

Appendix B: Evaluation basis
Camp for peace Liberia Midterm Project Report
2020 FINAL REPORT

Have the planned activities for 2020 been completed?

Yes, the 2020 planned activities got completed successfully.

How many participants entered, and completed training?

- In 2020 we enrolled 30 students at the vocational school, but due to the COVID 19, 23 completed the program, and seven dropped.
- For the WAY project in Zorzor, we started with 35 participants, but only 10 ended the program due to the COVID 19.
- For the WAY project in Salayea, we started with 25 participants, but due to the COVID 19, only 15 completed the project year.

Were opportunities provided to both men and women? (Breakdown of participants by gender, age, and type of training). If women are underrepresented, why is that?

- Yes, we gave opportunities to both male and female youths to participate in all the projects. In 2020 we enrolled 18 females with 12 males into the vocational program, but due to the COVID 19, 5 females dropped along with two males making the total of 7 of those that dropped. This means that 23 participants ended the program calendar.
- For the post-training project in Zorzor, 10 females started at the beginning of the year. After the fallout of participants followed by the COVID 19, we only have 2 females (Garmail and Korto). The reason for the less female participation, I assume, is most of them got impregnated and dropped out of the program. Up to the end of the project year, they haven't returned. Another reason would be most of the females are the only caregiver in their family and carry all the domestic work. We hope that more females will develop an interest in the program during 2021.
- For the post-training in Salayea, we started with 12 females at the beginning of the year. Due to the COVID and other reasons such as giving birth and domestic problem, 8 of the females also dropped out at one point. Later 4 additional joined, making the number to 8. The additional members came as a result of the processing plant that we built last year.

What on-going support and follow-up was offered to participants? List of participants with dates of contact for CFP follow-up.

Follow up is a crucial aspect to the success of our program. We have employed several strategies to make follow up more effective. We visit project sites every. During our follow up visit, we interview students to understand their interest in the program and their level of accomplishment. We also discuss their plans for implementing the knowledge acquired after graduation and the general living condition in the project

environment and relationship with their fellow students and teachers. During these visits, we ask participants to suggest ways to improve the learning environment. Several recommendations have been made about participants being bored after school work. We also interview our teachers during these follow-up visits. We asked them about the living condition, relationship with their students, their behavior, interest in learning, and what post-training plan they discuss with their students.

We also make consistent follow to ensure that all the school projects are working to our satisfaction and in compliance with their goal set for the project.

In addition to these on-site visits, we communicate with the teachers and WAY project participants via the cell phone every other day to understand the school's general condition.

The same is applied to the post-training projects in Salayea and Zorzor. To keep the bond more robust between our WAY project participants and the community, we have established a strong connection with the local authorities and community members. We feel this kind of bond guarantees their personal security and increases their egos for learning.

Has the micro-credit program continued to operate?

Yes, but only in Salayea. The Salayea microcredit is making a great success. During the period under review, the Salayea WAY micro-credit made a turnover rate of 50%, which demonstrates excellent success and requires motivation and support. It is one of the essential elements holding the group together. We are seeing a significant commitment from the members and community people who take money and payback.

In general, what has been the impact of the training and post-training activities on the lives of participants and their families and communities?

The training program has given participants improved skills and knowledge in agriculture, especially during this challenging global warming and climate change. It has taught them skills in animal husbandry, encompassing pig production, goat raising, poultry, fish ponds, cows, etc. They have gained local rice and vegetable production skills, palm nursery and management, cocoa nursery, etc. These skills are going to ultimately give them the urge to engage in meaningful agriculture activities. The training has also introduced a simple act of living in the community, working together as a team simultaneously, sharing with others. We are convinced that our students have acquired new skills and energies in changing their condition from being dependent to independent. We saw these acts being demonstrated in the spirit of cooperation and zest to learn and practice.

The post-training activities experienced a reduction in the number of participants, but we saw a shift in their lives. We believe that the project has helped them graduate from the spirit of depending on others to become more self-reliant and self-actualized. We saw maturity and responsibility being evident through their action, leadership, and management abilities. We believe that has changed their status from being daily laborers to community development executives. The farm they manage, the services they provide, especially feeding those hungry, the construction work they do all have proven to be positive changes that affect the livelihood and boost their family members' reputation.

What changes have been noted in the behaviors, attitudes, and skills of participants?

Project participants now see themselves as more responsible, mature, and leaders charged with building community, caring for others, and maintaining peace and security. They are proud people, action-oriented, community service providers, change agents, innovators, and self-competitors. All these attributes portrayed the kind of changes noted in participants. They feel being part of Camp for Peace speaks volumes to their personalities and challenges them to exercise self-discipline and remain the change agent that Liberia so desire. Participants are developing a sense of belonging and creating a space to act cheerfully and contribute to their community. They feel they are challenged to minimize violence, reduce poverty, and build a variable, peaceful, and progressive society.

How many of the participants been successful in finding employment or creating income generating opportunities for themselves? Six months after completion of training? 12 months after completion of training?

Upon graduation (2 months), 7 of our graduates got employment with the EZee Agriculture Enterprise in Gonglo Town as Agriculture technicians. Additional 3 got a job with the Lofa Agriculture Cooperation in Voinjama, Lofa County. Others have started initiatives in poetry, fisher, vegetable, and rice production personally, and others have been admitted to the Agriculture Cooperative in Zorzor and Salayea. We believe some haven't found a job due to other reasons we may not know.

What has the CfP learned as a result of this project?

A couple of lessons have been captured from our experiences working with this project. The work is hard to do; dealing with people who have experienced nothing but horrors over several decays, they have become overly dependent. They are traumatized, sick, desperately poor, lack innovation, and self-esteem. Working with such a population requires conviction, commitment, resilience, honesty, and dedication. We have learned that to succeed in doing work of this nature, you need to be flexible, willing to take the dirt, listening to every view even if they don't make sense to you. You must understand the local context that is sometimes very unusual to standard practice. You have to buy the participants' confidence, trust, and then listen. We have learned to succeed; you must keep to your promise; do what you say. We have also learned that to be firm with your donors and partners, we must be honest, sincere, and accountable for every resource, including finances entrusted to us. You should be time-sensitive in making reports. So much has been learned and more to be learned in the coming years.

What factors motivate participants to engage with the agricultural or building cooperatives?

Camp for Peace Liberia has worked in a relatively short period to build relationships and live up to reputable standards. We have committed to compliance and working very hard to achieve tangible results. Our campus has gained a lot of attraction. Our production of locally made food sealed in plastic and labeled, our innovation and model of operation is overwhelmed. People see our participants as trained, local architects, and professionals. Amid economic hardship, we continue to deliver tangibles result which has buttressed the country's national development plan. These are motivating factors that give both our graduates and non-graduates the urge to engage in our various enterprises.