

**UN EBOLA RESPONSE MPTF  
PROJECT Quarterly PROGRESS REPORT  
Period (Quarterly Report): 1<sup>st</sup> March 2017 to 31<sup>st</sup> May, 2017**

<b>PROJECT NUMBER AND TITLE:</b> #38- Title: Reintegration of Sierra Leone Red Cross Society (SLRCS) Volunteers Burial Teams	<b>PROJECT START DATE<sup>1</sup>:</b> 23-06-2015	<b>AMOUNT ALLOCATED by MPTF</b> <i>(please indicate different tranches if applicable)</i> \$ USD 1,975,639.87	<b>RECIPIENT ORGANIZATION</b> United Nations Development Program (UNDP)
<b>PROJECT ID:</b> 00095545			
<b>PROJECT FOCAL POINT:</b> Name: Ghulam Sherani E-mail: <a href="mailto:ghulam.sherani@undp.org">ghulam.sherani@undp.org</a>	<b>EXTENSION DATE:</b> 31-07-2017	<b>FINANCIAL COMMITMENTS</b>	
<b>STRATEGIC OBJECTIVE (STEPP)</b> 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	<b>PROJECTED END DATE:</b> 31-07-2017	<b>EXPENDITURES</b> \$1,419,289.66 <sup>2</sup>	<b>IMPLEMENTING PARTNER(S):</b> The International Federation of Red Cross and Red Crescent Societies (IFRC)  Sierra Leone Red Cross Society (SLRCS)
<b>MISSION CRITICAL ACTION</b> MCA - Description			

<sup>1</sup> The date project funds were first transferred

<sup>2</sup> This is the amount booked in IFRC finance system excluding some costs incurred in May 2017 and not booked in IFRC finance system. The full expenditure will be available after the month of June 2017

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<b>LOCATION:</b> Sierra Leone, West Africa	<b>SUB-NATIONAL COVERAGE AREAS:</b> 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, Bo District, Kailahun District, Bonthe District and Kono District
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**QUARTERLY PROGRESS REPORT RESULTS MATRIX**

<b>OUTPUT INDICATORS</b>					
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
<i>Description of the quantifiable indicator as set out in the approved project proposal<sup>3</sup></i>					
# of SLRCS volunteers completing psychosocial assessment	All the 14 Districts	800 <sup>4</sup>	0	800 <sup>5</sup>	100 <sup>6</sup> %
# Red Cross Staff trained in Community Based Psychosocial Support (CBPSS)	All the 14 Districts	28	0	28	100%
# of SLRCS volunteers trained in Psychological First Aid	All the 14 Districts	60	0	60	100%
# of SLRCS branches with a referral system to specialized mental health services	All the 14 Districts	14	0	14	100%

<sup>3</sup> For more project details please see narrative below.

<sup>4</sup> Due to overestimation of SLRCS volunteers exhibiting Post Traumatic Stress Disorder (PTSD) the initial figure of 1,300 volunteers as per the revised MPTF Results Matrix (Dec 2016) was deemed unnecessary with the new 500 volunteers exempt from the PSS assessment.

<sup>5</sup> Ibid.

<sup>6</sup> 100 % of the initial first batch of volunteers successfully were assessed in their mental health with a small portion of those displaying signs of Post Traumatic Stress Disorder (PTSD).

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<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since Project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
# of SLRCS volunteers undertaking counselling sessions	All the 14 Districts	800	0	800	100%
# of SLRCS volunteers referred to specialized care and treatment and receiving on-going support	All the 14 Districts	As required <sup>7</sup>	0	1 <sup>8</sup>	100% <sup>9</sup>
2) Assessment	All the 14	1,300		1300	100% <sup>10</sup>

<sup>7</sup> The results matrix target was revised to ‘as required’, due to the nature of the support. The low number of referrals can be attributed to the effectiveness of psychosocial support interventions offered to the volunteers through individual and group sessions thus they were able to cope with the situations and return to their normal lives.

<sup>8</sup> Only one volunteer was identified as in need of specialised mental health treatment. They were subsequently referred to the relevant state health agency and have shown considerable improvement.

<sup>9</sup> The successful referral of the sole volunteer has accounted for a 100% delivery rate. The low number of referrals can be attributed to the effectiveness of psychosocial support interventions offered to the volunteers through individual and group sessions thus they were able to cope with the situations and return to their normal lives.

<sup>10</sup> The project was expanded to support additional 500 volunteers from other pillars (social mobilization, contact tracing, psychosocial support) of the EVD response. The additional 500 volunteers were sensitized and opted for various reskilling options resulting in a higher coverage from the 800 volunteers initially targeted.

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# of SLRCS volunteers completing skills/educational/interest assessment	Districts		500		
(3) Livelihood # of SLRCS volunteers receiving career skill development training	All the 14 Districts	62	0	55	89% <sup>11</sup>
Proportion of SLRCS volunteers streamed through the career skill development training that successfully complete the training	All the 14 Districts	75%	0	89%	89%
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since Project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
# of SLRCS volunteers	All the 14	402 <sup>12</sup>	177	402 <sup>13</sup>	100% <sup>14</sup>

<sup>11</sup> 55 SLRCS SDB/IPC volunteers underwent career advisory placement training conducted at CAPS centres at Fourabay College in Freetown and Eastern polytechnic in Kenema. The 55 volunteers are currently undergoing CAPS internships at various organisations and companies across Sierra Leone.

<sup>12</sup> Whilst the revised Prodoc Results Matrix (Dec 2016) denoted 375 beneficiaries, this was a rough estimate. The final figure of 402 was arrived at when the new batch of 177 volunteers was finalised through their participation in the project.

<sup>13</sup> Ibid

<sup>14</sup> 100% of volunteers who chose the vocational stream have either finished their selected courses or are due to complete in the next year.

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receiving vocational training	Districts				
Proportion of SLRCS volunteers streamed through the vocational training that successfully complete the training	All the 14 Districts	75%	65% (262/402)	65%	65% <sup>15</sup>
# of SLRCS volunteers receiving business development training	All the 14 Districts	462 <sup>16</sup>	57	462 <sup>17</sup>	100% <sup>18</sup>
Proportion of SLRCS volunteers streamed through the business development training that	All the 14 Districts	75%	0	83.3% 385/462	83.3% <sup>19</sup>

<sup>15</sup> 75% of those streamed through vocational training are anticipated to successfully complete one year or six months training program depending on the course they selected. Currently, 65% of the volunteers that undertook vocational training have successfully completed the training. The bulk of the remaining volunteers are completing their training between June 2017 to July 2018.

<sup>16</sup> Whilst the revised Prodoc Results Matrix denoted 655 beneficiaries, this was a rough estimate. The final figure of 462 was arrived at when the new batch of 57 volunteers was finalised through their participation in the project.

<sup>17</sup> Ibid.

<sup>18</sup> Ibid.

<sup>19</sup> 83.3% (385/462) of the volunteers that opted for BDS stream have successfully completed the training. 70.3% (325/462) have developed business plans and received start-up capital to kick start their business; 57/462 (12.3%) are currently undergoing training and once they completed the would be provided with start-up capital. 17.4% that never completed the training were noncommittal, citing reasons such as unavailability of transport refund, training allowance, meals during the training among others.

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successfully complete the training					
Market assessment and analysis emergent industries/livelihood areas	All the 14 Districts	1,300	0	1,300	100%
# of SLRCS volunteers returning to tertiary studies	All the 14 Districts	374 <sup>20</sup>	266	374 <sup>21</sup>	100% <sup>22</sup>
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since Project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
(4) Financial inclusion # of SLRC volunteers receiving planning and advisory service	All the 14 Districts	1300 <sup>23</sup>	456	1256 <sup>24</sup>	97% <sup>25</sup>
# of SLRC volunteers receiving financial management advice linked to UNDP's small and medium enterprise development and recovery programmes	All the 14 Districts	1300 <sup>26</sup>	460	1260 <sup>27</sup>	97% <sup>28</sup>
# of SLRCS volunteers receiving training on financial inclusion and	All the 14 Districts	1,300	460	1260 <sup>29</sup>	

<sup>20</sup> Whilst the revised Prodoc Results Matrix denoted 208 beneficiaries, this was a rough estimate. The final figure of 374 was arrived at when the new batch of 266 volunteers was finalised through their participation in the project.

<sup>21</sup> The total number of volunteers designated for tertiary support have returned to the institutions of choice.

<sup>22</sup> Ibid.

<sup>23</sup> The financial inclusion trainings were originally designed for those beneficiaries (405) who would undertake Business Development courses. However, the IFRC/SLRCS felt it important to extend the training to the total 1,300 project beneficiaries for better sustainability of all livelihood interventions.

<sup>24</sup> 3% of the total projects beneficiaries did not attend the trainings due to absence. SLRCS followed up these individuals who course attendance is encouraged but not enforced.

<sup>25</sup> The financial inclusion component was deemed the most successful intervention of the project by beneficiaries. This was due to the volunteers having minimum understanding of the formal banking sector and the services offered prior to the project. With such trainings, the volunteers are empowered to make better more informed decisions regarding savings and accessing loans.

<sup>26</sup> The financial inclusion trainings were originally designed for those beneficiaries (405) who would undertake Business Development courses. However, the IFRC/SLRCS felt it important to extend the training to the total 1,300 project beneficiaries for better sustainability of all livelihood interventions.

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<sup>28</sup> Ibid.,

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access to financial services such as savings, credits, insurance etc.					97% <sup>30</sup>
<b>EFFECT INDICATORS (if available for the reporting period)</b>					
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix December 2016)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since Project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
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%	0	1 (1/1)	100% <sup>31</sup>
Proportion of SLRCS volunteers that require on-going care for trauma and/or stress associated symptoms still receiving treatment	Nationwide – 13 districts	50%	0	1 (1/1)	100% <sup>32</sup>

<sup>30</sup> Ibid.,

<sup>31</sup> It was estimated that 50% of the volunteers with signs of stress and/or trauma related symptoms would report ablation of said symptoms after treatment. Only one volunteer after psychosocial assessment showed signs of stress or trauma related symptoms and has received treatment and recovered.

<sup>32</sup> The volunteer who was under treatment recovered fully and currently there is no volunteer undergoing treatment.

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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%	0	1 (1/1)	100%
Proportion of SLRCS volunteers in the career skill development stream successfully joining the workforce	Nationwide – 13 districts	50%	8% (5/62)	8%	8% <sup>33</sup>
<b>Indicator</b>	<b>Geographic Area</b>	<b>Projected Target (as per results matrix)</b>	<b>Quantitative results for the (three months) reporting period</b>	<b>Cumulative results since Project Start (quantitative)</b>	<b>Delivery Rate (cumulative % of projected total) as of date</b>
Proportion of SLRCS volunteers in the vocational development	Nationwide – 13 districts	50%	65%	65%	65% <sup>34</sup>

<sup>33</sup> 8% (5/62) of the volunteers that opted for CAPS stream at the time of reporting had secured employment. To strengthen the ability of the other volunteers to secure jobs, an eight weeks internship was organized where the volunteers will gain work experience and show cases their abilities and competencies thus improving their prospects of joining the workforce. The eight weeks internship is expected to complete for some of the volunteers in June & July 2017.

<sup>34</sup> 65% of the volunteers that opted for vocational training have successfully completed the training and the bulk of the remaining volunteers are completing their skills training between June 2017 and July 2017. Start-up kits will be provided to the volunteers and that will enable the volunteers to operationalize the skill they acquired.

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stream gaining a vocational skill					
Proportion of SLRCS volunteers in the business development stream having established small or medium enterprises	Nationwide – 13 districts	50%	0	37 % (148/405)	37% <sup>35</sup>
Proportion of SLRCS volunteers that resume their studies successfully	Nationwide – 13 districts	50%	3.5% (13/374)	3.5%	3.5% <sup>36</sup>

<sup>35</sup> A total of 148 volunteers have registered their business ventures with the various district councils. The businesses are now recognised as formal established enterprises.

<sup>36</sup> 3.5% of the volunteers that resumed their studies after the outbreak have completed their studies based on the level of education they were prior to the outbreak. From the remaining students, there some who will complete their studies in 2017, some in 2018 and the last batch that got registered in 2017 will complete their studies in 2019 and 2020.

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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
complete their education					
Proportion of SLRCS volunteers able to access financial services and savings	Nationwide – 13 districts	50%	100%	100%	100% <sup>37</sup>
Proportion of SLRCS volunteers able to access loan/micro-credit facilities	Nationwide – 13 districts	20%	0	0	0 <sup>38</sup>
Proportion of the wider (Ebola Response workers)	Nationwide – 13 districts	50 percent of the entire	0	0	0 <sup>39</sup>

<sup>37</sup> Financial inclusion training for 1,260 SDB/IPC, SOC. MOB, PSS & CT volunteers was completed with support from Ecobank. All the volunteers have access to banking services with all the volunteers having bank accounts with various banks across Sierra Leone. It is envisaged that the training will improve the volunteer’s ability to manage their finances, and thus enhance their capability to access an array of other financial services.

<sup>38</sup> The ability of the volunteers to access loan and microcredit facilities depends to their ability to save and borrow and their general financial management as ascertained by the banks. The volunteers have been trained on how to access an array of financial services and this is envisaged to improve their ability to secure loans. The project with support from Ecobank and other financial institutions will track the number of volunteers that have successfully accessed loans especially those supported under BDS stream.

<sup>39</sup> The project is a pilot and thus the lessons learnt from implementation of reintegration and reskilling of the SLRCS burial and IPC teams will be invaluable in development of policy and reintegration of wider ERWs. This will be done once the project is completed.

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ERW that can access future reintegration and reskilling programs		ERW Studies			
# of SLRCS volunteers receiving vocational start up kits	All the 14 districts	402 <sup>40</sup>	367	367 <sup>41</sup> (367/402)	91%
# of SLRCS volunteers receiving business start up kits	All the 14 districts	243 <sup>42</sup>	243	243 <sup>43</sup> (186/243)	76%
# of SLRCS volunteers receiving back to school kits	All the 14 districts	374 <sup>44</sup>	331	331 <sup>45</sup> (331/374)	88.5%
Proportion of SLRCS volunteers receiving training on conflict mediation and peacebuilding	All the 14 districts	120 <sup>46</sup>	120	120 <sup>47</sup>	100% <sup>48</sup>

**NARRATIVE**

**Situation Update**

***Psychosocial Support :***

PSS needs assessment conducted in January 2017 indicated that the SDB/IPC volunteers had recuperated and returned to their normal lives. The result was attributed to the continuous support the volunteers had received through individual and group sessions since the beginning of the project. The project PSS activities during the reporting period aimed at improving the capacity of the branch staff and volunteers on PS and thus create resilience on psychosocial support programing and future integration with long term health and disaster risk reduction programs. This will enhance sustainability of the PS activities supported

<sup>40</sup> Whilst the revised Prodoc Results Matrix denoted 375 start up kits to this stream, this was a rough estimate. The final figure of 402 start up kits to be distributed correlates to the total number of beneficiaries.

<sup>41</sup> A remaining 35 start up kits are expected to be released in the month of June 2017. All related volunteers have been consulted and assured.

<sup>42</sup> Whilst the revised Prodoc Results Matrix denoted 225 start up kits to this stream, this was a rough estimate. The final figure of 243 start up kits to be distributed correlates to the total number of beneficiaries and the business competition criteria.

<sup>43</sup> A remaining 57 start up capital grants are expected to be released in the month of June 2017. Logistical challenges concerning paperwork for bank accounts can be accounted for the delay. All related volunteers have been consulted and assured.

<sup>44</sup> Whilst the revised Prodoc Results Matrix denoted 208 start up kits to this stream, this was a rough estimate. The final figure of 374 educational start up kits to be distributed correlates to the total number of beneficiaries.

<sup>45</sup> A remaining 43 educational start up kits are expected to be released in the month of June 2017. Logistical challenges can be accounted for delay. All related volunteers have been consulted and assured.

<sup>46</sup> Whilst the revised Prodoc Results Matrix denoted 300 beneficiaries, this was a rough estimate. The final figure of 120 was arrived at when the SLRCS identified 120 key branch personnel for sustainability in a TOT style approach to the trainings.

<sup>47</sup> Ibid.

<sup>48</sup> Training on violence prevention and peace building concepts for 120 (71 females and 49 males) SLRCS staff and volunteers across the 14 branches was conducted successfully.



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by the project.

The project created local PS capacity for the volunteers, and the National Society (SLRCS) in all parameters in giving of psychosocial support both at emergency, recovery and development phase. This was done through trainings on Psychological First Aid (PFA), Community-based psychosocial support (CBPSS) approach, coping skills and stress management and violence prevention and concepts of peace building trainings. The trainings built a solid foundation that could be utilized in the varied landscapes of PS interventions.

As part of project delivery, three important activities under PSS were conducted during the reporting period as highlighted below.

*Coping Skills and Stress management training for 70 social mobilization, contact tracing and psychosocial support volunteers*

70 (31 female and 39 male) former social mobilization, contact tracing and PSS volunteers successfully completed a three days training on coping skills and stress management. The training was conducted between the 22<sup>nd</sup> and 28<sup>th</sup> March 2017 and it imparted skills and knowledge on coping and stress management to the volunteers. The training is envisaged to improve the volunteer's abilities to cope with stress not only for their benefit but also for their families, communities and the country at large. The training was also useful in increasing the human resources with deeper understanding on coping skills and stress management necessary in addressing psychosocial support needs in the event of future crises as well as creating individual, community and organisational resilience.

*Violence prevention and concepts of Peace building training*

Training on violence prevention and peace building concepts for 120 (71 females and 49 males) SLRCS staff and volunteers across the 14 branches was conducted between 18<sup>th</sup> and 29<sup>th</sup> April 2017. The training strengthened the National Society's capacity to prevent, mitigate and response to any form of violence. The training lay emphasis on various forms interpersonal and self- directed violence and how to recognize and address them in a comprehensive manner to create safe environments. Violence is a health, social, justice, legal, spiritual, economic, cultural, community-development, and human rights problem and in most occasions, is passively inflicted creating catastrophic consequences on individuals, families, communities and the country at large. The training provided a basis for addressing the issue through establishment of prevention teams in each of the districts that oversee violence prevention initiatives within their jurisdictions.

The training also provided an opportunity to the volunteers and staff to learn on conflict resolution mechanisms that will enable them to sustain personal and professional relationships. The training will go a long way in creating ample working environments for communities and the country at large and thus foster social, political and economic progress.

*Community Event Game of Life*

Community event game of life was successfully implemented across the 14 branches. The event was used to celebrate the successful reintegration of beneficiaries into their communities and used to thank community members and SLRCS volunteers for the support they extended towards successful implementation of project.

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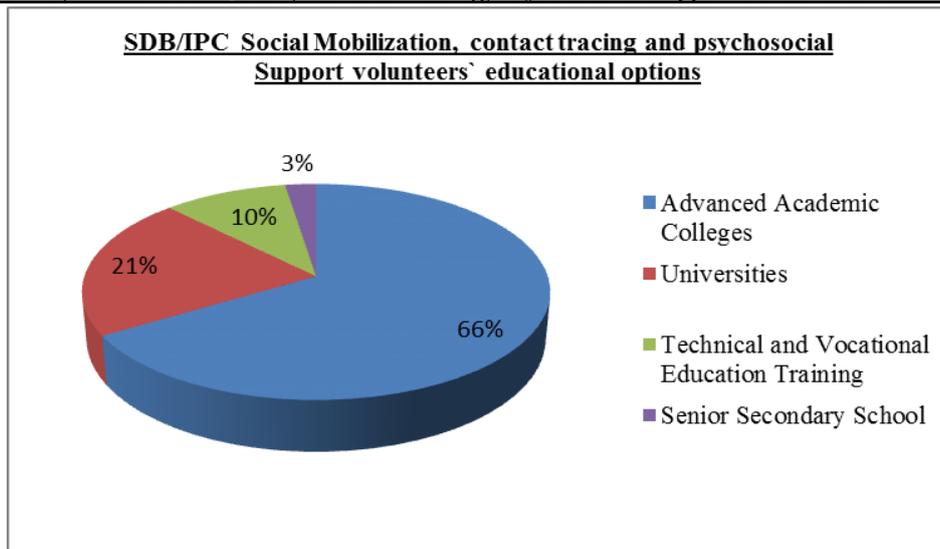
The activity brought on board all the stakeholders that supported the implementation of the project and created a platform where project achievements were discussed. The activity was crowned by hosting sporting activities when the project beneficiaries, their families were engaged. It is anticipated that the activity enhanced social cohesion and will foster sustainability of project achievements.

***Reskilling Support:***

*Continuing Education*

3.5% (13/374) volunteers that resumed studies in senior secondary school, technical and vocational educational training (TVET) centres and tertiary institutions after the EVD outbreak have completed their studies in their various levels of education. The project provided a one-year tuition fee for all the 374 volunteers that resumed their studies and follow up will be conducted to ensure individual, family support and where possible government or district council support complete their studies in 2017, 2018, and 2020 based on the academic year the volunteers are currently. The chart (***Chart 1***) below shows the category of institutions the volunteers are enrolled in.

***Chart 1: SDB/IPC, Social Mobilization, Contact Tracing, Psychosocial Support Volunteers Educational Options***



A total of 374 volunteers that resumed their studies are pursuing WASSCE, HTC, national diplomas, higher national diplomas, degree courses and master programs in various educational institutions across

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Sierra Leone. Once the volunteers qualify, they will form a huge human resource base for SLRCS, and the country at large based on their skill sets. The table (*Table 1*) below shows the various fields being pursued by the volunteers.

**TABLE 1: CAREER FIELDS PURSUED BY THE SDB/IPC, SOC. MOB, PSS AND CT VOLUNTEERS**

<b><u>CAREER FIELD</u></b>	<b><u># VOLUNTEERS</u></b>
Banking, Finance & Accounting	27
Agriculture	12
Community development, social work and sociology	68
B. Education, Higher Teachers certificate - ND & HND	97
Logistics & Supply Management	36
Business Administration, Business Management, Economics and statistics, Human Resource Management, & Project Management	68
Health and Nutrition	40
Engineering	7
BSc. & HND in Information Technology & Networking	17
Mass Media & Communication	2
	374

**Vocational Skills Development**

As of May 2017, 65% (262/402) of the volunteers who opted for vocational skills training have completed their one year or six months training program at various vocational training institutions across Sierra Leone. The remaining 35% are expected to complete their training program between June 2017 and October 2018. The chart (*Chart 2*) below shows the breakdown of the vocational skills the volunteers are undertaking.

The volunteers that have completed their vocational skills training, will be provided with start-up kits that comprise of tools or equipment necessary to operationalize the skills they acquired during the training. The table (*Table: 2*) below provides details of the start-up kits. Some of the start-up kits will be provided to groups that will be formed so that there is synergy in skills utilization the volunteers are trained on.

The volunteers will be encouraged to form clusters that will facilitate synergy in utilization of skill sets already acquired. This builds on the strength of working together as seen during the EVD response where they delivered enormous results at a challenging time while they were conducting safe and dignified burials.

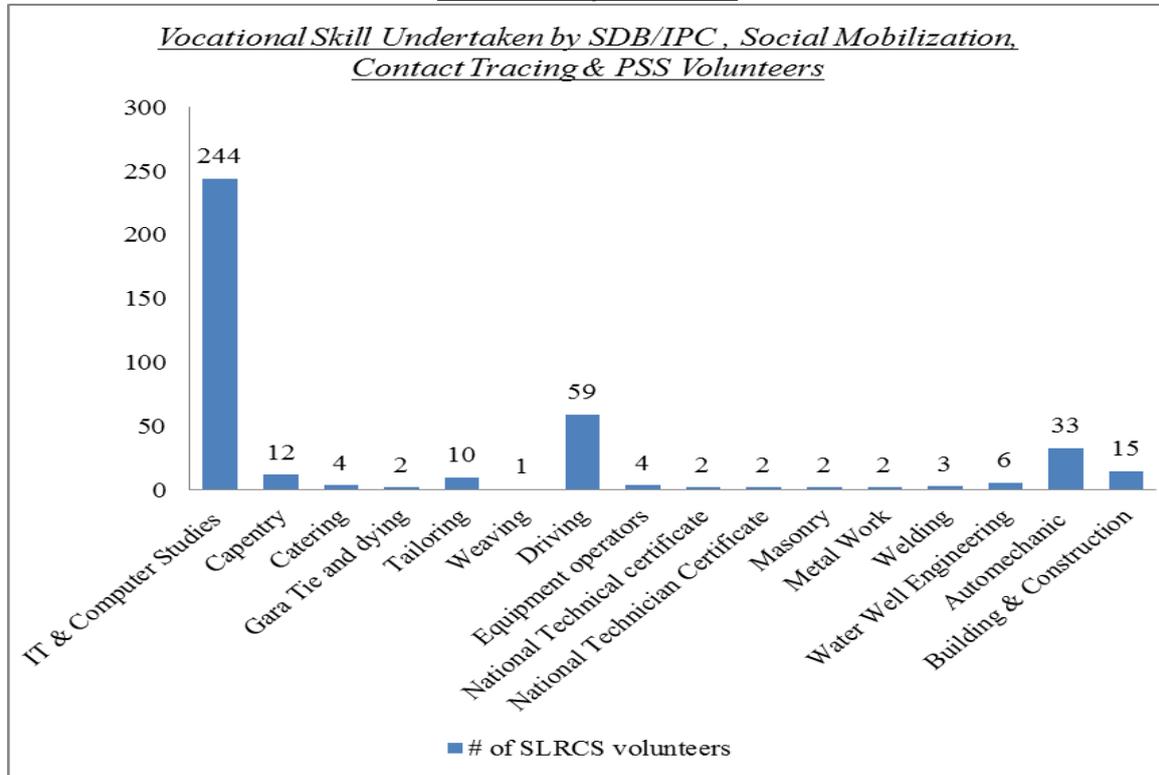
At the same time, the volunteers will develop a long-term working relationship with the training institutions and their SLRCS link branches in utilization and long-term use of the equipment provided in delivering desired services in their respective fields. The training institution will support in mentorship and technical support due to technological changes or advances in their line of training.

The project as well, will support in installation of solar power across the 14 branches. This will enable the volunteers with start-up kits access reliable power supply necessary for continuous learning and

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improvement in their professions. This puts into cognizance that most of the districts in Sierra Leone are not within the national power grid and power supply is intermittent.

***Chart 2: SLRCS SDB/IPC, Social Mobilization, Contact Tracing & Psychosocial support volunteers Vocational Skills Training Breakdown***



***Table 2: Details of start-up kits for SLRCS SDB/IPC, Social Mobilization, Contact Tracing & Psychosocial support volunteers***

Vocational Skills Training	# Of SLRCS Volunteers	Description of Start-Up Kits
IT/Computer Studies	242	Laptops
Building & Construction	17	Masonry Toolkit
Carpentry	12	Carpenters Tool Kit
Auto Mechanic	16	Moto mechanic Toolkit
Water Well Engineering	6	Plumber Kit
Driving	59	Driving Licences
Welding & Metal Work	5	Welding & Metal Toolkit
Tailoring	10	Tailors toolkit
<b>Total</b>	<b>367</b>	

A total of 402 volunteers are envisaged to complete vocational training by July 2018. This will increase the proportion of skilled labour force necessary for self-reliance and self-actualisation and in turn contribute to the progressive development of the society and the economy of the country.

***Business Skill Development (BDS)***

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95% (385/405) of the initial 405 volunteers that streamed through business development successfully completed the training and 80.2% (325/405) developed 186 business plans that were provided with start-up capital. There are total of 10 group business plans with a total of 148 members across the Eastern region and 176 are individual business plans.

<b>NATURE/TYPE OF BUSINESS</b>	<b>NUMBER OF BUSINESS PLANS</b>
Agriculture (rice, poultry, vegetable, livestock, Fishing, Goat, groundnuts cassava)	23
Retailers & Petty traders dealing with a variety of household commodities, food & beverages, building & construction materials, and clothing	128
IT shops, electronic shops & internet cafes	16
Transport (Motorcycles)	12
Carpentry workshops, Tailors shops, weaving	7
<b>Total</b>	<b>186</b>

The training provided the necessary skills in business planning and management that will be essential in the execution business ideas enshrined in the business plans.

SLRCS will monitor the progress in implementation of the business plans and frequently engage with the BDS service providers and line ministries for technical support in a bid to ensure the desired goal of the project of establishing and expanding SMEs is realized. This will in the long term enhance the economic status of the volunteers, their families, communities and the country at large.

A total of 57 volunteers are undergoing training and once they complete the training and develop business plans, they will be provided with start-up capital. A long-term partnership has been established with Ecobank and will support in implementation of business plans developed by the volunteers.

**Career Advisory Placement Services**

8% of the volunteers that opted for career advisory placement are currently employed, while 92% (57/62) of the volunteers are undergoing internship program at various institutions and organisations across Sierra Leone. The internship initiative provides an opportunity for the volunteers to gain essential work experience and provide them the chance to showcase their skills; competencies and abilities hence improve their likelihood of being absorbed in the labour market.

**Financial inclusion**

A total of 456 (302 Males & 154 males) former social mobilization, contact tracing and psychosocial support volunteers successfully completed financial literacy training with support from Ecobank. The training imparted skills, knowledge and information required by the volunteers to make prudent financial decisions regarding savings and lending schemes. It is envisaged that the volunteers will apply the skills acquired in improving their access an array of financial services and thus encourage long term engagement with banking and microcredit institutions.

**Monitoring and reporting:**

During the reporting period, a number of monitoring missions were carried out to support project



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implementation and provide quality assurance of the activities being implemented. The following are the highlights of the monitoring missions.

- A joint monitoring trip by SLRCS, IFRC and UNDP was conducted between 23 – 27/04/2017. The visit was used to showcase the project achievements for those the beneficiaries continuing education on a Facebook live broadcast conducted at Njala University. The visit was also used to discuss project activities with vocational training institutions and SLRCS branches in Bo, Kenema, and Port Loko
- Project review meeting was held with SLRCS branch managers on 5<sup>th</sup> and 6<sup>th</sup> April 2017 and the meeting result was development of accelerated work plan for the pending activities and sharing preparation of MoUs for the volunteers to sign across the fourteen branches.
- A final coordination meeting was held with the branch managers and PSS coaches on 12<sup>th</sup> May 2017 The meeting was used to conduct verification of the details for the 1,300 volunteers across the 14 branches and the meeting was also used to prepare for community event game of life.
- Project support supervision was conducted for trainings on coping skills and stress management, Financial inclusion training and violence prevention and concepts of peace building training. The training was instrumental in establishing Trainer of Trainers (ToT) volunteers and staff that will support future training on the same content.

### **Key Achievements**

The following are some of the key achievements of the project during the reporting period:

- 70 volunteers and staff across 14 SLRC district branches were trained on coping skills and stress management.
- 456 former social mobilization, contact tracing and PSS volunteers and staff benefited from financial inclusion training supported by Ecobank across the 14 district branches.
- Start-up capital was provided to 186 business plans. The start-up capital is envisaged to kick start the business plans submitted by the volunteers that opted for the business development stream. This in the long term will contribute to establishment of small and medium enterprises
- Educational support for reading and writing materials was provided to 331 volunteers pursuing higher education across various tertiary institutions in Sierra Leone.
- A total of 57 volunteers undertaking internship program in various organisations and companies were supported. The internship program is part of the career advisory placement initiative to strengthen the volunteer's ability to secure jobs.
- Solar Panel installations has commenced across the 14 branches. This is envisaged to provide reliable power for the volunteers that would be provided with start-up kits and support branch activities. This would in turn improve on the efficiency in reporting by the field staff and volunteers.

### **Challenges**

#### Continuing Education

The project supported the volunteers to resume their studies through payment of one-year tuition fee. Some of the volunteers opted to resume their studies owing to the opportunity being available and not putting into consideration that the support was provide for one year. Some of the volunteers have expressed concerns on their inability to meet the cost of their education in the subsequent years. Some of the reasons cited was that doing the Ebola operations most of the volunteers transited into being household bread winners owing to the amount they were receiving as part of their payment and thus transiting back and asking for support



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from their parents or guardians has proven to be difficult.

Vocational Stream

The volunteers that opted for vocational training will complete their program in phases. The challenge the volunteers still face is that the volunteers still require continued mentorship and coaching to translate their acquired skill into generating income for themselves and thus improve their livelihoods. This rely on provision of start-up kits and continuous support from their vocational institutions and their link SLRCS branches to establish enterprises or entities that would enable them perfect what they trained on, as well as provide the dire need services in the sectors they are trained on.

BDS

The volunteers that opted for Business development service have been provided with start-up capital and the volunteers still need to be guided in maintaining cash flows and the process of nourishing business entities. This could be supported with frequent follow ups from the BDS service providers and the microfinance entities as well as having exchange programs among the volunteers.

CAPS

The CAPS internship initiative in addition to the CAPS training was useful in exposing the volunteers to gain work experience and show case their competencies. Majority of the volunteers would be completing their internship in June and July 2017. The ability of the volunteers to secure jobs depends on their performance during their internship and the growth being experienced in the organisation the volunteers are doing their internship. This would require support and follow up to ensure the desired outcomes are realized.

Financial inclusion

Financial literacy training for the volunteers was the strongest element of the project and was widely appreciated by both SLRCS staff and the volunteers. The ability of the volunteers to secure loans and microcredit facilities relies on consistency on maintaining cash flows and their banking practices. The volunteers especially those that opted for BDS would require more guidance on some of the banking procedures and requirements in order to obtain loan and microcredit facilities.

**Indirect Beneficiaries**

The project as of February 2017 had reached a total 70,097 direct and indirect beneficiaries through psychosocial support intervention. Psychosocial support activities were scaled down in December 2016 since the volunteers had recovered from the traumatic experience and carried on with their normal lives. During the reporting quarter a total of 456 (302 males & 154 females), 120 (71 females & 49 males), 70 (31 females & 39 males), 2392 (1110 females, 1282 males) were reached through trainings on financial inclusion, violence prevention and concepts of peace building, coping skills and stress management and community event game of life respectively.

**Table 3. Indirect Beneficiaries**

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<b>No. of Indirect Community Beneficiaries reached via CBPSS and Individual PS Counselling – Figures stand for extended family members</b>		<b>February 2017 Cumulative</b>	<b>March, April, and May, 2017</b>
<b>Women</b>	-	19,761	1,366
<b>Girls</b>	-	17,180	0
<b>Men</b>	-	18,703	1,672
<b>Boys</b>	-	14,453	0
<b>Total</b>	-	<b>70,097</b>	<b>3,038</b>

**Annex: 1**



Photos of the trainings & Community