



Interim Report 2 Dining for Women

Nepal Youth Foundation
Julie Pofsky
Director of Development
3030 Bridgeway Suite 325
Sausalito, CA 94965
Julie@NepalYouthFoundation.org
415-331-8585

Vocational Training for Freed Kamlaris

March 2016
(3-year sustaining grant of \$20,000 per year)

Project Goal and Outcomes Overview

The primary goal of this project is to enhance the economic condition of the freed Kamlaris so that they can support themselves and their families. This is achieved through teaching in-demand vocational skills and helping them secure gainful employment. The objectives are:

1. The girls will be informed to choose appropriate jobs and careers for themselves through career counseling
2. They will acquire marketable skills through vocational training
3. They will have the opportunity to earn income and support themselves and their families through gainful employment or self-employment

Project Status and Funding

The project funding has not changed and we did not receive or lose significant unexpected funding from another source for this program. Similarly, there are no major organizational changes to report and our project and beneficiary goal remain the same: to economically empower 30 freed Kamlaris with vocational training and to support them in securing jobs or setting up their own businesses.

Progress

As you are aware, after spending most of their childhood – a critical period of growth and development – working as indentured domestic servants, the former Kamlari girls have very poor self-esteem and self-confidence. The majority of girls never attended school before their rescue and many struggle academically, illustrating the need for an alternative to traditional education. Out of the 12,871 girls NYF rescued from Kamlari since 2000, approximately 2,300 (18%) are currently in school or college and over 1,800 have completed vocational training programs to date. There are over 10,700 members in 42 business cooperatives.

Dining for Women supported 30 girls in vocational training in the program during this grant period out of a total of 360 freed girls this year.

Objective 1: Orientation, Candidate Selection, and Career Counseling

NYF field staff were mobilized on the ground to disseminate information among the freed Kamlari girls and their families about technical and vocational training. A total of 687 girls received orientation on the scope of vocational training and the opportunities available to them through 37 orientation events held across the five project districts.

Aptitude tests were conducted for 300 girls and the selected trainees received further career guidance. The field staff also made home visits to raise awareness in remote, isolated villages where the young women would otherwise not have access to this vital information about the trainings.

Objective 2: Vocational Training

We are pleased to report a major milestone that addresses Nepal's critical need for high quality vocational training – the opening of NYF's own Olgapuri Vocational School (OVS) in July 2017. Located in our Olgapuri Campus that includes NYF's Children's Residences, OVS is a social enterprise which has the capacity to train 320 students annually for well-paying jobs in Nepal – with a special emphasis on training young women like the Freed Kamlari for non-traditional work in fields like construction.

Through our established Vocational Education and Career Counseling program and the new Olgapuri Vocational School, NYF enrolled 307 former Kamlari girls in training this year: 7 in long term technical training and 300 in short term training. With 53 trainees continuing from the previous fiscal year, there were a total of 360 trainees during this reporting period (30 of which were supported by DFW).

Nine trainees in advanced technical courses such as Junior Engineering, Midwifery, and Junior Technical Assistance, will continue into FY 2019. One trainee dropped out of the program as she moved to India with her husband after marrying.

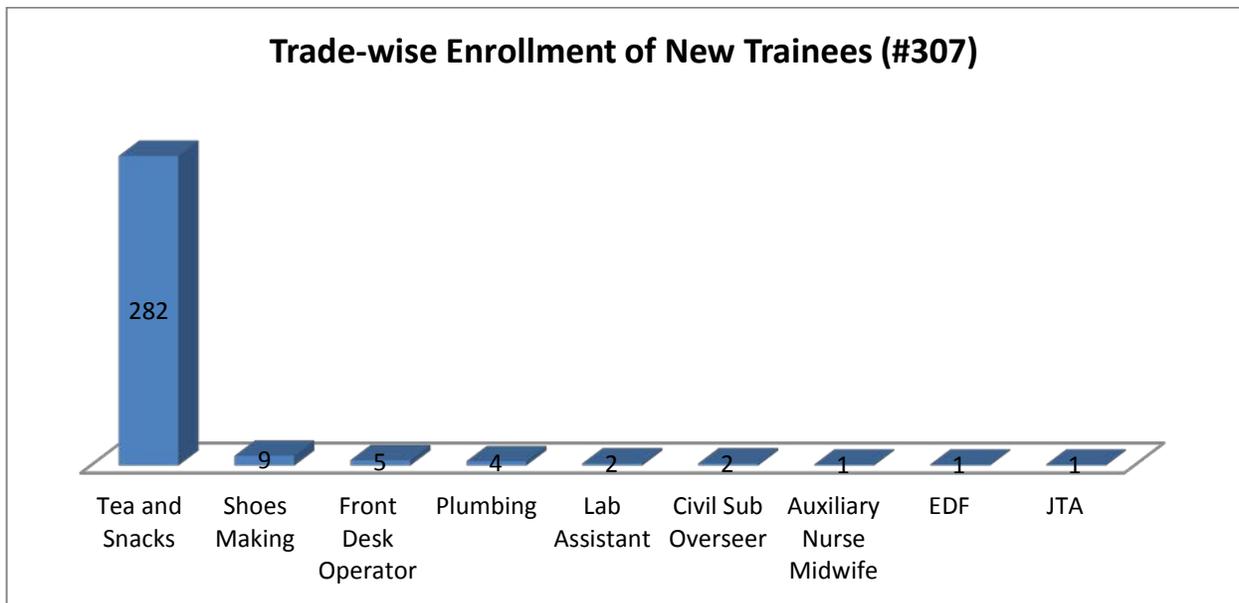
Objective 3: Employment

Of the 350 girls who completed the training in this reporting period, 322 are employed so far. Among the employed girls, 269 are self-employed. They are earning as much as \$4,000-\$5,000 annually, a life-transforming impact in a country where 1 in 4 people live on less than \$1 a day.

Students who recently completed their training are expected to be employed within three months of their graduation date with NYF support.

Status of the FY 2018 trainees

# Continuing from Fiscal Year 17	New Enrollment	Total Enrollment	Completed Training	Employed	Drop out	# at the End
53	307	360	350	322	1	9



Training Completion and Employment

Trade	Graduates	Employed	Self	Notes
Long Term Training				
Health Technician	12	8		Trainees in the long term courses recently graduated and are in the process of securing employment.
	(HA-1, Staff Nurse-1, CMA-2, ANM-4 Lab Assistant -4)	(HA-1, staff Nurse-1, ANM-2, Lab-3, CMA-1)	-	
Junior Engineering	6	5	-	
	(Electrical sub overseer -2, Civil Sub Overseer-2, Electrical and Electronics-1, Plumbing and sanitation-1)	(civil suboverseer-2, electrical and electronics-1, plumbing and Sanitation-1, Electrical Sub Overseer-1)	-	
JTA (Agriculture/Veterinary)	19	14	-	
Entrepreneurship Development Facilitator	6	5		Just completed training
Auto Mechanics	2	1		Just completed training
Diploma In Hotel Management	2	2		
Social Mobilizer	1	1		Just completed training
Tea and snacks making	282		269	
Shoe Making	9	9		
Plumbing	6	6		Including 2 graduates from previous year
Front Desk Operator	5	2		
	350	53	269	

Challenges

Flood

As noted in NYF's most recent Contact Report, in August 2017 large scale flooding displaced thousands of people in southern Nepal. NYF's Freed Kamlari program spans five of the flood-hit areas — Banke, Bardiya, Kailali, Kanchanpur, and Dang — where freed Kamlari women have built their new lives and businesses with NYF support.

NYF's immediate response was providing 500 families (250 of whom were freed Kamlari) with essential supplies and stipends to help them rebuild. NYF also conducted an intensive one-week food stall management training for 10 Kamlari and their family members who were most badly affected by the flood. Upon completion of the training, each girl received a business grant of approximately \$300.

NYF will continue to monitor the status of these girls as their communities recover.

Need

As noted in the revised FY19 budget allocation that we sent in April 2018, we've learned that most of the girls enrolled in the training wanted to start their own business. The stipends of \$135 - originally allocated for 20 women - didn't fully meet the costs, and few girls had other economic resources to rely on. A better strategy for the program has been to consolidate funds used for training and offer all 30 participants stipends averaging \$250.

Another ongoing challenge NYF is facing in our work with the freed Kamlaris is the substantial need for business loan funds. While NYF has provided seed money and the cooperatives are developing their own funds – with a repayment rate of nearly 100% – 488 cooperative members who have been approved are still waiting for loans. Some graduates of vocational training programs have acquired skills to establish businesses yet they must wait until appropriate funds are available or seek government investment in cooperative loans.

Despite these challenges, we don't anticipate difficulties in completing this project in time. With support from Dining for Women, we exceeded our goal to support 300 girls in vocational training and employment in this reporting period, offering them a life-transforming path to economic independence.

“Rani”

Coming from an impoverished family of eight who was struggling to survive, “Rani” was sold into indentured servitude at age 14.

She worked as a Kamlari for six years until she was finally rescued by NYF at age 20. Rani was recovering well, got married, and had two children. While her young family was in good spirits, their financial situation was desperate, resulting in her husband’s migration to India to seek employment. Rani carried the overwhelming burden of raising her children alone without a reliable source of income.



Fortunately she learned about NYF’s vocational training program and applied for a 21-day Food Stall Management course. Now, Rani is the proud owner of two thriving businesses: a tea and snacks shop and an adjacent grocery shop. She is earning enough to support her entire family *and* saving for their future. Her husband returned from India and helps her with the businesses while their children attend a reputable local school.

She says, “I am very grateful to Nepal Youth Foundation for helping me to stand on my own feet.”

On behalf of all of us at Nepal Youth Foundation, a deep thank you to the Dining for Women community in helping to make all of this possible!

Glimpses of Training and Employment



Front Desk Operator Training



Food Stall Management Training



Carpentry training at OVS



Orientation on vocational education



ANM training graduate at work



A meeting of one of the cooperatives

Expense Report

Vocational Training for Freed Kamlari Girls				
	Activities	# of Beneficiaries	Modified Budget*	Actual Expenses
1	Orientation/candidate selection	80	\$ 320	\$ 321
2	Vocational Training	30		
	<i>2.1 Training fee</i>		\$ 2,010	\$1,840
	<i>2.2 Room and Board</i>		\$ 6,180	\$6,309
	<i>2.3 Stationary/training materials</i>		\$ 630	\$720
	<i>2.4 Transportation</i>		\$ 930	\$900
	<i>2.5 Internship Cost</i>		\$ 630	\$630
3	Building Businesses	30		
	Seed Money for Small Business		\$7,500	\$7,500
	Sub Total		\$ 18,200	\$18,220
	Program Management Cost (10% of program cost)		\$ 1,800	\$1,822
	Total		\$ 20,000	\$20,042

*Adjusted in April 2018 Budget Reallocation Report to DFW