



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

CASE FINDINGS AND ANALYSIS OF SKILLS TRAINING FOR IDPs IN CARPENTRY NC II QUALIFICATIONS (1st and 2nd Batch) MASEPLA I and 2, MAMPANG, ZAMBOANGA CITY

PART I

Introduction

On March 30, 2016, the coordinating staff of ILMOH Foundation invited camp leaders and elders of IDPs from Masepla I and Masepla II Transitory Sites located at Barangay Mampang, Zamboanga City for an informal meeting and consultation at the Camp Social Hall. The meeting is to inform them of a proposed free skills training in Carpentry NC II qualification and funded by ILO-UN. The project will be implemented by ILMOH Foundation and in partnership with TESDA IX, Zamboanga City. The ILMOH Team also informed the camp leaders and elders that the conduct of the said activity was already approved by the LGU of Zamboanga City, CSWD and Camp Manager of Masepla Transitory Site.

During the meeting, the ILMOH team sought the permission of the camp elders if they'll allow the Team to conduct a baseline survey inside the camp with the resident IDPs as the target beneficiaries for the free skills training. The participants will be screened and interviewed by the ILMOH team to determine if they are qualified for the said training. They were assured that the information they'll provide will be handled with strict confidentiality. Later an open forum was held and a mutual agreement was made on how to conduct the survey.

On March 31, 2016, the ILMOH Foundation Team commences the conduct of the baseline survey with the help of the Camp Peacekeepers of Masepla Transitory Site and approval of Mrs Juila Jailani, the camp manager. During the survey the Team informed the participants that in order to avail of the free skills training, they must be a residence of Masepla I and II, at least earned a high school education, has not yet avail of any training conducted by TESDA or other training agencies and must have ample time to spend for the duration of the training.

After diligently reviewing the IDPs' applications, the ILMOH Foundation screening staff choice 50 qualified applicants from the list. These were divided into two groups of 25 persons each per TESDA standards and shall compose the two batches of Carpentry NC2 qualifications class.

On April 4, 2016, an orientation was conducted with the active participation of the 50 qualified applicants for Carpentry NC2 qualification. The resource persons were representatives from TESDA IX, Silsilah Dialogue Foundation being the venue provider and staff of ILMOH Foundation. After the usual introductory socialization of participants, a summary of course modules were discussed by the trainer from TESDA IX. An inspiring words also came from the representative of Silsilah Dialogue Foundation and from the staff of ILMOH Foundation.



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

First Batch

On April 5, 2016, the opening class of the first batch of Carpentry NC2 qualifications commences. Although some of the trainees were not present in the first hour of the class, but with the help of the camp peacekeepers, those were not present were located and brought to class. The trainees actively participated in the class discussion.

The venue of the skills training is an open-air social hall owned by Silsilah Foundation that ILMOH Foundation were allowed to use per approval of Ms Sano, President of Silsilah, Zamboanga. It is strategically located between Masepla 1 and 2 where most of the trainees resides.

As the training went on, late arrival of trainees were observed. The project coordinator of ILMOH foundation intervened and reminded the trainees of their responsibilities as a beneficiary of the skills training. Attendance significantly improved in the later part of the training.

On April 13, 2016, toolkits for Carpentry NC2 qualification were distributed. The trainees were very happy to receive it. For reporting and record purposes they were made to sign an acknowledgement receipt. Also to safeguard the toolkits, the trainees were not allowed to bring home the tools instead it was returned to the camp peacemakers at the end of each class. The toolkits will be given to them at the end of the training.

As the training progresses, The ILMOH team became acquainted with most of the trainees including their predicament in the transitory sites. We've learned that most of them have no fixed income and were hoping that the skills they will be acquiring will somehow help them land a good job. According to them, the little money that they earned in their present situation cannot even sustain their daily needs so much so sending their children to school. Most of them are still depending on the assistance and dole-outs from the city government and other NGOs who are active in the area. The training have also become a venue for their informal socialization and sharing of problems.

On April 18, 2016, training materials were delivered to the training venue as requested by the trainer. It is composed of lumbers, level hose, nylons and different sizes and kinds of nails. For the actual training, the class was divided into four groups so that every trainees can participate in the activity. The first activity was more on hands-on learning in wood making joints, techniques in cutting, proper handling and use of tools, safety procedures and maintaining of cleanliness in the workplace.

The second activity was in the planning and outlining a proposed one bedroom house with a kitchen and a living room. In this activity, the trainees were able to familiarize themselves with what they learned during the lecture session such as metric mensuration, use of levels and plump bulbs and techniques in outlining the proposed plan on a given lot. This was a rewarding task for the trainees because they learned to work by teams, coordinate the flow of work and how to satisfactorily accomplish the job assigned to them within a given time.

The training is compose of three modules: The Basic Competencies, The Common Competencies and the The Core Competencies. According to TESDA standards, the training must have at least 120 hours to finish or an equivalent of 22 days exclusive of assessment. The first batch of skills training was started on April 4, 2016 and ended on April 28, 2016.



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

Second Batch

On April 29, 2016, the class of the second batch of Carpentry NC2 qualification commences. Just the same with the first batch, it was composed of 25 participants chosen among the applicants from Masepla I and II. Although some of the trainees were not present in the first hour of the class, but with the help of the camp peacekeepers, those who were not present were located and brought to class. The trainees actively participated in the class discussion.

As observed in the first batch, tardiness of trainees were also recorded. Applying the strategy and experience used in the previous batch, the project coordinator of ILMOH foundation intervened and reminded the trainees of their responsibilities as a beneficiary of the skills training. Attendance significantly improved in the later part of the training.

On May 2, 2016, toolkits for Carpentry NC2 qualification were distributed. The trainees were very happy to receive it. For reporting and record purposes they were made to sign an acknowledgement receipt. Also to safeguard the toolkits, the trainees were not allowed to bring home the tools instead it was returned to the camp peacemakers at the end of each class. The toolkits will be given to them at the end of the training.

On May 6, 2016, training materials were delivered to the training venue as requested by the trainer. It is composed of lumbers, level hose, nylons and different sizes and kinds of nails. For the actual training, the class was divided into four (4) groups so that every trainees can participate in the activity. The first activity was more on hands-on learning in wood making joints, techniques in cutting, proper handling and use of tools, safety procedures and maintaining of cleanliness in the workplace.

The second activity was in the planning and outlining a proposed one bedroom house with a kitchen and a living room. In this activity, the trainees were able to familiarize themselves with what they learned during the lecture session such as metric mensuration, use of levels and plump bulbs and techniques in placing the proposed plan on a given lot. This was a rewarding task for the trainees because they learned to work by teams, coordinate in the flow of work and how to satisfactorily accomplish the job assigned to them within a given time.

The training is compose of three modules: The Basic Competencies, The Common Competencies and the Core Competencies. According to TESDA standards, the training must have at least 120 hours to finish or an equivalent of 22 days exclusive of assessment. The second batch of skills training was started on April 29, 2016 and ended on May 21, 2016.

Values Formation and Basic Leadership

On May 24-25, 2016, the two batches of skills training completers of Carpentry NC2 qualifications composed of 50 persons, attended a two-day session on 'Values Formation and Basic Leadership' by Prof Nur Danial whereby they were taught how to value the skills that they just recently acquired and the proper working attitude when it comes to dealing with customers, contractors or their superiors if they are to be employed.

The completers were given two sets of workshop activity to work on. The first activity focuses on the identification of the positive and negative traits of each participant. They were made to write those traits on two columns. They were selectively ask on how to enhance their positive attributes and work on how to minimize their negative attributes. Many participated in the activity but some were a little bit shy in pointing out their personal traits.



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

The second activity was about the identification of the sickness of the heart. The participants were given a sheet of paper and ask to write something about what they think can be considered as a sickness of the heart. Some wrote about hypocrisy, envy, jealousy, backbiting, etc. After discussing each of these attributes, Mr Nur Danial the resource person, pointed out that to be successful in life and have a peace of mind, they have to avoid it as much as possible.

In summary, the values formation session molds each participant character. It trains them to apply unconsciously into their day-to-day activity the good and worthy attributes specially when dealing with those who need their services. These will not only earn them the respect of their peers but also as a capital for a long lasting professional job.

Assessment

The assessment for the completers of Carpentry NC2 qualifications from Masepla I and 2 was originally scheduled on May 30 to June 3, 2016 but delayed due to non-availability of assessors. It was re-scheduled on June 23, 2016 to June 27, 2016. Forty Nine completers were assessed and one 'No Show'. ILMOH Foundation is still awaiting outcome of the assessment.



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

PART II

Gender Issues

When the ILMOH Team conducted the baseline survey, the Camp Manager and the Camp Peacekeepers of Masepla I and II were informed that the training will be on Carpentry NC2 qualifications. Since this is a male-dominated skill, no female attended the initial meeting with the interested applicants. Subsequently all the qualified trainees chosen by the team are males. There are also no PWD among the applicants.

Gaps and Challenges

- The level of educational attainment for NCII qualification must be at least a high school graduate and most IDPs from the transitory sites have not even step high school.
- Completing the target number of the beneficiaries that fall in the set criteria was also very challenging. Target percentage of the youth participation shall be 60% of the total beneficiaries, but we have only chosen a small percentage of those who participated since the course is not of their liking.
- Community-based training deals with issues on the problem of the training venue, the lack of learning facilities and basic needs such electricity, water and clean comfort rooms. But in spite of these challenges, the ILMOH Team with the support of the Camp Manager and her staff, were able to make the venue as conducive as possible for the trainees.
- There are no proper documentation of IDP Beneficiaries for SSS and Phil Health requirements such as birth certificate and marriage contract. Improper filling of data information on the forms given to them also caused the delay of registration.
- Since most of the trainees have to find money for their daily needs, tardiness and absences were recorded.

Lesson Learned

These are the lessons learned culled out and generated from the focus group discussion (FGD), sites visitation, observations and community immersion in the IDP Transitory Sites during the project implementation.

1. A complete data of beneficiaries especially contact numbers and location of bunk houses with lane numbers must recorded and available anytime for reference purposes in case needed during visitations and follow-ups.
2. Conducting a community-based skills training is very challenging. Most of the time there are no suitable venue that is conducive and appropriate for learning purposes. There are no chairs and tables, no basic needs such as water and electricity and sometimes no lavatories and



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

comfort rooms. But with the help of the elders of the community, the team and the trainees were able to strategize and cope with these problems.

3. One advantage that were observed in a community-based training is that, the participants can check on their families as the need arises and can perform regular prayers during break time since most of them are Muslims. And since it is near their place of residence, tardiness and absences were minimal.
4. The conduct of Values Formation and Entrepreneurship prepare the beneficiaries on the proper working attitude and entrepreneurial skills.
5. An open line of communication among team members and partners immediately addresses problems and other concerns at it arises.
6. Having community volunteers among our beneficiaries help the team facilitate the dissemination of information beyond office hours and in the facilitation and safeguarding of toolkits and training materials.
7. The skills training became a venue in developing friendship and closeness among the beneficiaries. Shared hopes and aspirations also establishes camaraderie among the group. Eventually they gain self-confidence and a positive outlook of life.

Summary and Recommendation

Based on the experiences gain by the ILMOH Foundation Team in the conduct of Carpentry NC2 Skills Training qualification at the Masepla Transitory Site, it was found out that community-based training is more convenient to the trainees, trainer and the monitoring team. It is also cost efficient in terms of time and transportation expenses.

To further improved community-based skills training, the ILMOH Foundation Team recommends the following;

1. Interventions must be sensitive to the communal practices, traditions and culture of the involve community.
2. Skills Training must be validated and based on the interest and needs of the target beneficiaries.
3. To avoid the feeling of exclusion among the IDPs with low educational attainment but wish to benefit from the skills training, a Certificate of Competency (COC) must be provided for all completers.



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

Best Practices

- A positive outlook of the team regardless of the hardships encountered and the different gaps and challenges stumbled upon during the project implementation.
- Dedication, commitment and perseverance of the field staff towards accomplishing the project deliverables.
- Keeping daily notes and documentation of field activities.
- Maintain a harmonious relationship between participants, field staff and local partners.
- Constant follow-up and communication on the daily activity of the skills training with the local partners and beneficiaries.

Way Forward

To sustain the interventions of skills training on the IDPs beneficiaries of Masepla Transitory Site, ILMOH Foundation will assist completers who wish to be employed or want to offer their services to companies, business establishment or government agencies.

Prepared and submitted by:

Yasir H. Ibba
Team Leader
ILMOH Foundation Zamboanga Project



ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

PHOTO DOCUMENTATION

A. Orientation





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

A. Orientation (cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

B. Enrollment





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

B. Enrollment (cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

C. Carpentry NC2 Skills Training





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

C. Carpentry NC2 Skills Training (Cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

C. Carpentry NC2 Skills Training (Cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

C. Carpentry NC2 Skills Training (Cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

C. Carpentry NC2 Skills Training (Cont.)





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

D. Values Formation





ILMOH FOUNDATION

Terry Ann Drive, Putik, Zamboanga City
Telefax no. : 068-2681259
E-mail add : ilmohfoundation2005@yahoo.com

D. Values Formation (Cont.)

