

Integrated Resource Development for Tri-people (IRDT)
PROJECT COMPLETION REPORT

*Skills Training in Masonry and Welding TESDA Accredited Course NC II
For IDP and Marginalized Host communities in Zamboanga City
Buggoc & MASEPLA I Transitory Sites, Zamboanga City
March 10, 2016-May 26, 2016*

OVERVIEW

The proposed project was intended to provide Skills Trainings in Masonry and Welding Technical Education and Skills Development (TESDA) Accredited NC II. Part of the project component's activities was the social preparation and community mobilization by Integrated Resource Development for Tri-people (IRDT) in order to ensure that the training activities are implemented successfully. The project aimed to at least contribute to strengthen employability skills of IDP communities and its host communities and provide wage employment opportunities through job referrals in key employment generators in the region such as the construction industry.

The primary target beneficiaries are internally displaced persons (IDPs) and marginalized host IDP communities who were particularly affected by the September 2013 siege. The project designed is to provide technical support to 100 marginalize, IDP women and youth from the two transitory sites, Masepla and Buggoc and their host communities.

Through this project, partnerships and the capabilities of partners' agencies, government and NGOs will be enhanced their responsibilities as mandated in their agency to provide their technical expertise and participation for the effective implementation of the project. Best practices and case studies will be documented, and management systems and methodologies will be manualized to institutionalized lessons learned.

The training is a community-based approach but with close coordination with TESDA. All trainees will have their certificate to be certified by TESDA NC-II or COC customized for Community Based programmes.

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HIGHLIGHTS OF ACCOMPLISHMENT

a) Social preparation

Courtesies and coordination: Conducted with partner LGUs at the barangay level and other key partners such as CSWD/Camp Managers, TESDA, Trade School, AdvanceTech Training Center were conducted as part of the social preparation activities. Indeed, the involvement and participation of camp managers were very helpful in the implementation of the project from the baseline, profiling, selection processes, actual training and post training activities.

Baseline and established beneficiary profile: Data-gathering was conducted in two target areas Masepla1 and Buggoc transitory sites. A total of 583 out of 1,110 IDP families were surveyed. The remaining 527 families were not surveyed due to the reasons that 245 families refused to be interviewed, 90 bunk houses/shelters were empty/closed during the survey, 124 bunk houses with no adult to be interviewed and 68 not the real owner of the bunk houses/new occupants. See annex1- table 1: Result of data-gathering

Screened and selected target IDPs/Trainees according to the set criteria of ILO: The 100 target beneficiaries undergo the screening process in accordance to the criteria set by ILO. Aside from IDP families, 10 trainees from the host communities were also identified and included in the skills training in Masonry and Plumbing.

b) Coordination and organizing

Through collaboration and coordination with the different partners the following activities were accomplished:

- Forged partnership with TESDA accredited institution which is the AdvanceTech Training Center. The training center was tapped to provide trainers for the 2 courses in masonry and plumbing.
- Established training coordination mechanism with the involvement of camp management.

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- Designated contact and have close coordination with the host community in support for the training and organizing of trainees.
- Project technical orientation and values formation allured women interest to join the training.
- Facilitated onsite orientation of the trainees by PhilHealth, Red Cross and SSS. Through the conduct of orientation, the trainees were enlightened the importance and benefits of being a member of SSS, PhilHealth and Red Cross.

c) Capacity building and skills training

The overall objective of this project is to assist IDP participants to access TESDA accredited NCII courses in masonry and plumbing. The technical support and regular monitoring provided by the partners specially the ILO contributed in the smooth implementation of the training activities below.

- 100 participants both in Masepla1 and Buggoc completed the values formation and leadership training.
- Reinforced values formation and leadership skills through FGD to strengthen the values and leadership skills of the trainees.
- Completed the onsite output-based skills training in masonry for 41 IDPs, 25 in Mampang and 16 in Buggoc with 2 or 4 per cent women participation while 25 IDPs in Masepla were trained in plumbing and 34 are from Buggoc with 35 or 35 per cent are women.
- Actual demo and written examinations were conducted to the trainees resulted to qualify the 77 trainees to undergo TESDA Assessment of which 23 or 30 per cent are women, the rest of 23 per cent are COC.

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- Workshop and coaching on filling up bio-data/resume' and application that eventually increased their confidence to read, write and to pursue for job application.
- Assisted the participants both in Buggoc and Masepla1 to attend the job orientation conducted by private employer in partnership with DSWD.
- A total of 88 were enrolled at the Social Security System (SSS) and 62 become member in the PhilHealth. 12 IDPs were already member in SSS while 19 are member in Philhealth through the programme of NHTS.
- The 100 trainees in masonry and plumbing were given a one-year medical benefits through enrolling them in the Philippine Red Cross.
- Conducted series of focus group discussions (FGD) to selected IDP trainees. The FGD was designed to identify, ascertain and document the thoughts, apprehensions and plans of the participants who had gone through the entire skill training process. Three FGDs were conducted one in Masepla where the participants were the IDPs who longs to have a decent job. While in Buggoc the clusters were lady plumbers and NCII candidates.

d) Participation impact (Gender and ethnic-wise)

Project-wise	Geographic-wise	Course-wise	Ethnic-wise
37 per cent are women involved in the skills training in masonry and plumbing while 63 per cent are men participants.	For Buggoc transitory site, there are 21 or 42 of 50 trainees are women while for Masepla1, a total of 16 or 32 per cent of 50 trainees are women.	Masonry skill training: There are 2 or 4 per cent out of 50 trainees are women; a total of 35 or 95 per cent of the participants in plumbing are also women.	Out of 100 trainees, 33 per cent are badjao, 47 per cent are tausog, 13 per cent are from sama/baguingui group, chavacano tribe with 3 per cent, bisaya group with 2 per cent from the total trainees, ilonggo and yakan groups with only 1 per cent each.

Note: Majority of the participants in the skills training are tausog and next are from badjao group, sam/baguingui followed by chavacano, bisaya, ilonggo and yakan.

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e) Participant's Performance Impact and Employability

Percentage of NC II qualifiers

Target beneficiaries	Recommended for NCII assessment	Remarks
Buggoc Masonry - 16	13	13 or 81,25 per cent of 16 qualified completers passed the Masonry NCII 25 or 73.5 of 34 completers in plumbing passed the NC1
Plumbing - 34	25	
Masepla1 Masonry - 25	17	14 or 56 per cent of 25 qualified completers passed the Masonry NCII 16 or 64 per cent of 25 plumbing completers were given NCI
Plumbing - 25	20	

Note: The assessment was administered by TESDA -IX and it was conducted on site.
 Actual demonstration and oral examination was conducted to 77 trainees.

List of employed completers

Name of completers	Course	Date employed	Company/Name of employer
1. Omar Abdulla	Masonry	May 2016 (2 nd week)	NHA through private contractor "Engr. Vicente Lao"
2. Amil Abdulla	Masonry	May 2016 (2 nd week)	
3. Abzar Sabtul	Masonry	May 2016 (2 nd week)	
4. Alyasir Ajid	Masonry	May 2016 (2 nd week)	
5. Nadzlie Hadjula	Masonry	May 2016 (2 nd week)	
6. Julhabib Hadjirul	Masonry	May 2016 (2 nd week)	
7. Ahmad Bara	Masonry	May 2016 (2 nd week)	
8. Didang Abdulla	Plumbing		On the process going abroad

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Aside from above employment status, completers are referred to ECHO-ACF assisted project on food security and livelihood for possible support probably on their individual or group business plan, probably provision of tools in preparation for their future employment.

f) Constraining factor/Issues and concerns

- Low educational attainment and lack of basic documents like birth certificate and some don't know even their date of birth were one of the great challenges.
- Learning in theoretical form could often times be very boring that the participants tend to be very uneasy.
- Confusion on the part of the participants with regards to the provisions of allowance and tool kits with other partners creates mistrust to the organization.
- Financial constraints of the participants tend to snatch their concentration from the training due to majority of the participants are the breadwinner.

g) Lessons learned

- It takes series of values formation sessions to increase self-confidence and to facilitate better appreciation and understanding of their role as individual with distinct rights to utilize his/her capacity towards self-fulfillment.
- Daily monitoring and supervision of the training activities reaffirms and builds hope of the participants that facilitates excellent attendance of the trainees.
- The training promotes good camaraderie and cohesiveness between IDPs and host communities as it provided them an ideal venue where they can interact and share common interest and aspirations.
- The training was a significant venue for the youth, both men and women to demonstrate their potentials and interest to perform what women can do in terms of construction trade as like masonry and plumbing.

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- Culture sensitivity, conflict management skills and perseverance are basic for workers to gain trusts and to effectively handle the diversity of IDP participants coming from different tribes such as tausog, badjao, sama, banguigui, chavacano, visaya and ilonggo.
- Strong collaboration with the camp management team and IDP leaders contributed in the smooth implementation of the training wherein activities and accomplishments are product of coordinated effort.
- Provision of social protection benefits like SSS, PhilHealth and Red Cross insurance were helpful in gaining trust and confidence of the trainees, and this motivated them to give 100 per cent attendance despite their economic vulnerability.
- The integration of output of masonry and plumbing had been a facilitating and motivating factor to the participants to see their consolidated output that responses to one of the community needs, which is the construction of sanitary facility. Likewise, it increases their confidence in terms of skills and job application.
- Capacity development intervention should not be a pre-designed but rather based on community needs assessment results and findings.
- Recognition of women participation in such kind of activity like this skills training is empowering and inculcating them the importance of education in personality development and family welfare as well.

h) Recommendation

- IRDT shall continue the effort to organize and do the job referral with private sectors and with the city government through the city engineers office.
- Monitoring of progress and employment impact of the completers shall be conducted and reported to ILO as part of its post training commitment.

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- Graduation ceremony of the participants shall be supported by ILO. This is one strategy of increasing confidence and boosts the moral of the completers, which would be vital to personality and career development.

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Table 1: Result of data-gathering

Trnsitory site	No. of population	No. of household surveyed	Remarks
Buggoc	255	169	The variance of 87 household were not surveyed due to the following reasons: - 46 families refuced to be interviewed - 26 only minors at home/ not the owner of the bunk houses - 15 bunk houses were closed/empty at the time of survey
Masepla1	855	414	A total of 441 families in masepla were not surveyed with the following circumstance: - 200 families refused to be surveyed - 98 bunk houses with no adults during the time of survey - 75 houses were empty/ closed - 68 houses with no real owner of the bunkhouse/ visitors/ relatives
Total	1,110	583	

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Table 2: Ethnicity disaggregation

Ethnic	Gender		Total	Percentage (%)
	F	M		
Badjao	24	9	33	33
Tausog	28	19	47	47
Sama/Baguingui	6	7	13	13
Chavacano	2	1	3	3
Visaya	2		2	2
Ilonggo		1	1	1
Yakan		1	1	1
Total	62	38	100	