)	CARE (Dadaab) & Don Bosco (Kakuma)
Project Duration	24 months
Project Cost	USD 236,800.00

Summary of Gap Identified and SPC/CPA Recommendation proposed:

A significant percentage of primary school children do not attend primary school (44% in Dadaab and 18% in Kakuma). Most primary school teachers have received no formal training. The drop out rate for girl students rises substantially in the upper grades. Access to secondary school is severely limited due to the extreme shortage of secondary schools and tertiary education is too expensive for those who graduate from secondary school.

It is recommended that UNHCR, NGOs, and donors, should find ways of increasing funding for scholarships to support refugee students through university and vocational training institutes.

The Government, UNHCR and relevant partners need to design certified vocational training programmes to help refugees acquire marketable skills that will be essential for their eventual reintegration. As far as possible, such vocational training projects should also be expanded to allow local communities to access them. Stakeholders should consider, for example, vocational and capacity building projects that teach or enhance managerial and small scale entrepreneur skills.

UNHCR and relevant partners should establish and strengthen existing linkages with local vocational training centres in refugee hosting areas. At the same time, these links should expand to institutions, organisations and businesses where graduates of refugee vocational training programmes can obtain work experience and/or employment.

CPA: UN Agencies, NGOs, and other partners should assist Somali women to transform their current involvement in grassroots peace and reconciliation activities into participation in government institutions. It is recommended that UNHCR, NGOs, and donors, should find ways of increasing funding for scholarships to support refugee students through university and vocational training institutes, ones at both local and national levels.

Summary of Needs:

In Dadaab, currently, around 340 youth leave annually the three secondary schools in the Dadaab camps (89% male; 11% female)². Of them, 240 have the sufficient grade level (C+ and better) to attend University or the grades required to get access to mid-level colleges (D+ to C). Due to funding shortages, however, last year only 15 could attend University, and 30 were able to go to a mid-level College. The shortage of funds is so striking, that currently even youth who had received a letter of acceptance from an institution of higher learning (having a grade of B- or better) were not in the position to accept the offer. The overall

² CARE Education Statistics 2004.

number of refugee students currently attending University is 59 (4 of them female), the one attending mid-level Colleges is at 68 (14 of them female).

In Kakuma, the statistics among the roughly 19,000 Somalis living in the camp are not encouraging either. The drop in enrolment from standard 7 to Form 1 among girls is drastic. Culturally, girls find it difficult to go to school and this is so especially at the secondary education level where girls find it very difficult to attend. They are expected to do a lot of domestic chores.

Vocational training for both boys and girls will empower the community to improve its capacity and also opportunities for self employment. This will increase the self reliance of the members of the community and also help them to reintegrate and rebuild their country on return.

The average cost for two years of study at a Kenyan institution of higher learning is roughly 2,000.00 US\$ (including lodging and board) per person. Mid-Level colleges (such as North-Eastern Polytechnic at Garissa) charge around 1,000.00 US\$ for two years while higher ranking institutions charge more.

This project will permit 95 secondary graduates from the three camps and five from Dadaab to attend for two years an institution of higher learning. While individual selection of subjects and of Colleges/Universities has to be undertaken on a case-by-case basis, clear priority should be given to fields that have an obvious and proven demand in Somalia. These include Mid-Level Public Administration, Mid-Level Management/Business Administration, Office Management, Teachers, Special Education Teachers, IT/computer sciences, Electronics, Welding, and Plumbing. These areas should receive priority. CARE has established a list with Kenyan institutions providing respective programmes. CARE has a lot of experience to match qualified Secondary School Graduates with appropriate Universities or mid-level colleges and has the capacity to extend its work in this regard. It will therefore be the implementing partner of choice.

The technical and vocational courses students will take will be pre-selected in light of skills that are likely to lead to work opportunities in Somalia. The risk is that, in case of non-repatriation, the investment in the training/studies of these young refugees may have been wasted. While this risk cannot be completely excluded, refugee students will be counselled on where in Somalia their specific skill is in particular demand and further, the skilled learnt will not be completely alien to the camp environment. It is expected that this will create a certain pull-factor for repatriation, as market niches will have been identified for the students to access after the completion of their training.

Core Activities Proposed:

- Announce new programme in all camps and in Dadaab & Kakuma town
- Counsel all applicants on possible choices in line with fields of training/studies specified above
- Select appropriately qualified students (at least 20% female; 5 students each from Dadaab and Kakuma town)
- Match selected students with field and University/College
- Facilitate transfer of students to selected University/College and provide support with all administrative formalities
- Monitor regularly students' performance
- Suggest best 10% of students for third year of study
- Counsel graduated students on labour market potentials in their home countries

Outcome Expected/Indicators:

- At least 95% of students finish study programme
- At least 40% of students are repatriated 12 months after finishing their studies

Suggested Costs: US\$ 236.800.00

Study fees, board, lodging for 24 months (US\$ 2.000/student) for 100 students	US\$ 200,000.00
Student books and study materials (US\$ 50 per person/year)	US\$ 10,000.00

Monitoring visits to Universities/Colleges (2 per year to 5 different institutions in 3 different locations)	US\$ 1,800.00
Implementing Agency Support Cost and Monitoring	US\$ 25,000.00

Agency	UNHCR
Project Title	Support to skills development and income-generating activities in Dadaab camps
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	A skills development and income generation strategy for refugees in Dadaab camps is developed, implemented and monitored.
Beneficiaries	Direct beneficiaries: Refugees taking part in different skills development, income-generating and micro-finance programmes to be implemented in the three Dadaab-camps; female refugees and persons with disabilities will receive particular attention; Indirect beneficiaries: members of the local community who will be associated with a number of activities
Implementing Partner(s)	UNV, CARE, GTZ and others to be specified
Project Duration	24 months
Project Cost	USD 126,000.00

Summary of Gap Identified and SPC/CPA Recommendations proposed:

All stakeholders in the reconstruction process should ensure that reconstruction plans are viewed as a conduit and opportunity for economic development. Reconstruction should be designed to build the skills of the workforce and create employment opportunities. Reconstruction should be planned in a labour intensive way in order should stimulate employment and economic growth.

All stakeholders in the repatriation process should take into account the lessons learnt from the Somaliland and Puntland repatriations, particularly in terms of returnee monitoring data. Current knowledge, data, and statistics from Dadaab camps should be utilised in the planning process.

Skilled workers in camps, such as teachers and health workers should be given opportunities and incentives to return to contribute their skills and fill workforce gaps in Somalia, particularly in key public service sectors. Other pull factors such as small grants and loans for small businesses and other enterprises should be considered.

Summary of Needs:

In order to have a successful repatriation and reintegration scheme, it is essential that the returning refugees have sufficient knowledge, training, and skills. There are a number of on-going skills development, income-generating, and micro-finance programmes in the three Dadaab-camps, mainly implemented by CARE. On the operational level, UNHCR does not have a clearly recognisable strategy towards these development issues, which in turn means that there is a degree of fragmentation of relevant activities which are neither driven by market demands and nor are they guided by transparent quality benchmarks. In order to create a harmonious strategy a focal point on skills development, income-generating, and micro-finance programmes should be employed. That person should be able to:

- provide programme guidance to all concerned implementation partners and their relevant activities;
- coordinate among and between these activities;
- guide concerned staff and develop jointly with implementation partners quality standards; and
- help in their monitoring.

A UNV specialist in Vocational Training and Employment Promotion will be recruited to work at UNHCR Sub-Office Dadaab (SOD), and will be the required focal point for all activities related to skills development, income generation and micro-finance in the Dadaab camps.

Core Activities Proposed:

- Assist the Head of SOD in all programming and implementation issues related to skills development, income-generating and micro-finance programmes
- Screen new proposals for their market-orientation and viability
- Provide overall technical assistance to implementing partners in regards to their activities on skills development, income-generating and micro-finance
- Support the coordination among these implementation partners and between the partners and UNHC; in this regard, hold monthly coordination meetings
- Develop a monitoring tool and schedule, discuss it with relevant implementing partners, assure regular application of the monitoring tool, document monitoring results and transmit them to the Head of SOD as well as to implementing partners
- Elaborate on a skills development and income generation strategy for refugees in Dadaab

Assure the quality of relevant programmes by:

- Establishing quality benchmarks jointly with implementing partners
- Organizing and implementing capacity building for UNHCR staff and staff of implementing partners on selected issues related to skills development, income-generating and micro-finance programmes
- Coaching staff if so requested
- Prepare the relevant reports to UNHCR BO Nairobi as requested by donors
- Advise the BO Nairobi in all programming and funding matters concerning skills development, income-generating and micro-finance programmes

Outcome Expected/Indicators:

A skills development and income generation strategy for refugees in Dadaab camps agreed on by Head SOD, implementation partners and UNHCR BO Nairobi

The strategy includes measurable targets for increasing the participation of women and of persons with disabilities in skills development, income-generating and micro-finance programmes

At least four staff capacity building activities held per year and evaluated positively by at least 80% of participants

The project will strengthen the refugees' ability to realistically achieve goals and skills that will facilitate their reintegration. Having a strategic plan in place to assist refugees in finding the right mix of skills and business knowledge that will contribute to a sustainable reintegration process must start within the camps, and prior to the refugees returning. Consequently, the project is premised on the recognition that a solid skills and knowledge foundation is a pre-requisite to any viable process for returnees.

Suggested Costs: \$126,000.00US

One UNV Specialist in Vocational Training and Employment Promotion

\$58,000.000US per annum (24 w/m)

US\$116,000

Lump sum of 5.000 US\$ yearly for capacity building/in-service training

US\$ 10.000

Agency	UNHCR
Project Title	<i>Improved capacity of health services in Kakuma</i>
Sector	Community services and education
Overall Objective	To introduce a formal and well structured teacher training component for health professionals Kakuma leading to certified qualifications (Grade I, II, III) for teachers
Project Purpose	Teachers receive formally recognized training in relevant professions
Beneficiaries	Direct: School leavers (Secondary and Primary) interested in teaching professions; Current incentive teachers Indirect: Opportunities for suitably qualified from local community
Implementing Partner(s)	LWF with UNHCR Community Services
Project Duration	14 months
Project Cost	\$594,000.00

Summary of Need/Gap Identified:

In Kakuma no formal training exists in the teaching professions (and likewise in the Health professions, nurse, mid-wife, community health worker, HIV/Aids Counselor, Pharmaceutical Assistant³). The majority of the refugee incentive worker teachers did not receive a formal training, but trained on the job. There has been progress through placement of small numbers of teachers in Kenyan training institutes.

This project aims to introduce a formal and well structured teacher training component Kakuma leading to certified qualifications (Grade I, II, III) for teachers. At the same time, the provision of a formally recognized training also increases the chances of these refugee incentive workers to find work or compete for employment once repatriated, as appropriately trained refugees have a high likelihood of income and employment after their eventual repatriation.

Training will be in line with the relevant Kenyan Curricula and the requirements of the Kenyan Ministry of Education. Training will be provided on two levels: First, young people from the camps and local community (Primary or Secondary School graduates of Sudanese and minority groups) will benefit from this sort of training (initial training). Secondly, the training will also benefit the refugees and local population currently working in the schools. This will enhance their future chances for employment and, in the case of repatriating Somali and Sudanese refugees, will make an important contribution to the rehabilitation of severely depleted health services in their country of origin.

The training will be undertaken by professionals from the Kenyan training institutes who will be supported by UNHCR Community service Department in the camp. In the first year of this project, covered by the present project document, significant budget inputs will be required for the creation of an adequate training infrastructure within the existing facilities in the camp (recognition of stage Pre-repatriation). In the following years, these costs will be reduced to funding the training proper only. The training cycle will be of modular training programmes.

³ This Project can be adapted for the Health Professions

Core Activities Proposed:

- Prepare full-fledged project document
- Establish a working relation with the Kenya Ministry of Education in regard to examination criteria for selected occupational profiles
- Develop/adapt existing curricula for initial training in the in line with the projected development of the education sector in South Sudan.
- Conduct a training needs analysis to define content of skills upgrading / refresher training to be provided to current teachers
- Prepare training programmes/syllabi/curricula according to identified needs and capacity
- Select trainers
- Undertake training for a total of 250 refugees and 50 from the local community (at least 35% of them being female) for initial training
- Undertake training of trainers among project staff of IP/OP
- Undertake upgrading of existing teachers
- Undertake their certification along the criteria established by the Ministry of Education

Outcome Expected:

- At least 90% of participants in the initial training graduate
- At least 85% of the teaching participating in skills upgrading / refresher training will be formally certified at the end of the project.
- A programme/syllabus for initial training in selected teaching professions Kakuma camp and in line with the requirements of the Ministry of Education is ready for implementation.

Suggested Implementing Costs: 594,000 US\$

- 7,000 US\$ for preparation of fully-fledged project document
- 60,000 US\$ Training Coordinator (12 wm)
- 20,000 US\$ Administrative support (36wm)
- 7,000 US\$ other staff cost (watchmen, cleaners etc)
- 120,000 US\$ Trainers (144 wm)
- 45,000 US\$ Technical Consultants (9wm)
- 180,000 US\$ Construction Costs (training facilities, classrooms, staff accommodation)
- 50,000 US\$ Minibus and running costs
- 10,000 US\$ Generator and running costs
- 10,000 US\$ In service training
- 10,000 US\$ miscellaneous
- 75,000 US\$ agency overheads, including M&E

Agency	UNHCR Kakuma
Project Title	<i>IGA Skills training providers training</i>
Sector	Community Services / Protection
Objectives	The <i>Specific objectives of the programme are:</i> a) To train IGA/Community mobilisers in identifying income-generation opportunities relevant to but not restricted to camp-life and solving their current socio-economic problems. b) To conduct 4 TOTs on promotion of self-help initiatives with a demonstrable orientation towards IGA/SYIB for prospective repatriation or departure of refugees for the local community beneficiaries. c) To promote awareness to business linkages that support communities to gain access to markets.
Beneficiaries	Direct: Training: 10 Local community 50 In camp trained refugees engaged by partners in livelihoods activities 20 UNHCR and Partner staff
Implementing Partners	Monitored directly by UNHCR Kakuma Community Services
Project Duration	24 months
Project Cost	\$111,500.00

Summary of Needs and Gaps identified

There has been skills' training in the camp since 1992. The levels of training have greatly improved on the Kenya national scales to Grade 2 that is being offered by the local partner Don Bosco for some of its courses.

There is however a need to train the skills training providers on SYIB or self-employment skills delivery. This would encourage passing on knowledge to trainees beyond just the skill of masonry for instance to include market analysis and networking etc. The partner accepts that there is not a large number of completing trainees that take up income generating activities in the learned skills or trades. During field visits the trainees at Don Bosco responded that they had not thought of any business idea or a way to engage them after training.

Activities Proposed

Both Nationals and Refugees benefit from some integrated services in health, environment, education and production funded by UNHCR. The national population also benefits from facilities and services established or set up by Implementing Partners of UNHCR e.g. roads,

schools, clinics, dispensaries emergency transport and water points. The local communities benefit from agricultural inputs, seeds/planting materials; firewood harvesting and other trade through their social networks with refugees (*spill over effect*).

To go beyond the spill-over effect the project will purposefully recruit trainees from the local community to participate in the trainings. Other trainees range from women already engaged in IGA to the unengaged youths.

Expected Outcome

UNHCR staff, Partner staff, local community and refugee beneficiaries will acquire skills and successfully pass on knowledge on livelihoods and IGA to future trainees. Emphasis is placed on business linkages and reality in areas of return that there are NO donors waiting with bags of money for micro-finance or micro-credit.

Suggested Implementing Costs: US\$ 111.500

– One national vocational guidance specialist (24 wm)	US\$ 24.000
– 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)	US\$ 17.500
– development and production of information tools and media	US\$ 3.000
– Tools and logistical Inputs	US\$ 30,000
– Training of trainers and in-service-training	US\$ 5.000
– Office equipment (4 laptops, desk, chair etc.)	US\$ 9.000
– office running and communication costs	US\$ 10.000
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 11.000

Agency	UNHCR
Project Title	<i>Support to skills development and income-generating activities in camp</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	A skills development and income generation strategy for refugees in the camp is developed, implemented and monitored.
Beneficiaries	Direct beneficiaries: Refugees taking part in different skills development, income-generating and micro-finance programmes to be implemented in the camp; female refugees and persons with disabilities will receive particular attention; Indirect beneficiaries: members of the local community who will be associated with a number of activities
Implementing Partner(s)	UNV, DON BOSCO, LWF and others to be specified
Project Duration	12 months
Project Cost	\$55,000.00

Summary of Need/Gap Identified:

There are quite a number of on-going skills developments, income-generating and micro-finance programmes in Kakuma, mainly implemented by DON BOSCO. However, on the operational level, the UNHCR SOK could benefit from focused capacity building on skills development, income-generating and micro-finance programmes for staff to:

- provide programme guidance to all concerned implementation partners and their relevant activities,
- coordinate among and between these activities,
- guide staff and develop jointly with implementation partners quality standards and
- support OP/IPs in implementation and monitoring.

A UNV specialist in Vocational Training and Employment Promotion will be required as focal point for activities related to skills development, income generation and micro-finance in Kakuma camp.

Core Activities Proposed:

- ⇒ Assist the Community Services Department in Kakuma, in all programming and implementation issues related to skills development, income-generating and micro-finance programmes
- ⇒ Screen new proposals for their market-orientation and viability
- ⇒ Provide overall technical assistance to implementing partners in regard to their activities on skills development, income-generating and micro-finance
- ⇒ Support the coordination among these implementation partners and between the partners and UNHC; in this regard, hold monthly coordination meetings
- ⇒ Develop a monitoring tool and schedule, discuss it with relevant implementing partners, assure regular application of the monitoring tool, document monitoring results and transmit them to the Head of SOK as well as to implementing partners

- ⇒ Elaborate a skills development and income generation strategy for refugees in Dadaab
- ⇒ Assure the quality of relevant programmes by
 - Establishing quality benchmarks jointly with implementing partners
 - Organizing and implementing capacity building for UNHCR staff and staff of implementing partners on selected issues related to skills development, income-generating and micro-finance programmes
 - Coaching staff if so requested
- ⇒ Prepare the relevant proposals for submission to donors and advise SOK on programming and funding matters concerning skills development, income-generating and micro-finance programmes

Outcome Expected/Indicators:

- A skills development and income generation strategy for refugees in Dadaab camps agreed on by Head SOK, implementation partners and UNHCR BO Nairobi
- The strategy includes measurable targets for increasing the participation of women and of persons with disabilities in skills development, income-generating and micro-finance programmes
- At least four staff capacity building activities held per year and evaluated positively by at least 80% of participants

Suggested Implementing Costs: US\$ 55,000

- One UNV Specialist in Vocational Training and Employment Promotion
(12 wm) US\$ 40.000
- Lump sum of 10.000 US\$ for capacity building/in-service training US\$ 10.000
- UNHCR SOK will provide office, computer as well as transport in and to the Camps

Agency	UNHCR
Project Title	<i>Youth Social Entertainment and educational centre</i>
Sector	Community Services/Livelihood Promotion
Objectives	Empower youths in the camp in youth leadership and IGA
Beneficiaries	Direct: At least 12 refugee youth leaders that attended the Youth Leadership training Indirect: Training of youths from the refugee communities and from the local community
Implementing Partner(s)	UNHCR Community Services Trainer to be identified in Nairobi
Project Duration	4 months
Project Cost	\$18,000.00

Summary of Need/Gap Identified:

This training environment has not been utilized so far, though. The project will introduce, upgrade and formalize to some extent the identified skills to youths capacitating them in this way for training, on a regular base, youth from the camp and local community. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences; to set-up business ideas and identify opportunities upon return.

Sudanese refugee women in the camp do not in general indulge in traditional henna manicure and hairstyling which used to form an important part of their life cycle in Sudan, according to their own testimony. This is because there is a shortage of cash and associated lack of opportunities to earn income and thus the reluctance in spending a considerable part of their family budget on beauty processes. The training could however be beneficial in transferring skills to a number of youths and women that they could use upon repatriation.

The trained youths and women are likely to make a significant contribution to the family budget and will achieve an enhanced status in the family as well as in the community at large. Their skills are also likely to be demanded after repatriation. The skills training will have to be followed up by an entrepreneurship training (Start Your own Business – ILO) to be funded from other sources.

This project will supplement the activities of a LWF and IRC empowerment and group formation projects. As it is targeting mainly youths and women from the camp and local community, it will encourage micro-business in the camp proper.

Activities Proposed:

- Selection of trainer
- Preparation of skills upgrading
- Selection of trainees and training sites
- Provision of training tools and materials
- Training of a total of 30 women and 40 youths
- Identification of training programme/training of trainers programme together with Youths and women beneficiaries
- Implementation of skills upgrading programme/training of trainers programme

- Development of a syllabus for a three months training of trainees from the refugee communities and youth from the local community and printing of the syllabus

Outcome Expected:

- At least 10 women to be selected from school drop outs and from primary school leavers have the technical skill to offer traditional henna manicure and hairstyling.
- At least 50% of the beneficiaries successfully engage in IGA
- Micro-Finance services offered to trainees.
- It is likely that the skills acquired will have limited demand in the camp environment. Priority should be given therefore for refugees who show a strong interest in repatriation. The actual training cycle will be covered by a separate proposal.

Suggested Implementing Costs: US\$ 18,000

- 5.500 US\$ 4 w/m trainer, including travel and accommodation
- 1.500 US\$ preparatory mission by trainer
- 5.000 US\$ Construction and expansion of existing structures
- 1.200 US\$ learning tools and training materials
- 900 US\$ Development of a various syllabi for a three months training of trainees
- 500 US\$ miscellaneous
- 2.700 US\$ Tools and equipment
- 500 US\$ Monitoring and Evaluation
- 900 US\$ Implementing agency overheads including project management

Agency	UNHCR
Project Title	<i>Capacity Building in Micro-Finance</i>
Sector	Livelihoods/IGA
Overall Objective	Employability of refugee population improved
Project Purpose	Micro-Finance services in the camps respond the need of camp population and are in lien with international standards
Beneficiaries	Direct: DON BOSCO Micro-Finance staff Indirect: Micro-Entrepreneurs and Start-Ups in the by refugees
Implementing Partner(s)	UNHCR Community Services, ILO ⁴ , in cooperation with DON BOSCO
Project Duration	6 months
Project Cost	\$27,000.00

Summary of Need/Gap Identified:

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. It comprises the following core elements: Saving by the services' client, assessment of the business potential of his/her a business idea, the provision of a loan, loan-related business advice and support including follow-up on the business performance and the repayment schedule. Micro-Finance is considered as a (self-financing) service for pay, not as a social favour granted to disadvantaged groups.

DON BOSCO has been offering a traditional revolving loan-fund credit system in the camps. It currently manages a total of 389 loans, 349 of them being active. DON BOSCO has found that the repayment rate of the loans is too low to have the programme sustainable.

While DON BOSCO has a qualified Micro-Finance Coordinator, there is no functional loan and activity monitoring system and staff. There were only 4 Micro-Finance Assistant who follow-up on field work in the camps to those that took the loans. These Assistants are Secondary School Graduates who have been introduced to basic concepts of micro finance, but have so far had no formal training of any sort. Their most urgent capacity building needs in regard to micro-finance services refer to assessment, loan-monitoring, marketing, bookkeeping and customer care. The proposed activities will capacitate Credit Assistants to better meet the needs of their clients and will contribute to bringing the DON BOSCO Micro-Finance Programme up to international standards.

Core Activities Proposed:

- Develop terms of reference and recruit two qualified micro-finance/entrepreneurship professionals from Kenya or neighbouring country
- Review DON BOSCO Micro Finance Programme and analyse training needs of Micro-Finance Workers and other relevant staff
- Prepare training programme for Micro-Finance Workers (2 weeks) and implement it in the camp environment
- Supervise Micro-Finance Workers on the job (2 weeks)

⁴ Follow up with Mr. Stephen Muthua, ILO ASIST Nairobi, stephenm@unops.org

Outcome Expected/Indicators:

- Three months after end of training, active loan groups report on an improvement of service quality provided by Micro-Finance Workers
- Micro-Finance Assistants' work performance reports of Micro-Finance Workers have improved 6 to 12 months after end of training.
- 9 months after end of training repayment rate has improved to 90% and is maintained for at least six consecutive months.

Suggested Implementing Costs: US\$ 27.000

- | | | |
|---|-------------|------------|
| – Two micro-finance/entrepreneurship professionals (1.5 wm each, including programme preparation, travel and accommodation) | US\$ 18.000 | |
| – SIYB/Micro-Finance Learning Materials | | US\$ 2.500 |
| – Two weeks training cost for 9 to 12 people | | US\$ 1.000 |
| – miscellaneous | | US\$ 2.000 |
| – Implementing agency project support costs and monitoring | | US\$ 3.500 |

Agency	UNHCR
Project Title	<i>Vocational Guidance and Vocational Counseling for youths from minority groups</i>
Sector	Education/Community Services/livelihoods
Overall Objective	Employability of refugee population improved
Project Purpose	Provision of vocational guidance and counseling services provide refugee youth with a realistic picture of post-school learning and training options
Beneficiaries	Primary Students (standard 7 and 8) Secondary Students (form 3 and 4) Idle school leavers Targeting mainly Sudanese minority groups not represented in the current Refugee camp management structure
Implementing Partner(s)	JRS, LWF, IRC
Project Duration	18 months
Project Cost	\$91,500.00

Summary of Need/Gap Identified:

As in Dadaab, the majority of young people in the camp-based schools in Kakuma are aim for academic achievement with eventual acceptance into university. As positive as the strong emphasis on and motivation for education is, it sends out a message conveying the image of a University career being the non-plus-ultra, and this without any clear professional profile associated. Non-academic options do not seem to play a role in the perspectives of secondary school students and many senior primary school students. There is a clear bias towards white-collar work. The lack of exposure to the “real world”, including “real” labour markets, robs young people of the opportunity to get to know many skills and trades that may be in demand on labour markets and thereby offering a promising future.

Many girls continue to be ill-advised by parents and communities on options for acquiring skills, being advised only towards traditional skills (tailoring, weaving, catering, knitting etc.) that may have limited income and employment potential or may be excluded from skills development in general. For the girls, vocational guidance is also a means to motivate them for staying in the educational system and a learning environment, preventing early marriages and pregnancies. It is in this special context, that vocational guidance services have been mentioned in the draft CPA⁵.

In the camp situation, even at the best of all situations, there will always be a marginal grouping of a minority tribe, (we note here that both Sudanese and Somali cultures are highly clan or tribe based). In an extreme case, during a visit in Kakuma, the mission interviewed an idle well spoken Sudanese who ended up describing himself as belonging to a minority tribe called the Anuak, originally from Pochalla, near the Ethiopian border. The Anuak are approximately 250 in total. They have no representative in the refugee welfare system. They have no access to the

⁵ See CPA Chapter 11, Point 11.1.3 which suggests that “Career guidance counseling should be offered by trained Career Guidance Counselors to refugee females so as to guide them in making decisions on the type of vocational skills training they can benefit from now and in the future.”

Community Services Department as they are not allowed into the compound. They had actually had no access directly with the SO since registration. The Anuaks are predominantly young male between 15 and 35. There are approximately 50 women in the Anuak community. They live on the outskirts of the Camp thus; have to travel a long distance to reach the SO. When asked of coping mechanisms, the young man laughed out and exclaimed “we cope with each other”. The Anuak community has for instance not a single member of the community working as an “incentive worker”. A situation like this would not be captured ordinarily in a routine field visit. Here, vocational counseling could offer some orientation how to cope within the camp situation and to ensure that a number of youths and women from the Minority groups like the Anuaks benefit from the training offered in the camps.

Vocational counseling can also play an important role in linking refugee graduates, both from camp-based skills development as well as from trainings outside the camps, with income and employment opportunities gradually opening up in Sudan. Such a support may in fact help to increase the likelihood of voluntary repatriation as more and more may prefer an economic opportunity in parts of the country with a minimum level of security to an idle existence in camps which are stable but largely destitute. Such support would include linking qualified post-trainees with demands for qualified staff coming from Sudan—based NGOs and UN-agencies as well as to the ILO/UNHCR programmes in Sudan.

The project will recruit a qualified Kenyan vocational guidance specialist to work with LWF/IRC/JRS and UNHCR Community services to facilitate the integration of vocational guidance services in the school system, with a focus on Minority groups. Particular efforts will be undertaken to hire from minority groups for the position of Vocational Guidance Assistants as this is likely to enhance the impact of guidance services on marginalised groups.

In cooperation with community services, career counseling will be offered to idle youth who do not find any structured activity after school. Taking into account the limited opportunities for training or work in the camps, this counseling will try to convey appropriate coping strategies to youth who find themselves in an apparent “dead end”. These coping strategies will include referral to community-self help groups, sports associations, youth associations etc.

Core Activities Proposed:

- Develop terms of reference and recruit qualified vocational counseling professional from Kenya
- Develop terms of reference and required profile for vocational guidance assistants
- Recruit vocational guidance assistants
- Train vocational guidance assistants
- Develop appropriate information tools and media for primary and for secondary level
- Provide refresher training for Secondary School Teachers who already offer vocational guidance to Form 4 students.
- Establish and implement vocational guidance services
- Establish a system monitoring vocational guidance services rendered
- Develop a strategy for the provision of vocational counseling to idle youth (school drop-outs as well as school leavers)
- Develop a strategy for providing linkage services for graduates of different training programmes to income and employment opportunities in areas of return
- Implement and monitor strategy

The Vocational Guidance Specialist will train senior refugees with significant work experience in their country of origin as vocational guidance assistants. Under the direct monitoring and supervision of the Vocational Guidance Specialist, the Vocational Guidance Assistants will work in the camp-based primary (class 7 and 8) and secondary (class 11 and 12) schools, offering orientation to female and male youth in the process of making choices on their future.

Outcome Expected/Indicators:

- Each class 7&8 (Primary School) and class 11&12 receives at least two vocational counseling group sessions per school-year
- In each camp, at least two vocational counseling group sessions per school-year have been undertaken with each Parents-Teacher Association (PTA)
- Each vocational guidance assistant has rendered at least 100 individual vocational guidance sessions per school year
- Each vocational guidance assistant has rendered at least 75 individual vocational counseling sessions per year.
- Income/employment opportunities are identified inside Sudan for at least 50 qualified refugees after 12 months and additional 75 qualified refugees after 24 months of project implementation
- Minority groups are represented in the Refugee management structures equitably

Suggested Implementing Costs: US\$ 91.500

- One vocational guidance specialist (12 wm) US\$ 24.000
- 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)US\$17.500
- Lump sum for capacity building/in-service training US\$ 10.000
- development and production of information tools and media US\$ 3.000
- Training of trainers and in-service-training US\$ 5.000
- Office equipment (4 laptops, desk, chair etc.) US\$ 9.000
- Office and communication costs (Youth centres, 2.500\$/year) US\$ 10.000
- miscellaneous US\$ 2.000
- Implementing agency project support costs and monitoring US\$ 11.000

Agency	UNHCR
Project Title	<i>Training for documentalists and librarians</i>
Sector	Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Offering qualified secondary school graduates access to higher education in line with labour market demands
Beneficiaries	4 Qualified Graduates from the Secondary Schools in the Dadaab camps (at least 2 females); 1 equally qualified youth from the local community
Implementing Partner(s)	UNHCR Community Services
Project Duration	18 months
Project Cost	\$71,000.00

Summary of Need/Gap Identified:

The management of knowledge in the form of on-line and printed documents is of increasing importance in managing public and private sector endeavors alike. These skills will play an important part in the reconstruction of the Somali civic society, its administration and its private enterprises.

At the same time, the UNHCR Sub-Office in Dadaab (SOD) does so far not have an elaborated documentation system or a technical library where reference documents in regards to protection, repatriation and resettlement are analyzed, systematized and stored for retrieval. Through this project, trainees will learn, under professional guidance by a qualified documentalist, the respective necessary skills by establishing a documentation centre and technical library at the SOD. Two of the five trainees will eventually be hired to staff the documentation centre/library and to guide SOD-staff in using it. The availability of the documentation centre/library will make documents (file and in-print) easily available to SOD-staff and will thus contribute to making their work more efficient and effective.

Core Activities Proposed:

Preparatory Phase

- Announce new programme in all camps and in Dadaab town
- Select appropriately qualified students (at least 20% female; 5 students from Dadaab town)
- Select librarian cum trainer from Kenyan School of Library Science or any other qualified institution
- Build documentation centre⁶ on SOD office compound
- Prepare a one year training programme

Implementation phase

- Gradually establish documentation centre/library
- Train 5 secondary graduates during this process

⁶ In case no appropriate room can be made available at SOD

Outcome Expected/Indicators:

- At least four out of 5 trainees pass final test
- After completion of training, at least two trainees are hired to manage documentation centre/library at UNHCR compound
- After completion of training, at least one trainee is accepted for higher studies at a school of library/documentation studies
- Six months after the opening of the documentation centre, at least 80% of SOD professional staff rates the library/documentation centre as a relevant contribution to making their work more efficient and more effective.

Suggested Implementing Costs: US\$ 71,000

• Qualified documentalist/librarian cum trainer (18 wm)	27,000 US\$
• Construction of documentation centre	15,000 US\$
• 4 computers, documentation software, 4 printers	12,000 US\$
• Bookshelves and other furniture	2,000 US\$
• Training costs (including transport and meals) 12 months/ 5 trainees	3,000 US\$
• Office materials	1,000 US\$
• Miscellaneous	2,000 US\$
• Implementing Agency Support Cost and Monitoring	9,000 US\$

Agency	UNHCR
Project Title	<i>Vocational Training in the Health Sector</i>
Sector	Health
Overall Objective	Improved capacity of health services in the Dadaab camps
Project Purpose	Health Service workers receive formally recognized training in relevant professions
Beneficiaries	Direct: School leavers (Secondary and Primary) interested in paramedical professions; Health workers currently working in GTZ-administered health services in Dadaab camps Indirect: The Community at large, benefiting from better health services
Implementing Partner(s)	GTZ ⁷
Project Duration	14 months
Project Cost	\$594,000.00

Summary of Need/Gap Identified:

Somalia suffers from a shortage in the health professions, including paramedical ones. Therefore, appropriately trained refugees have a high likelihood of income and employment after their eventual repatriation. At Dadaab, no formal training exists in the paramedical professions (nurse, mid-wife, community health worker, HIV/Aids Counselor, Pharmaceutical Assistant). GTZ is currently employing a total of 312 workers in the health services in the three Dadaab camps, refugees as well as locals. The large majority of them has never received a formal training, but has been trained on the job only. This has led to some sort of stagnation in the development of health services. At the same time, the lack of a formally recognized training also reduces the chances of these refugees to find work or employment once repatriated.

This project aims to introduce a formal and well structured training component into the Dadaab health services leading to certified qualifications (Grade I, II, III) for mid-level health personnel (e.g. community health worker, nurse, midwife, HIV/AIDS counselor etc). Training will be in line with the relevant Kenyan Curricula and the requirements of the Kenyan Ministry of Health. Training will be provided on two levels: First, young people from the camps and Dadaab town (Primary or Secondary School graduates⁸) will benefit from this sort of training (initial training). Secondly, the training will also benefit the refugees and local population currently working in the health services. This will enhance their future chances for employment and, in the case of repatriating Somali and Sudanese refugees, will make an important contribution to the rehabilitation of severely depleted health services in their country of origin.

The training will be undertaken by external health professionals who will be supported by health professionals currently employed by the GTZ health services in the camps. In the first year of this project, covered by the present project document, significant budget inputs will be required for the creation of an adequate training infrastructure within the existing health services in Dadaab. In the following years, these costs will be reduced to funding the training proper only. A

⁷ A substantial financial contribution is possible under the BMZ-GTZ-UNHCR Partnership Programme. For follow-up contact heidi.gutsche@gtz.de

⁸ In line with the application rules and regulations of the Government of Kenya for the respective profession

full training cycle will be two or three years, with the training for HIV/Aids counselors being short modular training programmes.

Core Activities Proposed:

- Prepare full-fledged project document
- Select from current range of jobs the occupational profiles to be covered by project (e.g. community health worker, nurse, midwife, HIV/AIDS counselor etc.)
- Establish a working relation with the Kenya Ministry of Health in regard to examination criteria for selected occupational profiles
- Develop/adapt existing curricula for initial training in the health professions in Health Services in the Dadaab-camps.
- Undertake training needs analysis to define content of skills upgrading / refresher training to be provided to current health workers
- Prepare training programmes/syllabi/curricula according to need
- Select trainers
- Undertake training for a total of 80 refugees (at least 35% of them being female) for initial training in the selected health professions
- Undertake training of trainers among senior staff of GTZ health services
- Undertake upgrading of existing health workers
- Undertake their certification along the criteria established by the Ministry of Health

Outcome Expected:

- At least 90% of participants in the initial training are graduated
- At least 85% of the health workers participating in skills upgrading / refresher training will be formally certified at the end of the project.
- A programme/syllabus for initial training in selected health professions within the existing Health Services in the Dadaab-camps and in line with the requirements of the Min Health is ready for implementation.

Suggested Implementing Costs: 594,000 US\$

- 7,000 US\$ for preparation of fully-fledged project document
- 60,000 US\$ Training Coordinator (12 wm)
- 20,000 US\$ Administrative support (36wm)
- 7.000 US\$ other staff cost (watchmen, cleaners etc)
- 120,000 US\$ Trainers (144 wm)
- 45,000 US\$ Technical Consultants (9wm)
- 180,000 US\$ Construction Costs (training facilities, classrooms, staff accommodation)
- 50,000 US\$ Minibus and running costs
- 10,000 US\$ Generator and running costs
- 10,000 US\$ In service training
- 10,000 US\$ miscellaneous
- 75,000 US\$ agency overheads, including M&E

Agency	UNHCR
Project Title	<i>Building Veterinary Assistance capacities in the refugee communities</i>
Sector	Community Services
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to plan, run and manage veterinary assistance services
Beneficiaries	Direct: 6 refugees from each of the three Dadaab camps Indirect: Livestock raising population in the camps
Implementing Partner(s)	CARE
Project Duration	12 months
Project Cost	\$40,000.00

Summary of Need/Gap Identified:

Livestock are traditionally the main wealth in rural Somalia, in particular in the North and the North East of the country. This habit continues to be prevalent in particular among those Somali refugees who had a nomadic lifestyle before leaving their country. Estimates state that refugees in the three camps have around 30.000 goat/sheep, 9.000 cows, 3.500 donkeys (mainly for transport of goods) and 500 camels although legal restrictions by the Government of Kenya do not authorize them to hold livestock.

Veterinary skills, protecting and maintaining the livestock's health and therefore assuring their economic value has therefore a high demand both in the camp environment as well as in Somalia. CARE is currently running a training programme for veterinary assistance targeting the local community as part of a local area assistance programme (LAAP); refugees so far do not have any access to the respective activities. This project is meant to extend training of veterinary assistants to the refugee community thus enhancing their income and employment potential both in the camps as well as upon repatriation. The training will be given in the camp environment which provides a "real life" learning environment and offers trainees the opportunity to practice their new skills with the livestock of either refugees or the local community. Learning in the camp environment will also permit to interact and exchange with the LAAP-project mentioned above.

Core Activities Proposed:

- Review existing CARE Local Area Assistance Programme on Training of Veterinary Assistants
- Interact with Kenyan (enter name of school for veterinary assistants which collaborates with LAAP) in the preparation of training programme for refugees
- Identify and hire appropriately qualified trainers
- Prepare content of training jointly with selected trainers
- Prepare profile expected from successful applicants for training
- Announce new training programme in the camps, and select suitable candidates in line with profile developed (total of 18 trainees; 6 per camp, at least 1 per camp female)
- Procure appropriate teaching/learning material and equipment
- Implement 12 months training programme and monitor training success
- Add an entrepreneurship component to the training of veterinary assistants

- Apply competency tests in line with Kenyan certification standards

Outcome Expected/Indicators:

- At least 15 participants pass competency-based test at the end of training
- At least 12 successful graduates provide veterinary assistance services 6 months after the end of the training

Suggested Implementing Costs: US\$ 40.000

- | | |
|--|-------------|
| – Two trainers for veterinary assistants (12 wm each, including transport and accommodation) | US\$ 24.000 |
| – Procurement of learning tools and materials | US\$ 5.000 |
| – Travel costs for trainees from camps | US\$ 2.000 |
| – Lunch costs for trainees | US\$ 1.500 |
| – miscellaneous | US\$ 2.000 |
| – Implementing agency project support costs and monitoring | US\$ 5.500 |

Agency	UNHCR
Project Title	<i>Making a community newspaper⁹</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to edit and manage a community newspaper
Beneficiaries	Secondary School Graduates from the camps and the local community, at least 25% of them female
Implementing Partner(s)	Filmaid International ¹⁰
Project Duration	18 months
Project Cost	\$73,000.00

Summary of Need/Gap Identified:

Newspapers/newsletters are an important tool for the information, communication and education of any given community. So far, no newspaper exists within and for the Dadaab refugee community of 140.000 or for the local community around the camp. At the same time, the expertise and know-how of writing, editing and managing a newspaper will be in demand in the process of building some form of a civic society in Somalia.

Filmaid International, already an implementation partner in Kakuma, is well acquainted with the utilisation of different media in development. Filmaid International will be providing/organizing the necessary expertise and assure the quality of the training provided.

Core Activities Proposed:

- Consult with UNDP Somalia Distance Learning Programme for Journalists to synchronise training programme content¹¹
- Prepare content of training covering both journalistic/writing aspects and the management of a newspaper
- Prepare profile expected from successful applicants
- Identify appropriately qualified trainer
- Announce new training programmes to secondary school graduates in the camps and Dadaab community, apply practical test (writing stories) to applicants and select the suitable ones in line with profile developed (total of 12 trainees; 3 per camp, 3 from Dadaab, 25% female).
- Implement journalistic training programme for six months, focusing on skills such as reporting, writing, interviewing, editing etc.

⁹ This proposal needs further review and discussion with Filmaid International or potential other implementation partner.

¹⁰ For follow-up, contact Mr. Charles Otieno: cotieno@filmaidinternational.org

¹¹ Mr. Tom Munyasya, Project Manager, Distance Learning & ICTs Governance & Financial Services (tom.munyasya@undp.org).

- Implement management training for six months, focusing on desk-top publishing, printing, distribution, marketing, budgeting, acquisition of adds, development of a business plan etc. as well as teambuilding and team-management
- Develop a zero-draft of a community newspaper/newsletter¹² for free distribution in the three camps and in Dadaab village
- Coach the trainees for one year in the actual issuing and marketing of a newspaper/newsletter for the refugee community and Dadaab village
- Assess the potential for making the newspaper/newsletter into a business and identify the appropriate price in line with the limited purchasing power prevailing in the respective communities

Outcome Expected/Indicators:

- At least 9 trainees remain committed to work on a community newspaper after termination of the project.
- Female journalists contribute to at least 25% of the content of each issue of the newspaper
- At least 10.000 issues of the zero draft are distributed in the camps and in Dadaab community free of charge.
- At the end of the project, at least 3.000 issues of the newspaper/newsletter are sold for a price of 10 KSh in the camps and in Dadaab village¹³.

Suggested Implementing Costs: 73,000 US\$

– Trainer/Coach in Journalism and Newspaper Management 18 wm	36,000 US\$
– Office Rent/Electricity	2,000 US\$
– Desk Top Publishing	6,000 US\$
– Paper and Ink	2,500 US\$
– Transport fees ¹⁴ (200 Ksh per day per person; 9 persons, 400 days)	10,500 US\$
– Miscellaneous	3,000 US\$
– Monitoring and Evaluation	..4,000 US\$
– Implementing agency overheads including project management	9,000
US\$	

¹² The decision whether to do a newspaper (several issues a week) or a newsletter (once or twice per month) can be undertaken only after assessing the reception of the zero-draft by the communities and their readiness/ability to pay for future issues.

¹³ Due to the limited purchasing power in the Dadaab camps and in Dadaab village, it is not expected that 9 journalists will be able to fully live from the income generated by selling the newspaper. The money generated (minus the costs for electricity, printing, distribution etc.) will be a contribution to the family budget.

¹⁴ There will be one office at IFO as the centrally located camp (or – if feasible, in Dadaab village). Transport will be necessary to allow trainees from the other camps to learn/work at that office).

Agency	UNHCR
Project Title	<i>A Community Radio Station¹⁵</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Refugees are capacitated to plan, run and manage a community radio station
Beneficiaries	Secondary School Graduates from the camps and the local community, at least 25% of them female
Implementing Partner(s)	Filmaid International ¹⁶
Project Duration	18 months
Project Cost	\$92,000.00

Summary of Need/Gap Identified:

Radio can be an important tool for the information, communication and education of any given community as well as for the building of a community identity. It offers also the potential to contribute to the empowerment of certain groups such as women and people with disabilities who can use radio as a tool towards identity building. So far, no radio station exists within and for the Dadaab refugee community of 140.000 or for the local community around the camp. At the same time, the expertise and know-how of writing, editing and running a radio programme and of managing a radio station will be in demand in the process of building some form of a civic society in Somalia.

Filmaid International, already an implementation partner in Kakuma, is well acquainted with the utilisation of different media in development. Filmaid International will be providing/organizing the necessary expertise and assure the quality of the training provided.

Core Activities Proposed:

- Prepare content of training covering both journalistic/script writing aspects, technical aspects and the running and management of a radio station
- Prepare profile expected from successful applicants for training
- Identify appropriately qualified trainer
- Announce new training programmes to secondary school graduates in the camps and Dadaab community, apply practical test (e.g. writing scripts, undertaking interviews) to applicants and select the suitable ones in line with profile developed (total of 12 trainees; 3 per camp, 3 from Dadaab, 25% female).
- Implement journalistic training programme for six months, focusing on skills such as reporting, writing, interviewing, editing etc.
- Implement management training for six months, focusing on desk-top publishing, printing, distribution, marketing, budgeting, acquisition of ads, development of a business plan etc. as well as teambuilding and team-management
- Coach the trainees for one year in the actual planning, producing, airing and management of a community radio programme for the refugee community and Dadaab village

¹⁵ This proposal needs further review and discussion with Filmaid International or potential other implementation partner, in particular in regard to the budget.

¹⁶ For follow up contact Mr. Charles Otieno: cotieno@filmaidinternational.org

- Assess the potential for recovering a significant part of the costs for running the community radio through selling airtime (public announcements, vacancy announcements, commercial announcements, family announcements such as funeral, marriage etc.)

Outcome Expected/Indicators:

- At least 9 trainees remain committed to work on a community radio station after termination of the project.
- Female journalists
- By the end of the project, at least 6 community groups from the camps or Dadaab township produce their own programme once per month, with assistance from the trained youth
- At the end of the project, at least 50% of the running costs of the community radio are covered by fees for private and business ads aired on the community radio

Suggested Implementing Costs: 92,000 US

– Trainer/Coach in Radio Journalism, Radio Production and Management of a Community Radio	18 w/m	36,000 US\$
– Low-power FM transmitter		10,000 US\$
– Other technical installations for producing and airing radio programmes		10,000 US\$
– Office Rent/Electricity		2,500 US\$
– 3 computers, 1 printer		4,000 US\$
– Transport fees ¹⁷ (200 Ksh per day per person; 9 persons, 400 days)		10,500 US\$
– Miscellaneous		3,000 US\$
– Monitoring and Evaluation		..4,000 US\$
– Implementing agency overheads including project management		12,000 US\$

¹⁷ There will be one office at IFO as the centrally located camp (or – if feasible, in Dadaab village). Transport will be necessary to allow trainees from the other camps to learn/work at that office).

Agency	UNHCR
Project Title	<i>Enhancing Internet Access</i>
Sector	Education/Community Services/Livelihood
Overall Objective	Employability of refugee population improved
Project Purpose	Enhanced Internet Access enables local community and refugees better access to information and educational resources
Beneficiaries	Local and camp population
Implementing Partner(s)	<i>Posta Kenya/Care</i>
Project Duration	24 months
Project Cost	\$84,000.00

Summary of Need/Gap Identified:

The Internet, as the key instrument of the knowledge society, has become an indispensable tool for information sharing, learning, communication and increased access to education for any given community. In a cost-efficient way, it promotes economic development and contributes to the growth of communities.

While not a single Internet service is available in one of the camps, the local post-office at Dadaab provides a public Internet-access. It provides of two workstations only, though, and has limited opening hours. Users pay 100 KSh for 85 minutes on-line time. Besides a few locals, refugees take up the transport costs in order to use this service. Usually, clients have to wait considerable time in order to have access to one of the two terminals.

These Internet services at Dadaab are run and managed by *Posta Kenya*, the public national postal company, represented by the Provincial Postmaster based in Garissa. This project, in cooperation with *Posta Kenya*, will enhance the Internet service at Dadaab. It will offer additional number of work stations as well an educational component by attaching an "Internet Tutor" to the post office who will assist users in the navigation of the net. This will help users to make better, more efficient use of their precious on-line time and will help them when searching educational webpages. Furthermore, a 'voucher scheme' will be developed that will allow, on a time-limited basis, individualized access for students who do not have the purchasing power to buy on-line time¹⁸. This will increase the educational value of the enhanced internet service.

Posta Kenya (Garissa) has already expressed informally its interest in enhancing Internet access in Dadaab. CARE will undertake all further interaction with *Posta Kenya* in the enhancement of the services and will monitor the work of the Internet Tutor.

¹⁸ For example, students could receive an on-line voucher worth 100 KSh each second months that would enable them to navigate free of charge for 85 Minutes. The voucher would be clearly linked to refugee ID/ration card to minimize the risk that it will be sold.

Core Activities Proposed:

- Develop jointly with *Posta Kenya* a plan for the physical enlargement of the building structure currently housing the Internet service
- Procure six additional terminals for the internet service and install them¹⁹.
- Prepare profile for Internet Tutor
- Identify two appropriately qualified Internet Tutors
- Develop with *Posta Kenya* a schedule with improved opening hours for the Internet service at Dadaab post office.
- Provide Internet Tutoring for a period of 24 months
- Develop 'voucher scheme' that can facilitate internet access for impoverished refugees who do not have the purchasing power to buy on-line time.
- Actively promote the use of the Internet among female students
- Monitor progress of project

Outcome Expected/Indicators:

- Utilisation rate of the public Internet increases by 10% monthly for the first six months after the opening of the extended service
- At least 1/3 of Internet users are female
- Internet tutors receive an average of 500 requests for assistance per month

Suggested Implementing Costs: 84.000 US\$

– Construction of extension of infrastructure housing the internet access	10.000 US\$
– Procurement of six Internet terminals and two printers and their installation	13.000 US\$
– 2 Internet Tutors, (each 24 wm) ²⁰	36.000 US\$
– 3.000 Vouchers per school year (total of 6.000 vouchers at 100 KSh each)	9.000 US\$
– Miscellaneous	3.000 US\$
– Monitoring and Evaluation	3.000 US\$
– Implementing agency overheads including project management	10.000 US\$
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¹⁹ Connection license to be assured and covered by *Posta Kenya* in line with the rules and regulations already covering existing services

²⁰ Can be reduced to 6.000 US\$ if two qualified incentive workers can be identified (or trained beforehand)

Agency	UNHCR
Project Title	<i>Building skills in cooking and catering</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	Young refugees are skilled in appropriate and healthy ways of cooking, catering and food hygiene and can respond to range of demands (local community, camp community, country of origin; African and Western Cuisine)
Beneficiaries	Trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services/Catering Committee Trainers are senior staff of the kitchen at UNHCR compound Dadaab
Project Duration	24 months
Project Cost	\$10,650.00

Summary of Need/Gap Identified:

Catering and cooking are services that are in demand in the refugee camps as well as in the countries of origin. So far, no training programme meets these needs. Selected youth, at least 1/3 of them female, will be trained by senior staff of the kitchen at UNHCR compound Dadaab to respond, after graduation from the training programme, to a wide range of clients and their preferences for African or Western Cuisine. The staff have been upgraded and qualified to act as trainers under a previous project. That previous project has also developed a syllabus for a six months training, outlining all aspects of cooking, catering and food hygiene to be covered during the training period. The six months training will be offered to two groups of four trainees, 3 from the refugee communities at Dadaab and 1 from the local community²¹. These groups will be trained in two shifts in order to allow a relevant number of youth to benefit from this training. At the end of the training, trainees will have to take an internal test (practice and theory) to be given and graded by the UNHCR Catering Committee. If passing the test, trainees will receive an internal certificate from the Catering Committee at UNHCR Dadaab. Trainees will also receive a basic training in entrepreneurship in order to facilitate to enter self-employment should they wish to do so. Trainers are refugee workers at the Dadaab UNHCR compound. They will give the training as part of their overall work schedule and will not be paid for the training. They will, however, receive an incentive at the end of the six months training period for every trainee who has passed the test.

Core Activities Proposed:

- Develop selection criteria for participation in training
- Select trainees
- Develop a training plan in line with the existing syllabus, specifying the role of each trainer and the time-table for trainees, considering the “two-shift” system and the needs of the kitchen to provide three meals a day

²¹ In line with the schedule of the kitchen (6am to 9 pm), this training requires the presence of trainees on the compound. Funds will therefore be made available, if need occurs, in order to allow the building of additional shelter for these trainees.

- Establish interaction with camp-based entrepreneurship development programme (CARE) and organize respective training sessions
- Develop a test (practice and theory) and give it to trainees at the end of the training period
- Hand over internal certificate to successful trainees

Outcome Expected/Indicators:

- 16 trainees trained per year for a period of six months (at least six female; four of the trainees to be from Dadaab community)
- At least 14 trainees pass the final test

Suggested Implementing Costs: US\$ 10.650

– Training material practice (20 US\$/month/trainee)	US\$ 3.840
– Training material theory (10 US\$/month/trainee)	US\$ 1.920
– Incentive for Head Trainer (800 KSh for each trainee passed) up to	US\$ 350
– Incentive for 3 other trainers (700 KSh for each trainee passed) up to	US\$ 900
– One week entrepreneurship training 500 US\$ x 4	US\$ 2.000
– Miscellaneous	US\$ 590
– Agency overheads	US\$ 1.200

Agency	UNHCR
Project Title	<i>Skills Development for school drop-outs and long-term unemployed youth</i>
Sector	Community Services/Livelihood Promotion
Overall Objective	Employability of refugee population improved
Project Purpose	Competencies of school drop-outs increased in accordance with income opportunities
Beneficiaries	Direct: At least 200 school drop outs per year (at least 40% of them female)
Implementing Partner(s)	GTZ ²²
Project Duration	30 months (6 months preparation; 24 months implementation)
Project Cost	\$741,000.00

Summary of Need/Gap Identified:

In the three Dadaab refugee camps, there are currently approximately 2000 young people per year who leave the camp-based school system. These include drop-outs from primary schools; primary school graduates and secondary school graduates. Only about 200 of them have the opportunity to attend tertiary education or some form of vocational training. For the approximately annual 1,000 schools drop outs and primary school leavers, who do not achieve the high marks necessary to attend secondary education, very few skill development programmes are currently existing, managed by CARE (carpentry, tailoring, welding, typing, masonry, woodcarving, tye and die, production of mobility aids), offering a maximum of 250 places per year. Therefore, an estimated 750 of school drop-outs and primary school leavers annually are without any programme and loiter the camp streets and markets. This creates significant social problems for their families as well as for the community at large. Their idleness also reduces dramatically their opportunities to lead in the future a productive life and to earn their own income.

It is therefore of utmost importance to provide these young people with employment-relevant practical skills that respond to market demands and offer them an opportunity to make some income, either in the camps or after repatriation.

GTZ has a proven experience in planning, implementing and monitoring employment-relevant skills development programmes for disadvantaged target groups. These courses offer a nine months practical skills training, encompassing remedial basic education for school-drop outs as well as an entrepreneurship promotion component that prepares the youth to start their own micro-entrepreneurial activities after completion of the training course.

The training courses to be offered will be selected from the following skill training areas not available in the camps so far: electricity, welding, plumbing, beauty / hairdressing, bakery products, food processing, processing of life-stock products, shoemaking, garbage collection

²² A substantial financial contribution is possible under the BMZ-GTZ-UNHCR Partnership Programme. For follow-up contact heidi.gutsche@gtz.de

and recycling. These are skills for which high demand is anticipated in Somalia²³. The final selection of the trades will be undertaken during the preparation of the fully fledged project document and in consultation with the refugee community and other implementation partners.

Core Activities Proposed:

- Preparatory Phase (6 months):

- Prepare fully-fledged project document
- Undertake training needs analysis to define content of skills upgrading programmes
- Adapt existing GTZ training programmes/materials for short skills development programmes and develop new ones when needed/justified
- Select trainers
- Define selection criteria for future trainees
- Select camp-based training sites together with trainers
- Procure tools and materials as required

- Implementation Phase (24 months)

- Undertake skills training in the defined skills programmes (at least 40% of them being female; minorities to be participating in line with their percentage-wise presentation in the camps)
- Provide remedial basic education for school-drop outs/illiterates
- Give entrepreneurship training during last two months of training
- Link trainees to micro-finance services as offered by CARE
- Monitor and evaluate training programmes

Outcome Expected:

- At least 200 school drop outs per year (at least 40% of them female) finalise a 9 months skills development training.
- At least 60% of course graduates use their skills six months after graduation
- Six months after graduation, at least 50% of course graduates earn at least an average of 70 KSh/day in using the skills acquired.

Suggested Implementing Costs: 741,000

- Preparation of full-fledged project document	US\$ 7,000
- Construction of mobile training shelters	US\$ 30,000
- Development/adaptation of programme/syllabus for training courses	US\$ 30,000
- Training Coordinator (24 wm)	US\$ 120,000
- Administrative support (72wm)	US\$ 40,000
- Other staff cost (watchmen, cleaners etc)	US\$ 14,000
- Trainers (288 wm)	US\$ 240,000
- Technical Consultants (9wm)	US\$ 45,000
- Tools and training materials	US\$ 50,000
- Post-training start-up kits (2x200x200 US\$)	US\$ 80,000
- Miscellaneous	US\$ 5,000
- Agency overheads, including M&E	US\$ 80,000

²³ See: European Commission, Kenya Delegation, Somalia Operations: Support to Employment Promotion in Somalia – Feasibility Study Report June 2004.

Agency	UNHCR
Project Title	<i>Enterprise-based Training</i>
Sector	Livelihood Promotion
Objectives	Micro-Enterprises in the camp markets offer training in skills that respond to market demands
Beneficiaries	Direct: At least 3 job coaches per camp (to be selected from senior camp population with significant previous work experience). Idle school drop-outs who so far had no opportunity to learn a viable skill. Indirect: Micro-enterprises who will benefit from support offered by job coaches and from additional labour provided by trainees. .
Implementing Partner(s)	to be identified by the UNV specialist in Vocational Training and Employment Promotion ²⁴
Project Duration	26 months
Project Cost	\$61,000.00

Summary of Need/Gap Identified:

Enterprise-based training offers a viable and cost-effective form of training. Its great strength is its closeness to the market and the desires of customers. Enterprise-based training has been practiced in Somalia, and, according to a recent survey, also in the camps, approximately one third of micro enterprises train youth, mostly from their own family. This notwithstanding, of the people trained in enterprises, roughly one third are neither family nor clan members.

In spite of its obvious advantages, enterprise-based training is prone to a lack of quality, slow learning progress, absence of structure and possible abuse of the trainee, in particular if he/she is not a family member. Support services are required to assure the quality of the training outcome. These support services assist the micro-entrepreneurs in the training process, monitors training progress and can, if appropriately qualified, support certain aspects of entrepreneurship development.

An entrepreneurship training (Start/Improve Your own Business – ILO), to be funded from other sources, will have to be integrated with the enterprise-based skills training and will both benefit the micro-entrepreneurs as well as the trainees.

Activities Proposed:

- Selection of implementation partner
- Screening of camp markets for viable enterprise-based training sites²⁵
- Preparation of job profile for job coach position
- Selection of future job coaches from among senior refugee population with working experience
- Preparation of 3 weeks training programme (content and logistics) of future job coaches
- Identification of trainer for training of job coaches

²⁴ This position is planned under the proposal “Support to skills development and income-generating activities in Dadaab camps”. That proposal has already been submitted under the CPA project.

²⁵ Assessment forms of the enterprise-based survey mentioned above are on file at UNHCR Community Service. These can serve as a first orientation in this task.

- Training of 9 job coaches (two men, one woman) per camp²⁶
- Creation of three positions for job coaches per camp
- Direct supervision of job coaches in the first three months of their assignment
- Creation of linkages with entrepreneurship development programmes (S/IYB)²⁷
- Coaching of at least 45 existing enterprise-based trainees per camp
- Identification of at least 15 new enterprise-based training sites per camp and their coaching
- Monitoring and evaluation of the programme

Outcome Expected:

- At least three job coaches per camp trained and employed
- At least 60 trainees per camp coached in enterprise-based training until the end of the project period
- At least 30 micro-entrepreneurs per camp have participated in an “improve your business training” and 75% of them judge this training as useful three months after its end.
- All enterprise-based trainees have participated in a “start your business training” and 50% of them judge this training as useful three months after its end.

Suggested Implementing Costs: US\$ 61.000

- Programme preparation including preparation of full-fledged project document, screening of markets, selection of future job coaches and preparation of training programme for job coaches	US\$ 8.000
- Trainer for job coaches (4 wm ²⁸), including travel and accommodation	US\$ 13.000
- 9 job coaches x 24 wm x 7.000 KSh	US\$ 22.000
- tools and training materials	US\$ 3.000
- miscellaneous	US\$ 1.500
- Monitoring and Evaluation	US\$ 5.000
- Implementing agency overheads including project management	US\$ 8.500

²⁶ It is possible to add potential future job coaches from Dadaab community as well

²⁷ to be funded under other components of this programme

²⁸ the four wm include preparation of the actual training programme and the supervision of job coaches after training.

Agency	UNHCR
Project Title	<i>Building housekeeping skills</i>
Sector	Community Services/Livelihood Promotion
Objectives	Young refugees provide quality services in housekeeping
Beneficiaries	Trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services
Project Duration	12 months (4 training cycles of three months)
Project Cost	\$3,850.00

Summary of Need/Gap Identified:

Housekeeping services will in demand in countries of repatriation both in hotel/guesthouses as well as in households of the local well-to-do and the expatriate community alike. The UNHCR compound at Dadaab offers a suitable training environment for these skills as it provides on a daily base a “real” learning environment by providing services to the compound’s tenants. This training environment has not been utilized so far, though. An initial project²⁹ will have upgraded and formalize the skills of the current housekeeping staff at the UNHCR compound and will have prepared a three months training syllabus. The staff will then act as trainers for youth from the refugee camps and Dadaab town in a client-oriented learning environment. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences.

Activities Proposed:

- Develop selection criteria for participation in training
- Select trainees
- Develop a training plan in line with the existing syllabus, specifying the role of each trainer and the time-table for trainees,
- Develop a test (practice and theory) and give it to trainees at the end of the training period
- Hand over internal certificate to successful trainees

Outcome Expected:

- 16 trainees trained per year for a period of six months (at least six female; four of the trainees to be from Dadaab community)
- At least 14 trainees pass the final test

It is likely that the skills acquired will have limited demand in the camp environment. Priority among the refugee community should be given therefore to refugees who show a strong interest in repatriation.

Suggested Implementing Costs: US\$ 3.850

– Training material practice (10 US\$/month/trainee)	US\$ 500
– Travel costs for trainees from camps to compound	US\$ 1.000
– Lunch costs for trainees	US\$ 800
– Incentive for Head Trainer (700 KSh for each trainee passed)	up to US\$ 200

²⁹ This initial project is submitted under Result 4.

- Incentive for 3 other trainers (500 KSh for each trainee passed) up to US\$ 350
- Miscellaneous US\$ 500
- Agency overheads US\$ 500

Agency	UNHCR
Project Title	<i>Capacity Building in housekeeping</i>
Sector	Community Services/Livelihood Promotion
Objectives	A core group of trainers in housekeeping is qualified to provide training to young refugees in quality provision of housekeeping services
Beneficiaries	Direct: At least four refugee staff at UNHCR compound Dadaab Indirect: Future trainees from the refugee communities at Dadaab and youth from the local community (16 per year)
Implementing Partner(s)	UNHCR Community Services Trainer to be identified in Nairobi
Project Duration	2 months
Project Cost	\$5,500.00

Summary of Need/Gap Identified:

Housekeeping services will in demand in countries of repatriation both in hotel/guesthouses as well as in households of the local well-to-do and the expatriate community alike. A basic know-how in house-keeping skills has been gathered by refugee staff at the UNHCR compound at Dadaab. This compound offers a suitable training environment as it provides on a daily base a “real” learning environment by providing services to the compound’s tenants. This training environment has not been utilized so far, though. The project will upgrade and formalize to some extent the skills of the current housekeeping staff at the UNHCR compound, capacitating them in this way for training, on a regular base, youth from the refugee camps and Dadaab town in a client-oriented learning environment. This will prepare the youth, after completion of the three months training programme, to respond to the service needs of clients in commercial or private residences.

Activities Proposed:

- Selection of trainer
- Preparation of skills upgrading programme/training of trainers programme for refugee housekeeping staff at the UNHCR compound Dadaab
- Implementation of skills upgrading programme/training of trainers programme at Dadaab
- Development of a syllabus for a three months training of trainees from the refugee communities at Dadaab and youth from the local community and printing of the syllabus

Outcome Expected:

A group of at least four refugee workers trained/upgraded in housekeeping skills, including standards of hygiene and client-orientation. After this qualification, they will be training, on a regular three months schedule, two groups of four trainees, 3 from the refugee communities at Dadaab and 1 from the local community. Priority will be given to school-drop outs and primary school leavers.

It is likely that the skills acquired will have limited demand in the camp environment. Priority should be given therefore for refugees who show a strong interest in repatriation. The actual training cycle will be covered by a separate proposal.

Suggested Implementing Costs: US\$ 5.500

- 1.300 US\$ 1 wm trainer, including travel and accommodation
- 500 US\$ preparatory mission by trainer
- 1.000 US\$ upgrading of housekeeping tools and equipment
- 600 US\$ learning tools and training materials
- 900 US\$ Development of a syllabus "housekeeping" for a three months training of trainees
- 500 US\$ miscellaneous
- 700 US\$ agency overheads

Agency	UNHCR
Project Title	<i>Capacity Building in Micro-Finance</i>
Sector	Livelihood/IGA
Overall Objective	Employability of refugee population improved
Project Purpose	Micro-Finance services in the camps respond the need of camp population and are in lien with international standards
Beneficiaries	Direct: CARE Micro-Finance staff Indirect: Micro-Entrepreneurs and Start-Ups in the three Dadaab Camps
Implementing Partner(s)	ILO ³⁰ , in cooperation with CARE
Project Duration	6 months
Project Cost	\$27,000.00

Summary of Need/Gap Identified:

Micro-Finance services are a critical component in any strategy for promoting income generation activities and entrepreneurial development. It comprises the following core elements: Saving by the services' client, assessment of the business potential of his/her a business idea, the provision of a loan, loan-related business advice and support including follow-up on the business performance and the repayment schedule. Micro-Finance is considered as a (self-financing) service for pay, not as a social favour granted to disadvantaged groups.

CARE has recently introduced a micro-finance concept³¹ and switched from a more traditional revolving loan-fund to a more market-oriented approach. It currently manages a total of 9465 beneficiaries in 189 loan groups, 166 of them being active. Since the start of the Micro-Finance Programme in 2004, CARE has disbursed US\$ 72.200.

CARE has a qualified Micro-Finance Coordinator in each camp. He is assisted by a (semi-qualified) Micro-Finance Assistant who supervises a team of up to five Micro-Finance Workers who do the core of the field work in the camps. Credit Assistants are Secondary School Graduates who have been introduced to basic concepts of micro finance, but have so far had no formal training of any sort. Their most urgent capacity building needs in regard to micro-finance services refer to assessment, loan-monitoring, marketing, bookkeeping and customer care. The proposed activities will capacitate Credit Assistants to better meet the needs of their clients and will contribute to bringing the CARE Micro-Finance Programme up to international standards.

Core Activities Proposed:

- Develop terms of reference and recruit two qualified micro-finance/entrepreneurship professionals from Kenya or neighbouring country
- Review CARE Micro-Finance Programme and analyse training needs of Micro-Finance Workers and other relevant CARE staff
- Prepare training programme for Micro-Finance Workers (2 weeks) and implement it in the camp environment

³⁰ Follow up with Mr. Stephen Muthua, ILO ASIST Nairobi, stephenm@unops.org

³¹ See: CARE Dadaab: Microfinance Policy. April 2005.

- Supervise Micro-Finance Workers on the job (2 weeks)

Outcome Expected/Indicators:

- Three months after end of training, active loan groups report on an improvement of service quality provided by Micro-Finance Workers
- Micro-Finance Assistants' work performance reports of Micro-Finance Workers have improved 6 to 12 months after end of training.
- 9 months after end of training repayment rate has improved to 95% and is maintained for at least six consecutive months.

Suggested Implementing Costs: US\$ 27.000

- | | |
|---|-------------|
| – Two micro-finance/entrepreneurship professionals (1.5 wm each, including programme preparation, travel and accommodation) | US\$ 18.000 |
| – SIYB ³² /Micro-Finance Learning Materials | US\$ 2.500 |
| – Two weeks training cost at Dadaab for 9 to 12 people | US\$ 1.000 |
| – miscellaneous | US\$ 2.000 |
| – Implementing agency project support costs and monitoring | US\$ 3.50 |

³² Start/Improve your Business.

Agency	UNHCR
Project Title	<i>Vocational Rehabilitation and Community-Based Rehabilitation (CBR)</i>
Sector	Community Services/Livelihoods
Objectives	Improved perspectives for economic self-reliance of disabled refugees
Beneficiaries	Direct: Up to 20 CBR incentive workers from CARE and GTZ Indirect: Up to 3.000 disabled refugees in the three Dadaab camps
Implementing Partner(s)	CARE/UNHCR Community Services/ILO
Project Duration	3 months (including preparation phase)
Project Cost	\$13,000.00

Summary of Need/Gap Identified:

Latest statistics indicate a total number of 2,869 persons with disabilities (“PWD”) in the three Dadaab camps (1,531 male, 1,337 female)³³. PWD receive the general basic health services as well as a number of specific therapeutic and educational interventions (physiotherapy, orientation and mobility, occupational therapy, daily living skills). 1,402 children, all Somali, (65% boys, 35% girls) with some forms of disabilities (917 male; 485 female) attend the camp based special education (3.6% blind, 9.3% deaf, 5.6% mentally handicapped, 34.6% physically handicapped, 46.9 with speech disability). However, only 26 PWD (4 females) receive any form of vocational training, a further 110 PWD participate in some form of economic activity.

CBR with and for PWD at Dadaab has recently received new attention through the enhanced cooperation with *Bethany Kids at Kijabe Hospital*. This NGO will be undertaking capacity building of a total of 20 staff from CARE and GTZ who are undertaking the major interventions with PWD in the camp environment. This capacity building, though, focuses on medical, social and educational aspects only and does not consider socio-economic aspects including skills development.

The proposed project will introduce a socio-economic dimension to the new CBR-programme in Dadaab. It will provide participants (who are already working for GTZ and CARE) with a basic understanding for promoting, as part of their CBR-work, the integration of PWD into on-going and future skills development and entrepreneurial activities in the camps and will provide these staff with the necessary skills for (physically and socially) adapting places of learning, training and work for PWD. After this capacity building, staff will be able to facilitate the participation of PWD in mainstream programmes in the camp community.

At least 30% of participants in the capacity building programme will be PWD themselves (half of them being female). This will contribute to their empowerment and will permit them to contribute to the development of the disability community.

³³ CARE: June 2005 Situation Report

Activities Proposed:

- Selection of trainer
- Preparation of training programme under the guidance of the selected trainer and preparation of training workshop
- Implementation of 3 day training workshop in Dadaab (26 participants; at least 6 of them PWD; half of the PWD being female)
- Two weeks field work with coaching of participants in assessing economic opportunities for PWD and/or facilitating their participation in skills development and entrepreneurial activities in the camps. This will include action-oriented instruction on how to make programmes (physically and socially) accessible for PWD.
- Preparation of a small guide (booklet) for CBR workers and for staff in skills and entrepreneurship development programmes on how to integrate disabled refugees in a camp environment
- Monitoring of programme success

Outcome Expected:

- Six months after the end of the capacity building, the number of pwd in skills development and vocational training programmes has at least doubled (compared to the June 2005 data).
- At least 1/3 of PWD in training are female
- At least 200 PWD participate in economic activities 9 months after the end of the capacity building.
- At least half of the PWD participating in the capacity building are hired by implementing partners to support CBR activities in the camps.
- 18 months after the end of the capacity building, the Guide on skills development and entrepreneurship promotion of disabled refugees in a camp situation is used in at least three other countries

Suggested Implementing Costs: US\$ 13.000

- | | |
|--|------------|
| - 0.5 w/m ILO expert for the preparation of the training programme | |
| - (includes monitoring and quality control) | US\$ 6.000 |
| - 2 w/m Voc. Rehab/CBR expert (national) (includes coaching and drafting of booklet) | US\$ 3.000 |
| - 3 days capacity building workshop and 2 weeks coaching for 26 participants (including transport) | US\$ 1.000 |
| - miscellaneous (including printing of booklet) | US\$ 1.500 |
| - Support Cost and Monitoring | US\$ 1.500 |

Agency	UNHCR
Project Title	<i>Vocational Guidance and Vocational Counseling for refugee youth in Dadaab-camps</i>
Sector	Education/Community Services
Overall Objective	Employability of refugee population improved
Project Purpose	Provision of vocational guidance and counseling services provide refugee youth with a realistic picture of post-school learning and training options
Beneficiaries	Primary Students (standard 7 and 8) Secondary Students (form 3 and 4) Idle school leavers
Implementing Partner(s)	CARE
Project Duration	24 months
Project Cost	\$81,500.00

Summary of Need/Gap Identified:

In spite of some efforts at Secondary School level (Form 4), currently, the majority of young people in the camp-based schools are prompted towards academic achievements. As positive as the strong emphasis on and motivation for education is, it sends out a message conveying the image of a University career being the non-plus-ultra, and this without any clear professional profile associated. Non-academic options do not seem to play a role in the perspectives of secondary school students and many senior primary school students. There is a clear bias towards white-collar work. The lack of exposure to the “real world”, including “real” labour markets, robs young people of the opportunity to get to know many skills and trades that may be in demand on labour markets and thereby offering a promising future.

Many girls continue to be ill-advised by parents and communities on options for acquiring skills. They may be directed only towards traditional skills (tailoring, weaving etc.) that may have limited income and employment potential or may be excluded from skills development in general. For them, vocational guidance is also a means to motivate them for staying in the educational system and a learning environment, preventing early marriages and pregnancies. It is in this special context, that vocational guidance services have been mentioned in the draft CPA³⁴.

In the camp situation, even at the best of all situations, there will always be a residual group of youngsters being idle, this being after school or after skills development. Here, vocational counseling could offer some orientation how to cope with this situation without losing one’s own creative potential and motivation.

Vocational counseling can also play an important role in linking refugee graduates, both from camp-based skills development as well as from trainings outside the camps, with income and employment opportunities gradually opening up in Somalia. Such a support may in fact help to

³⁴ See CPA Chapter 11, Point 11.1.3 which suggests that “Career guidance counseling should be offered by trained Career Guidance Counselors to refugee females so as to guide them in making decisions on the type of vocational skills training they can benefit from now and in the future.”

increase the likelihood of voluntary repatriation as more and more may prefer an economic opportunity in parts of the country with a minimum level of security to an idle existence in camps which are stable but largely destitute. Such support would include linking qualified post-trainees with demands for qualified staff coming from Somalia—based NGOs and UN-agencies as well as to the ILO LED-programmes in Somalia.

The project will recruit a qualified Kenyan vocational guidance specialist. He/she will be based within CARE Education Sector to facilitate the integration of vocational guidance services in the school system. The Vocational Guidance Specialist will train senior refugees with significant work experience in their country of origin as vocational guidance assistants. Under the direct monitoring and supervision of the Vocational Guidance Specialist, the Vocational Guidance Assistants will work in the camp-based primary (class 7 and 8) and secondary (class 11 and 12) schools, offering orientation to female and male youth in the process of making choices on their future. This service can also be offered to the schools in Dadaab. Particular efforts will be undertaken to hire women for the position of Vocational Guidance Assistants as this is likely to enhance the impact of guidance services on girls.

In cooperation with community services, career counseling will be offered to idle youth who do not find any structured activity after school. Taking into account the limited opportunities for training or work in the camps, this counseling will try to convey appropriate coping strategies to youth who find themselves in an apparent “dead end”. These coping strategies will include referral to community-self help groups, sports associations, youth associations etc.

Core Activities Proposed:

- Develop terms of reference and recruit qualified vocational counseling professional from Kenya
- Develop terms of reference and required profile for vocational guidance assistants
- Recruit vocational guidance assistants (2 per camp; particular efforts will be undertaken to identify one woman per camp for this position)
- Train vocational guidance assistants
- Develop appropriate information tools and media for primary and for secondary level
- Provide refresher training for Secondary School Teachers who already offer vocational guidance to Form 4 students.
- Establish and implement vocational guidance services
- Support careers fairs as planned by CARE
- Establish a system monitoring vocational guidance services rendered
- Develop a strategy for the provision of vocational counseling to idle youth (school drop-outs as well as school leavers)
- Develop a strategy for providing linkage services for graduates of different training programmes to income and employment opportunities in Somalia
- Implement and monitor strategy

Outcome Expected/Indicators:

- Each class 7&8 (Primary School) and class 11&12 receives at least two vocational counseling group sessions per school-year
- In each camp, at least two vocational counseling group sessions per school-year have been undertaken with each Parents-Teacher Association (PTA)

- Each vocational guidance assistant has rendered at least 100 individual vocational guidance sessions per school year
- Each vocational guidance assistant has rendered at least 75 individual vocational counseling sessions per year.
- Income/employment opportunities are identified inside Somalia for at least 50 qualified refugees after 12 months and additional 75 qualified refugees after 24 months of project implementation

Suggested Implementing Costs: US\$ 81.500

– One vocational guidance specialist (24 wm)	US\$ 24.000
– 6 refugee vocational guidance assistants (144 wm at 9.000 KSh)	US\$ 17.500
– development and production of information tools and media	US\$ 3.000
– Training of trainers and in-service-training	US\$ 5.000
– Office equipment (4 laptops, desk, chair etc.)	US\$ 9.000
– office running and communication costs (4 offices, 2.500\$/year)	US\$ 10.000
– miscellaneous	US\$ 2.000
– Implementing agency project support costs and monitoring	US\$ 11.000

Agency	UNHCR
Project Title	Training and capacity building for refugee governance in Kenya
Sector	Protection
Objectives	To systematically train and equip Kenyan government officials with the skills required to assume responsibility over key areas of refugee governance and protection; to increase knowledge and awareness of refugee issues among police, Immigration officers, and judges; to increase NGO protection knowledge to improve the safety net for refugees living outside the camps.
Beneficiaries	The Government of Kenya and Local NGO partners.
Implementing Partner(s)	UNHCR, Government agencies, and Non-governmental organisations.
Project Duration	18 months, from January 2006 to June 2007
Proposed Cost:	\$286,800 US Dollars

Summary Gap Identified and Recommendations proposed:

The National Consultations recommended the development of a clear transitional strategy for the Government to takeover responsibility for refugee governance and identified training as a key component in the Government of Kenya's ability to take over core responsibilities in refugee governance and management.

A series of measures to ensure the delivery of training and capacity building in the area of refugee governance were recommended. For example, it was recommended that UNHCR and the Government establish on the job training programmes in registration and refugee status determination for Government officials. Such programmes would include in-depth training on Refugee Status Determination criteria, registration processes, and data management.. It was also recommended that UNHCR and the Government develop a joint work plan to provide training in refugee law, protection, and refugee governance and management to the Refugee Secretariat staff and staff of line ministries, focusing particular attention on the training needs of immigration and police officers.

While a part of the activities highlighted above would normally flow from the adoption of refugee legislation, it was recognised that the government could take over certain critical areas of refugee protection even on the strength of current non-refugee specific legislation.

Whilst acknowledging the high demand for training the consultations were also mindful that at present UNHCR is primarily responsible for protection delivery as well as refugee governance; therefore, it was recommended that States support the strengthening of UNHCR capacity through addressing, among other needs, current human resources constraints.

Another recommended strategy for enhanced refugee protection in the urban environment included developing the protection safety net by increasing the network and coordination among NGO's and UNHCR in Nairobi. In order to ensure that the various agencies are properly

equipped to deal with a broader protection role they will also require training from UNHCR on refugee protection and international and national laws relating to refugees.

Summary of Needs:

Due to UNHCR's continued primary responsibility for refugee management and governance in Kenya, UNHCR does not currently have the staffing capacity to carry out intensive training programmes with either government officials or NGO staff, particularly as there is no training officer for UNHCR Kenya. Training activities are therefore limited by staffing constraints.

At the same time, due to the pending enactment of the Kenya Refugee Bill and the recruitment of staff and mobilisation of resources to the National Refugee Secretariat, there is a high demand for systematic training both prior to and following the Bill's passing into law. All relevant government departments will require training on the legal implications of the Bill, and the National Refugee Secretariat will need in depth tuition and on the job training and mentoring to enable them to gradually take on refugee governance responsibilities.

The current Participatory Assessment process and Nairobi Initiative has also highlighted the increased need for protection and refugee law training for NGO networks in Nairobi, yet again, UNHCR does not currently have the staff or dedicated resources to address this requirement in systematic manner.

UNHCR therefore requires additional funding for a consultant for a period of 18 months to enable the above training needs to be comprehensively met during this crucial period of handing over refugee governance to the Government of Kenya, as well as providing refugee protection training to relevant NGO's in Nairobi.

UNHCR will also require funding to cover the cost of the organisational and material aspect of training, including transport, materials, venues, per diem and other logistical costs, as well as with curriculum development, printing and dissemination.

Activities Proposed:

In accordance with the recommendations from the National Consultations on Strengthening Protection capacity:

- Design and implement a joint training plan with key government departments (The National Refugee Secretariat, Ministry of Immigration, The Police, The Judiciary, the Prison Service, Ministry of Home Affairs), both prior to and following the passing of the Kenya Refugee Bill.
- Design and implement a joint training plan with key NGO partners.
- Design and implement an on the job training scheme for National Refugee Secretariat staff shadowing UNHCR registration, protection delivery and eligibility staff.
- Assist and advise relevant government departments in the development of implementing regulations to the Kenya Refugee Bill.

- Draft and disseminate an easy to use reference handbook on the Kenya Refugee Bill and other relevant national and international legislation relating to refugee governance in Kenya.
- Ensure that within government departments and NGO's that internal trainers are trained so that they can train new staff and refresh the knowledge of existing staff in refugee protection and governance.
- Work with government and NGO's to ensure that refugee protection and governance are mainstreamed in their curriculum for trainees.
- Step up existing training programmes for police and immigration officers, and widen the target audience to enclose other categories, such as judges, who often deal with refugees.

Outcome Expected:

- All key counterparts in government departments receiving at least one week of training within the project period.
- All key National Refugee Secretariat staff having received at least one month of on the job training alongside UNHCR staff (*subject to government staffing*).
- Refugee protection and governance established within the training curriculum of key government departments, with internal trainers capable of conducting training on this topics themselves.
- Regulations to the Kenya Refugee Bill drafted.
- Reference handbook to the Kenya Refugee Bill drafted.
- At least 3 focal persons from key NGO partners receiving at least one week of training in refugee protection.

Suggested Costs:

-Consultant costs 18 months: \$108,000 *

-Living Allowance 18 months: \$64,800 *

-Training costs: \$109,000
(Including venues, logistics, stationary and incidentals, based on at least 350 individuals attending a week of training over a total 18 week training period)

-Printing costs: \$5000
(Including Handbook and training materials)

TOTAL: \$286,800 US Dollars

* As per standard UN rate.

Agency	UNHCR
Project Title	Technical Support SPCP/CPA Projects
Sector	Protection, Programme, and Community Services
Objectives	Focal point for the implementation and monitoring of SPCP/CPA projects
Beneficiaries	Direct: Refugees will benefit from the implementation of the projects and there will be greater strengthening of IPs and OPs operational/communication links with UNHCR
Implementing Partner(s)	UNHCR
Project Duration	6 - 9 months (maximum)
Project Cost	US\$57,600.00 – 86,400.00 (max for 9 months)*

Summary:

The National Consultation on the SPCP & CPA identified 154 recommendations by which the Government of Kenya, UNHCR, and NGO partners should improve and strengthen refugee protection and assistance. After further consultations with stakeholders, the 154 recommendations were distilled into 37 concrete projects, with additional projects being designed as a result of September 2005's Participatory Assessment exercise. The drafted and the envisioned projects all are geared towards increasing regional protection, supporting host communities, and increasing the capacity of refugees to successfully re-integrate upon return to their home countries.

Summary of Needs:

While the need for improved protection and assistance clearly were identified by the Stakeholders, as where strategies to address those needs, UNHCR Kenya is overwhelmed by its workload. Regular staff is overburdened by their respective tasks and have, therefore, limited capacity to lead, oversee, monitor, and assist in the implementation of the projects in any sustained manner. Consequently, a Consultant is necessary to act as the focal point for the implementation of those projects not only implemented directly by UNHCR but also those implemented by Operational Partners, some of whom have not previously worked closely with UNHCR. Where required, the Consultant also will provide technical and legal advice, and throughout the tenure be accountable to UNHCR and donors.

Activities Proposed:

- Preparation and identification of process and procedures to implement projects for those Partners not familiar with UNHCR procedures
- Standardize procedures for all SPCP/CPA projects for better comparative accountability
- Establish clear lines of communication between the various agencies involved in implementing the projects
- Establish or increase liaison with NGOs not ordinarily partnered with UNHCR but are implementing one of the projects
- Monitor and use existent accountability mechanisms of implemented projects
- Ensure regular progress reports to donors as to the efficacy of continuing a project

Outcome Expected:

The proposed projects will be implemented within the established guidelines with clear accountability and progress reports, which will result in better protection and assistance to refugees and host communities, and increase the potential of successful repatriation programmes.

Suggested Costs: US\$57,600.00 – 86,400.00 (max for 9 months)*

-Consultant costs: \$36,000.00 - \$54,000.00 (max for 9 months)*

-Living Allowance: \$21,600.00 - \$32,400.00 (max for 9 months)*

The Suggested Costs include office space, office equipment, and travel

*** As per standard UN rate**