



UN EBOLA RESPONSE MPTF
PROJECT Quarterly PROGRESS REPORT
Period (Quarterly Report): 1st JUNE to 31st AUGUST 2016

Project Number and Title: #38- Title: Reintegration of Sierra Leone Red Cross Society (SLRCS) Volunteers Burial Teams	PROJECT START DATE¹: 23-06-2015	AMOUNT ALLOCATED by MPTF <i>(please indicate different tranches if applicable)</i> \$ USD 1,975,639.87	RECIPIENT ORGANIZATION United Nations Development Program (UNDP)
Project ID: 00095545			
Project Focal Point: Name: Jason Ian Lee E-mail: jason.ian.lee@undp.org	EXTENSION DATE: 31-12-2016	FINANCIAL COMMITMENTS	
Strategic Objective (STEPP) Improved mental health of SLRCS volunteers through enhanced treatment and management of stress and/or trauma related disorders SLRCS volunteers that undergo the re-skilling, vocational training or business development stream having recovered livelihoods and are able to engage in income generation activities Improved access of SLRCS volunteers to financial services Improved Reskilling and reintegration programmes for the wider ERW	PROJECTED END DATE: 31-12-2016	EXPENDITURES \$403,890.53	IMPLEMENTING PARTNER(S): The International Federation of Red Cross and Red Crescent Societies (IFRC) Sierra Leone Red Cross Society (SLRCS)
Mission Critical Action MCA - Description			
Location: Sierra Leone, West Africa	Sub-National Coverage Areas: Full list of countries and/or districts Kenema District, Western Area, Port Loko District, Kambia district, Bombali District, Koinadugu District, Tonkolili District, Moyamba District, Pujehun District,		

¹ The date project funds were first transferred



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		Bo District, Kailahun District, Bonthe District and Kono District			
QUARTERLY PROGRESS REPORT RESULTS MATRIX					
OUTPUT INDICATORS					
Indicator	Geographic Area	Projected Target (as per results matrix)	Quantitative results for the (three months) reporting period	Cumulative results since project start (quantitative)	Delivery Rate (cumulative % of projected total) as of date
<i>Description of the quantifiable indicator as set out in the approved project proposal²</i>					
# of SLRCS volunteers completing psychosocial assessment	All the 14 Districts	800	0	800	100%
# Red Cross Staff trained in Community Based Psychosocial Support (CBPSS)	All the 14 Districts	28	0	0	0 ³
# of SLRCS volunteers trained in Psychological First Aid	All the 14 Districts	60	0	0	0
# of SLRCS branches with a referral system to specialized mental health services	All the 14 Districts	14	0	0	0
# of SLRCS volunteers undertaking counselling	All the 14	800	0	484	61%

² For more project details please see narrative below.

³ While this training has been planned for the last quarter of 2016, a final decision will be made after assessing the need for this training.



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sessions	Districts				
# of SLRCS volunteers referred to specialized care and treatment and receiving ongoing support	All the 14 Districts	200	0	1	0.5% ⁴
2) Assessment # of SLRCS volunteers completing skills/educational/interest assessment	All the 14 Districts	800	0	800	100%
(3) Livelihood # of SLRCS volunteers receiving career skill development training	All the 14 Districts	62	0	0	0
Proportion of SLRCS volunteers streamed through the career skill development training that successfully complete the training	All the 14 Districts	75%	0	0	0 ⁵
# of SLRCS volunteers receiving vocational training	All the 14 Districts	225	62	223	99%
Proportion of SLRCS volunteers streamed through the vocational training that successfully complete	All the 14 Districts	75%	0	0	0 ⁶

⁴ The initial target was set for 200 volunteers however after conducting the psychosocial assessment only one volunteer was referred for specialised treatment.

⁵ As tuition is only provided for one year, the SLRC alongside IFRC have worked with beneficiaries to develop a plan for the continuation for their studies.

⁶ Ibid



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the training					
# of SLRCS volunteers receiving business development training	All the 14 Districts	405	405	405	100%
Proportion of SLRCS volunteers streamed through the business development training that successfully complete the training	All the 14 Districts	75%	95% (385/405)	95% (385/405)	95%
Market assessment and analysis emergent industries/livelihood areas	All the 14 Districts	800	0	800	100% ⁷
# of SLRCS volunteers returning back to tertiary studies	All the 14 Districts	108	108	108	100%
(4) Financial inclusion # of SLRC volunteers receiving planning and advisory services	All the 14 Districts	800	0	0	0
# of SLRC volunteers receiving financial management advice linked to UNDP's small and medium enterprise development and recovery programmes	All the 14 Districts	800	0	0	0

⁷ A national market assessment was completed with the final report shared with all 800 volunteers by the SLRCS.



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# of SLRCS volunteers receiving training on financial inclusion and access to financial services such as savings, credits, insurance etc.	All the 14 Districts	800	0	0	0
EFFECT INDICATORS (if available for the reporting period)					
Proportion of SLRCS volunteers with signs of stress and/or trauma related symptoms reporting an ablation of said symptoms after treatment	Nationwide – 13 districts	50%	1 (1/1)	1 (1/1)	100%
Proportion of SLRCS volunteers that require ongoing care for trauma and/or stress associated symptoms still receiving treatment	Nationwide – 13 districts	50%	1 (1/1)	1 (1/1)	100%
Proportion of SLRCS volunteers that were referred to specialized mental health care that complete the treatment and management of their condition	Nationwide – 13 districts	50%	1 (1/1)	1 (1/1)	100%
Proportion of SLRCS volunteers in the career skill development stream successfully	Nationwide – 13 districts	50%	0	0	0 ⁸

⁸ SLRCS plans to organise a job fair for all 800 SLRCS volunteers whereby service providers and employers will be encouraged to participate and engage with the participants. The job fair will provide employment opportunities to the SLRCS volunteers. SLRC is currently engaging in the organisation of the job fair, expected to take place end of September / Mid October 2016.



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joining the workforce					
Proportion of SLRCS volunteers in the vocational development stream gaining a vocational skill	Nationwide – 13 districts	50%	0	0% 0	0%
Proportion of SLRCS volunteers in the business development stream having established small or medium enterprises	Nationwide – 13 districts	50%	0	0%	0% ⁹
Proportion of SLRCS volunteers that resume their studies successfully complete their education	Nationwide – 13 districts	50%	0	0	0 ¹⁰
Proportion of SLRCS volunteers able to access financial services and savings	Nationwide – 13 districts	50%	0	0	0 ¹¹
Proportion of SLRCS volunteers able to access loan/micro-	Nationwide – 13 districts	20%	0	0	0 ¹²

⁹ Based on the allocation of 150 seed grants to the 385 SLRCS volunteers, SLRCS estimates a 39% proportion of business development volunteers to establish SME's. However, due to identified savings in the budget, SLRCS is examining the possibility of extending the seed grants to all 385 participants undertaking the business development training. This will be ascertained once the start-up capital is provided.

¹⁰ All 108 volunteers have been guided on the continuation of their studies after the 12 months of tuition support. SLRCS is conducting follow up visits to ensure family support where possible and or individual efforts to ensure that the volunteers are able to continue their studies. This guidance by the SLRCS aims to increase retention rates of current studies.

¹¹ UNDP has facilitated a new partnership between SLRCS and IFRC with ECOBANK and the MFI Association of Sierra Leone. The inclusion of these financial institutions in the programme will be for the delivery of basic financial literacy programme to the SLRCS volunteers, as well as access of each volunteer to saving and lending schemes. This strategic collaboration will strengthen the SLRCS volunteer's ability to access savings and micro-credit facilities thus encouraging longer term engagement with and utilisation of financial services.

¹² Ibid



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credit facilities					
Proportion of the wider ERW that are able to access future reintegration and reskilling programmes	Nationwide – 13 districts	50 percent of the entire ERW	0	0	0

NARRATIVE

Situation Update (*please describe critical changes, if any, in the situation that affect the project (1-2 paragraphs)*)

Psychosocial Support:

Training of interviewees for baseline assessment

The SLRCS conducted a three-day baseline training workshop targeting a total of 35 participants for the purpose of creating an assessment unit to assess all 800 SLRCS volunteers regarding individual levels of trauma, current skill set and personal details. This information was then feed to each of the 13 SLRCS district offices for better guidance of the mobilisation and sensitisation strategy adopted by the district units for volunteers on the household level.

Sensitisation of project activities to SDB team volunteers

A nationwide sensitisation campaign was conducted by SLRCS and IFRC, that provided detailed information on the project and implementation strategy to each of the 13 SLRCS district branch units. In total, 13 district branch managers, 14 Safe and Dignified Burial (SDB) district officers, and 8 Psychosocial Support (PSS) focal officers attended a one-day workshop and were sensitised by the IFRC and SLRCS team to further cascade and disseminate the information to the rest of the SLRCS. The 14 SDB district officers and eight PSS focal officers cascaded the information to the 800 SLRCS volunteers to educate and mobilise participants on pending project activities and reskilling/livelihood training options, whilst also debriefing each individual on the PSS support available. From this activity the SLRCS identified vulnerable individuals in need of PSS whilst compiling the total figures of volunteers appointed per reskilling/training option. From this exercise SLRCS volunteers were registered for the following reskilling/livelihood training streams; 405 business development training (BDS), 62 Career Development (CAPS), 225 Vocational Skills Development, 108 Continuing Education.

CBPSS

The community based psychosocial support (PSS) activity is comprised of several complementing activities. The first activity entailed the training of 14 branch health officers and 14 PSS branch coaches in advanced coping skills and stress management .The activity aimed to strengthen the skill sets of focal persons that will be offering psychosocial support (PSS) and educating



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participants in life skills, lay counselling and activity implementation prior to activity start dates. As a result of this training, 14 branch level work plans detailing time line and budgets of activities were submitted to the SLRCS program manager for successful and timely roll out.

The second phase of preparation for the CBPSS component will be the implementation of a training workshop for community based psychosocial support (CBPSS) in mid-September, following the arrival of the PSS PMER delegate from the IFRC. It is planned that the same individuals targeted for the coping skills and stress management training, will be trained as part of this activity; 14 branch health officers and 14 PSS branch coaches.

Psychological First Aid (PFA)

To provide better psychosocial support to the greater SLRCS network, SLRCS plans to train a total of 60 district counsellors in psychological first aid (PFA) by the beginning of next quarter. This will contribute to efforts in establishing a PSS referral system and general health care provision by the SLRCS.

Individual PS sessions

Four hundred and eighty four SLRCS volunteers undertook individual counselling with a breakdown of 91 female and 391 male volunteers. A decrease in mental health problems and family conflict as well as increasing better participation/attendance of the livelihood reskilling streams was reported.

PSS Referral system

One female SLRCS volunteer displayed symptoms of psychological/mental trauma. SLRCS provided psychosocial support for a two-week period leading to referral of the volunteer to specialised mental health services. Following referral by SLRCS, the volunteer undertook specialised medical support which resulted in the improvement of her mental health state and ensuing participation in her livelihood reskilling option (BDS).

SLRCS plans to mobilise 16 mental health nurses and 14 PSS branch focal officers, nationwide, in the training and subsequent development of a SLRCS mental health referral pathway. The establishment of an SLRCS referral system with specialised mental health services at district level will increase the successful identification and subsequent treatment of urgent cases whilst also improving individual, familial and community relations.

Reskilling Support:

Continuing Education

For volunteers who were studying prior the EVD outbreak, the project provided tuition support for the initial 12 months to facilitate the resumption of their studies. In total 108 volunteers have been supported in this stream with a breakdown of 91 males and 17 females. The SLRCS volunteers chose from a selection of secondary and third level options with the following table depicting the trends of tuition support.

Table (1): Continuing Education Breakdown

EDUCATION OPTION	# OF EDUCATION INSTITUTIONS	# OF SLRCS VOLUNTEERS
WEST AFRICAN SECONDARY SCHOOLING CERTIFICATE	6	6
TVET	9	9



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<i>ADVANCED ACADEMIC COLLEGE</i>	18	99
<i>UNIVERSITY</i>	4	25

For those SLRCS volunteers who continued their University education, courses included; sociology, economics, financial accounting, law, nutrition, peace and development, agricultural engineering, business management and procurement. In total four SLRCS volunteers entered into their final year of University education with the remaining 21 still placed mid-way.

All 108 volunteers have been guided on the continuation of their studies after the program has ended with SLRCS conducting follow up visits to ensure family support where possible and or individual efforts for financial savings. This guidance by the SLRCS aims to increase retention rates of current studies.

Vocational Skills Development

A total of 225 SLRCS volunteers opted for vocational skills training, with the SLRCS core team successfully obtaining and verifying the required acceptance letters of learning institutions for 223 SLRCS volunteers. The SLRCS has supported these volunteers by paying 12 months of tuitions fees to the 30 verified institutions. All of the 223 volunteers are now engaged in their various skills training in their respective regions for a one year duration. Below is the breakdown of volunteers engage in vocational skills:

Table (2): Vocational Skills Development Breakdown

<i>VOCATIONAL PROGRAM</i>	<i>NUMBER OF SLRCS VOLUNTEERS</i>
<i>AUTOMECHANIC</i>	20
<i>IT/COMPUTER STUDIES</i>	102
<i>MOTO MECHANIC</i>	16
<i>CONSTRUCTION</i>	12
<i>TAILORING</i>	8
<i>CATERING</i>	1
<i>DRIVING</i>	43
<i>CARPENTRY</i>	1
<i>METAL WORK</i>	2
<i>WELDING</i>	3
<i>AGRICULTURE</i>	12



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EXCAVATOR OPERATOR	3
TOTAL	223

To increase market labour absorption, SLRCS plans to organise a job fair for all 800 SLRCS volunteers whereby service providers and employers will be encouraged to participate and engage with the participants. The job fair will provide employment opportunities for the 800 SLRCS volunteers.

For the two volunteers who failed to provide acceptance letters for their institutional courses, SLRCS is investigating the possibility of their enrolment in the next academic year of semester.

Business Skill Development

A total of 405 volunteers with a ratio of 42 women to 363 men enrolled in the Business Skills Development stream with a final headcount of 385 successfully completing training. Three business training providers were contracted with a standardised training curriculum circulated for consistency and transparency. The eight week course provided the volunteers with theoretical knowledge and practical skills on various areas such as financial budgeting, record keeping, marketing, inventory control and costing.

Following the training, each volunteers is required to develop a business plan for their planned SME. The business plans will be assessed and judged by the business training provider, and the best 150 proposals will receive seed capital to establish their SMEs. Access to the seed funding will require participants to self-fund 20% of the requested budget. This condition was included to ensure that volunteers develop realistic budgets, and show their personal commitment. ECO BANK and the MFI Association of Sierra Leone will provide oversight and support to the volunteers to manage cash flows in establishing and operating their SMEs, in addition to offering potential loans to those participants who did not successful in securing seed capital funding. Further details on the outcome of the business training and establishment of SMEs will be available in the next quarterly report.

To track the learning outcomes of the BDS trainings, each of the 385 SLRCS volunteers were assessed in terms of knowledge; post and prior to the eight week course. This will act as both an assessment for each of the service providers and an individual tracking tool for knowledge absorption by each of the participants. The results for both pre and post-course evaluation will be documented in the quarter four report. In addition, each of the three BDS providers will provide ongoing mentorship to all 385 participants to encourage the implementation of knowledge gained by the trainings.

For the 20 volunteers who failed to complete the training, SLRCS is examining alternative areas for reskilling.

Business Skill Development: Market Assessment and Analysis (UNDP)

A national market assessment was completed with the final report shared with all 800 volunteers by the SLRCS. The market assessment highlighted key areas of interest in terms of labour market absorption and investment. The SLRCS will utilise the assessment for future interventions.

Career Advisory Placement Services

Sixty-two SLRCS volunteers (57 male and five female) have opted for the CAP training option that is expected to start mid-September 2016. SLRCS has approached three CAP service providers connected to the major Universities and Polytechnic Institutions, in addition to one private career advice institution.

Learning outcomes and course content has been developed by the SLRCS and will be disseminated to the successful providers. This will ensure uniformity and standardisation of learning content. Breakdown of the volunteer's skill set was completed and will be also shared with the service providers to increase suitability of course content.



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Table (3) : Career Development Breakdown

<i>SKILL SET</i>	<i># SLRCS VOLUNTEERS</i>
<i>DRIVER</i>	<i>25</i>
<i>AUTOMECHANIC</i>	<i>1</i>
<i>IT</i>	<i>7</i>
<i>TILER</i>	<i>2</i>
<i>NURSE</i>	<i>1</i>
<i>CARPENTER</i>	<i>2</i>
<i>STUDENT</i>	<i>3</i>
<i>ACCOUNTANT</i>	<i>2</i>
<i>TEACHER</i>	<i>2</i>
<i>SOCIOLOGIST</i>	<i>1</i>
<i>ELECTRICAL ENGINEER</i>	<i>1</i>
<i>LAB TECHNICIAN</i>	<i>1</i>
<i>WASH</i>	<i>5</i>
<i>NO PROFESSION/TRADE</i>	<i>9</i>
<i>TOTAL</i>	<i>62</i>

As previously explained to increase market- labour absorption, SLRCS plans to organise a job fair for all 800 SLRCS volunteers whereby service providers and employers will be encouraged to participate and engage with the participants. The job fair will provide employment opportunities to the SLRCS volunteers. SLRC is currently engaging in the organisation of the job fair, expected to take place end of September / Mid October 2016.

Financial inclusion

SLRCS through UNDP has approached ECOBANK and the Micro Financial Institution (MFI) Association of Sierra Leone for the delivery of financial inclusive training to all 800 SLRCS volunteers at district level. ECOBANK and the MFI Association have provided SLRCS with schedules for upcoming trainings to start in mid-September. In total 13 trainings will be delivered to the SLRCS volunteers to facilitate access to a range of financial services available such as savings and deposit services, payment and transfer services, credit and insurance etc. SLRCS expects this training to encourage better savings mind-set amongst the SLRCS volunteers and their families.

Monitoring and Evaluation:

Two joint monitoring missions were successfully completed by SLRCS, UNDP and IFRC for the purpose of MPTF reporting between the dates of June 24th and August 10th 2016. The first mission entailing delegates from SLRCS, UNDP and IFRC visited three Northern districts with the purpose of clarifying the business development training to SLRCS volunteers of one BDS provider.



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The mission successfully mitigated misconceptions circulated by the SLRCS volunteers, thus improving project buy-in by the volunteers. The second mission consisting of the MPFT representative, UNDP, IFRC and SLRCS delegates, entailed site visitation to two BDS trainings, one education facility and one vocational training. Progress of the SLRCS volunteers and their feedback on the project was gathered at the mid-way point of project activities. This feedback was essential for the identification and flagging of challenges for attention by MPTF, UNDP, IFRC and SLRCS.

Key Achievements (please use this section to highlight your key achievements for the month, using bullet points if preferred)

- 35 participants trained in general baseline survey conduct and analysis for the PSS and livelihood components of the project;
- 800 SLRCS volunteers assessed for psychosocial support and livelihood support;
- 28 SLRCS officers trained in advanced coping skills and stress management with 14 work plans for psychosocial activities per district submitted to SLRCS headquarters;
- 484 SLRCS volunteers received individual counselling for support in mental health awareness and livelihood reskilling options;
- One SLRCS volunteer referred for specialised mental health services;
- 108 SLRCS volunteers supported for one year in Tertiary education;
- 223 SLRCS volunteers supported for one year in Vocational training of their choice;
- 385 SLRCS volunteers supported for BDS training;
- The successful arrangement of support from ECOBANK and MFI Association of Sierra Leone for the financial inclusion component of SLRC volunteers. 13 Financial inclusion trainings planned for the next quarter;
- Agreement of CAPs job fair scheduled at end of September/mid-October; and
- Two joint monitoring mission successfully conducted by SLRCS, IFRC and UNDP.

CHALLENGES

- Some of the volunteers are still not fully convinced of the capacity building and skills building elements of the programme and prefer receiving cash to acquiring new skills to be gainfully employed. SLRCS has continued to sensitise these individuals throughout all activities as a means of mitigating potential disruptions within each of the reskilling/livelihood training options.
- The project start was substantially delayed due to recurrence of isolated EVD cases in early 2016. This resulted in the granting of the no cost extension for six months to complete the project activities. Despite the extension, it seems that to successfully complete all activities, a further no cost extension must be considered by the MPTF. SLRCS and IFRC have identified areas of savings within the budget lines and as such will look at the option of adding additional volunteers to undergo the various reskilling training. For this to be granted, SLRCS with the support from the IFRC/UNDP will develop a work plan entailing programming of remaining grant, times and overall budget breakdown and present the case to the MPTF.

Gender and Environmental Markers *(Please provide disaggregated data, if applicable)*

No. of Direct Beneficiaries	
Women	172
Girls	
Men	628
Boys	
Total	800



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No. of Indirect Community Beneficiaries reached via CBPSS and Individual PS Counselling – Figures stand for extended family members		May Cumulative	June, July, August Cumulative
Women	1,689	7,350	9,039
Girls	-	6,531	6,531
Men	1,834	6,688	8,522
Boys	-	5,252	5,252
Total	3,523	25,821	29,344

The indirect beneficiaries are the family members, relatives and community members of the direct beneficiaries of project. Based on identified needs SLRCS district PSS coaches visit the locations and provide counselling and mediation services. Additionally, in order to ensure effectiveness of services the project PSS coaches also carry out regular follow up visits to those communities where the mediation or counselling services were provided. The numbers for indirect beneficiaries are calculated on monthly basis and a cumulative figure is reported at the end of each month.