

TECHNICAL PROPOSAL

FOR

PROVISION OF TAILORING TRAINING IN NANGARHAR, JOWZJAN, AND BALKH PROVINCES

Applicant:	Core Skill Focus Organization
Application Type:	None Government Organization
Responsible Office:	Capacity Development Department of CSFO
Est. Start Date & End Date	1 Jan 2017 to 30 August 2017
Point of Contact:	Faisal Jamal
Applicant Contact (Name and Title)	Faisal Jamal Director of Organization
Telephone	+93781499147
Address	House No#368 Street No#15 Wazir Akbar Khan, Kabul, Afghanistan.
Email	Csfo.org@gmail.com
City	Kabul

SECTION I: ORGANIZATION OVERVIEW

A. Organization Introduction:

The Core Skills Focus Organization (CSFO) is a non-governmental, non-political and non-profitable organization managed by highly qualified members of Afghan team for developing and conducting community based skill development with main focus on;

- Vocational Training
- Training & Capacity building
- Research and studies
- Community development
- Women political empowerment
- Human rights and advocacy

CSFO is registered with the Ministry of Economic of Islamic Republic of Afghanistan under the article of 23¹ In order to provide legal position and operation framework for the implementation of development measures in consistent with the policy and requirements of Afghan law and policy. In order to facilitate the implementation of project operational activities, the project harmonized and regularly coordinates with the concerned governmental and non-governmental institutions operating across Afghanistan.

¹ To strengthen the political, social and economic institutions and situation in order to ensure a prosperous life and sound environment for all those residing in the country.



B. CSFO Experiences in vocational training programs.

CSFO has proven and extensive experience in facilitating the process of people returning home, to restart their lives, adjust to the new/old ways of living deal with challenges of returning home, and eventually contribute to the development of their country while being integrated to their communities for sustainable life thereafter. The history sheet (CSFO Fact Sheet) provides details of the relevant interventions made by CSFO in helping the returned from exile, internally displaced, and local communities to improve their skills in different sectors for a more sustainable and economically integrated life.

In its quest to make significant contribution towards alleviating the plight of the Afghan people and accompanying them through the process of reintegration, rehabilitation, development and autonomy, CSFO has chosen to concentrate effort on four areas:

- Vocational Training
- Training & Capacity building
Research and studies
- Community development
- Women political empowerment Human rights and advocacy

The vocational and agriculture training concentrate on practical training through apprenticeship in many different trades supported with literacy and theoretical courses. Income generating opportunities are thus created and individual self-reliance and skill building encouraged. Since 2011 CSFO is an actor of the afghan National Skills Development Program (NSDP) that aims at providing training and job opportunities and at designing a national strategy for vocational and agriculture-employment is regarded as a viable option for our project beneficiaries, CSFO, since 2011 and the implementation of several projects, offers to provide Business Development Services trainings to those seeking self-employment. In addition to that, CSFO implemented Vocational Training project from UNESCO for neo-literate in Sharana District, Paktika Province and From MOLSAMAD (NSDP) in Nangarhar, Kandahar, laghman, kunar, paktai and Jawzjan province,

SECTION II: PROJECT DESCRIPTION

A. Executive Summary:

The proposed Tailoring training project will take a period of 8 months in Nangarhar, Jawzjan, and Balkh provinces for 300 female trainees to be implemented. After having an enforceable contract by both organizations, CSFO is directly responsible for implementation of the project under terms and conditions of the signed contract. During the training CSFO will provide regular training materials, , transportation allowances to run the project smoothly and efficiently. This project will provide training and follow-up support, for self and/or waged employment, for (300) unemployed and underemployed female in Nangarhar, Jawzjan, and Balkh provinces with the emphasis being on training and support for self-employment. Prior to starting the Training, the beneficiaries will be consulted with and assessed for their aptitude and interest in following a course of training which leads to either self-employment or waged employment.

The desired impact of the project is improved economic and social status of women in Nangarhar, Jawzjan, and Balkh provinces. Empowering women through skills training in Tailoring service and production and business management and expected to increase the participation of women in the labor force. Organizing beneficiaries into, Small industrial associations (SIAs) will boost engage in community affairs?

CSFO will conduct training to targeted 300 beneficiaries of Nangarhar, Jawzjan, and Balkh provinces in Tailoring training. Based on task order center-based methodology has chosen for this particular training, where the classes will be conducted three hours a day for six months training;. These 300 women trainees will be into 12 centers.

In the case of selection for training for self-employment, only those who are assessed and who exhibit entrepreneurial ability are to be provided with business training –the training following a tried and tested Business Development Service (BDS) training package such as the GTZ-developed CEFE2 course, and delivered by trained trainers.

The training will be inaugurated officially by an opening ceremony and at the end of project certificates and relevant toolkits and equipment will be awarded to the trainees.

B. Project Rationale:

Core Skills Focus Organization (CSFO) as a not-for-profit organization aims at development of Afghan people's Technical and vocational skills for a self-sustaining local economy. As the founders of organization, we believe that it is essential for unemployed and underemployed Afghans, those who have missed out on educational and training opportunities, to be provided with market driven vocational and Business development training in order for them to contribute to their own and their families' livelihood short-run, and to the development of the country in the longer-run. In addition, these groups need first and Second chances to get a toehold on the continuing education and training ladder.

This project provides us with an opportunity to deliver on our mandate to support local Afghans and equip them with necessary vocational skills for better livelihood. It is very essential and important to select the right vocation for the right group of beneficiaries. It has proven very effective to train beneficiaries in Tailoring. Historically, and there is considerable local demand for their products. In an effective economic system, a local economy is sustainable and robust when the local needs of the dwellers are met by local production establishing an organic economic model. We believe selection of a training program in Tailoring for beneficiaries in Nangarhar, Jawzjan, and Balkh provinces will help establish an integrated, sustainable, and efficient economic and social system with support from the community leaders, government officials, and the community.

More specifically, the training support to beneficiary's residents of Nangarhar, Jawzjan, and Balkh provinces will help them become technically qualified for employment by the local businesses and/or to start their own small businesses especially in Tailoring in their communities. We believe that the training will equip these beneficiary's residents with marketable skills leading to more stable employment. To ensure there is continuous participation as well as desired impact is achieved, we will assess and consult with the residents to determine their aptitude and interest in receiving training in these skills in the preparatory stage.

C. Goals:

The overall goal of the project is to contribute to the socio economic recovery of Afghanistan through the provision of vocational training that is responsive to the labor market needs and that provide Afghans with the

² Competency Based Economies through the Formation of Enterprises. A GTZ-developed approach to BDS which has as introductory modules, aptitude for, and selection of, viable business opportunities.



Knowledge and skills for decent work.

D. Objectives:

- To design and conduct Tailoring training for household women to support it is economy. The training The overall objective of this project is to reduce economic burden of families and enable jobless and unskilled people to be economically productive;
- Providing 300 Women with Vocational Skills Trainings in the areas of Tailoring in Nangarhar,Jawzjan,and Balkh provinces for 6 months in 2 phases (1, Theoretical Training, and 2, Practical Internship)
- To reduce unemployment, increase, facilitate employment and business development and provide income generation support to the beneficiaries;
- To increase local skilled labor force, thereby supporting a framework for longer-term Locally-driven economic growth;
- All the trainees will be able to utilize the skills obtained during the training;
- Trainees will be able for self-employment or waged employment;
- To build the capacity of 300 women in Tailoring training
- To increase women employability by providing them marketable Tailoring skills

- Expected Output:

- The 300 household women of Nangarhar,Jawzjan,and Balkh provinces received 6 months training in tailoring skill.
- The 300 woman residents will potentially place jobs because of the learned skills.
- By the end of the project 300 Women beneficiaries will be able to work independently to get money in order to support their families. Beneficiaries will have the ability for being either self-employment or waged employment.
- Beneficiaries will be prevented from their potential involvement and turning to crime, narcotics and the insurgency.
- Increased local skilled labor force, thereby supporting a framework for longer-term Locally-driven economic growth;

F. Outputs/Expected Results

Forecasting by extrapolation from previous projects, it is expected that, at the end of project, by means of the approach explained below, the following achievements will be made:

- 300 women beneficiaries will have received vocational trainings in selected trades. .

G. Project Impact:

Improved socio economic recovery through the provision of vocational training that is responsive to the labor market needs and that provides the targeted 300 women with the knowledge and skills for decent and acceptable work.

SECTION III: PROPOSED IMPLEMENTATION STRATEGY

A. The CSFO Team.

A) Project Manager who will be responsible to implement the project and report to the program director of Core Skill Focus Organization for submission, according to the reporting timeline. b) trainer, provide theoretical and practical training in centers, c) Market Liaison Officer, whose main responsibilities are to conduct a preliminary labor survey, to select the trainees, link the beneficiaries with micro-credit organizations as well as be in charge of the BDS training and follow-up., d) logistic officer, who will provide logistical support to the project.

B. Coordination with Relevant Authorities

Initially an MOU will be signed with or a letter of support will be sought from the relevant provincial and district authorities, and especially with Director of Women Affair, District Governor , Director of Labor, Social Affair and Martyr and Disabled , DDA and CDC members to ensure the staff security as well as the local government's understanding of the project and the importance of the project in potentially increasing stability and lowering likelihood of the People being recruited by the insurgents, implement support and endorsement. In the same manner, other relevant stakeholders will be involved in the project.

The Project Manager will, through meetings for instance, constantly update the Director of Women Affair, Director of Labor and Social Affair, district governor, DDA and CDC members and other local entities.

The purpose of these informational meetings is to deliver to the government officials and community members a general introduction of the project to inform about the purpose of the project and the eligible beneficiaries, raise interest, and get their buy-in. These meeting will be especially useful at the outset of the project.

Subsequent to the introductory meeting with the provincial governor, relevant line ministries department, district governor and community leaders and after getting their consent to this initiative, the project will also be formally commenced.



The purpose of these informational meetings is to deliver to the community members (DDA.CDC) a general introduction of the project to inform about the purpose of the project and the eligible beneficiaries, raise interest, and get their buy-in. These meeting will be especially useful at the outset of the project.

Subsequent to the introductory meeting with the provincial governor, relevant line ministries department, and district governor and community leaders and after getting their consent to this initiative, the project will also be formally commenced.

C. Selection Criteria

Core Skill Focus Organization will develop practical selection criteria for the trainees in collaboration with relevant line ministry directorates DoWA, DDA and DG as the initial activity of the project. The following will be considered as the basic criteria:

- Interested in learning and developing new skills and committed
- Neither being enrolled at school nor employed already.
- Should be part of the local community in Nangarhar, Jawzjan, and Balkh provinces.

D. Screening of trainees

The CSFO in close coordination with DDA, DG, PG will take an assessment of the beneficiaries' selection according to the beneficiaries' selection criteria. The final approved list from DDA, DG

E. Selection of Trainees

Beneficiaries will be identified through interview in order to assess their motivation, willingness and ability for a chosen trade.

A special attention is given to the mobility situation of the candidate: the trainee should be from the region under consideration Nangarhar, Jawzjan, and Balkh provinces or is willing to establish himself in this region. The trainees should be from the provinces where they get their training for the sustainability and the follow-up of their course works.

To ascertain the above, a visit is conducted by final selection for placement is done through a committee including three members chaired by the, DDA, CDC members and CSFO field section.

Trainees should not be school students, they should be needy, unskilled, able to learn and mentally and physically able to perform their job satisfactorily. Further selection criteria will be developed in coordination with the local community.



F. Placement and allowances of the VT Trainees

A separate simple agreement will be signed between CSFO and the trainee. Both parties must carefully read and understand the content of their respective duties prior to signing their contract, and then field monitoring officer will create an individual file, including all other documents related to the training.

Trainees are graduated upon successful completion of their training period, certification by the trainer and under the direct weekly monitoring of monitoring officer. After graduation they are provided with a standard toolkit for Tailoring training, which allows them to enter the labor market with some capital besides their newly acquired skills.

G. Selection of Trainers

It is essential to select the very best and most qualified trainers to interact with this target group of the project. The trainers should be experienced and qualified in their field of activity. The trainers must be selected for both their skill and expertise and for their ability to work closely with the trainees and to empathize with them.

Ideally, the trainers will come from the local community but in some cases it might be possible for some trainers to be transported from another adjacent area in order to transfer the new training experience and skill from the other location.

The crucial point is to ensure that the new, marketable skill is transferred and that the target group is exposed to this new skill.

H. Market liaison officer

CSFO shall deploy one Market liaison officer who will take the lead in studying market condition and environment; establishing linkage between the beneficiaries and the market; in linking beneficiaries with microfinance agencies and providing advice and consultation to beneficiaries after their training.

The MLO shall likewise train one member of the Shura on marketing and establishing linkage between the beneficiaries and the market.

I. Linkage with micro -credit organizations

Training program participants will be informed of the possibility to apply for loan with micro-credit organizations operating in the area. It will be the MLO's responsibility to disseminate information about micro credit schemes available from existing organizations in the province. After review of the local micro-credit industry and identification of the various micro credit providers in the area, the Market Liaison Officer will be able to refer the training program graduates to the most appropriate institution considering the applicant and his Business 'profile and the micro credit organization



In Nangarhar, Jawzjan, and Balkh provinces, Market liaison officer will be made a linkages with some micro-credit providers such as (Aryan Bank, BRAC, Madera and FINKA) and inform beneficiaries about the opportunity of accessing micro-loans; many potential beneficiaries expressed the desire to take advantage of micro-loans.

J. Training Provision

CSFO will put in place appropriate training curriculum for the selected skills training program for the beneficiaries. This curriculum will be developed according to standard training curriculum established by the Ministry of Labor, Social Affairs and Martyr and Disable in coordination with National Skills Development Program. Every trainee will receive a toolkit of relevant material for future use.

a. Vocational trainings

CSFO will provide training to 300 female residents from Nangarhar, Jawzjan, and Balkh provinces in Tailoring skill. The training will be inaugurated officially by an opening ceremony in the provincial center. CSFO will provide center-based trainings where the classes will be conducted for three hour sessions, for six months-. These 300 participants will be in 12 center,. After the successful completion of project, certificates and relevant toolkits will be awarded to the trainees.

b. Business development training

CSFO will also provide brief 1-week training on basics of Business Development Services (BDS) for the beneficiaries who will go into self-employment, to evaluate beneficiary' them to ensure sustainability of their business Endeavour.

c. Health and Safety

CSFO recognizes the need to raise awareness and train trainees on health and safety issues when they start training or embark on a new work experience. They need to be trained to do their work without putting themselves and others at risk.

CSFO will include a brief orientation on basic health and safety to the CSFO vocational trainees so that they get familiar with the issue and integrate the principles going forward.

K. Training Materials/Toolkits

Training materials will be comprised of the curriculum, the learning materials used by the trainees, and the teaching materials used by the trainers.

a. Curriculum for trainings:

Training curriculum has been developed by CSFO's

NO	DUTY	TASK	TRAINING DURATION
1	01. ADHERE TO SAFETY PROCEDURE	01.01 Ensure personnel safety 01.02 Ensure personnel safety comply work shop procedures 01.03 Ensure safety use of tool instruments and equipment	30 Days
2	02. USE OF EMBROIDERY TOOLS AND INSTRUMENTS	02.01 Operate Sewing Machines 02.02 Use Threads 02.03 Use Measuring Tools 02.04 Use Marking Tools 02.05 Use Cutting Tools 02.06 Use Pressing 02.07 Use of Tailoring Accessories	40 Days
3	03. USE OF EMBROIDERY MATERIALS	03.01 Use Fabrics 03.02 Use Threads 03.03 Use of Beads 03.04 Use Hoops or Frame 03.05 Handle Fabrics 03.06 Use of Ribbons 03.07 Use of Coloring Materials	30 Days
4	04. SELECT TAILORING WORK	04.01 Choose template for Tailoring 04.02 Perform Shisha work 04.03 Perform simple Beadwork	20 Days

5	05. PERFORM DESIGNS AND PATTERNS	05.01 Identify design and Patterns 05.02 Sketch Tailoring designs and patterns 05.03 Perform transforming of designs and Patterns 05.04 Select latest Tailoring designs	30 Days
6	06. PERFORM VARIOUS STICHES	06.01 Work on Composite stitches 06.02 Work on Band stitches 06.03 Work on Border stitches 06.04 Work on Raised stitches 06.05 Work on Edging stitches 06.06 Work on Insertion stitches 06.07 Work on Isolated stitches 06.08 Work on Filling stitches	10 Days
7	07. DEVELOPE DECORATIVE PRODUCTS	07.01 Perform decorative Handkerchief 07.02 Perform decorative Cushion cover 07.03 Perform decorative of Women Dress 07.04 Perform decorative of Children dress 07.05 Perform decorative of Men and women cap 07.06 Perform decorative of Scarf	20 Days
8	08. PERFORM FINISHES TOUCHES	08.01 Identify soap , solution and other washing Detergent 08.02 Perform washing 08.03 Perform drying 08.04 Perform pressing	20 Days
			180 Days



- b. Training materials for trainings in selected trades:

Training Materials and toolkits: The necessary training materials will be provided to center-based training. Toolkits will also be provided to trainees at the beginning of the training so that the trainee can learn their profession. Additional materials are supplied according to the needs to allow practice such as simple homework sheets.

Teaching materials used by the trainers: The curriculum details the subjects taught in the course of the training; which in the beginning of the program is updated, developed and adjusted by CSFO technical team..

L. Training schedule

To achieve the objective of enabling the target group to become economically and technical empowered, CSFO's training methodology combines three types complement to each other. Introducing flexible training schedules taking into consideration the skills,

knowledge and competence of a specific vocation to be imparted, the availability, on the spot, of knowledgeable masters/trainers, the desire of participants to alternatively work and learn have proven to be beneficial. From that prospective, dedicated to responding effectively to the training and employment needs of its participants, CSFO's training-economically program disadvantaged for target socio groups can be center-based, workplace-based, or a combination of center-based and workplace-based trainings.

To facilitate the acquisition of skills, knowledge and competence preparing underprivileged individuals for gainful (self-) employment, CSFO has the chosen center-based methodology for this training:

- Theoretical courses: for trainees (in CSFO center) are organized six days per week and 1 hour per day.
- Practical Courses: for apprentices attend a center-based training; they learn their trade in group settings of 25 female accommodated in CSFO training centers with all facilities and apprentices will learn their trade 6 days/week, 2 hours/day for 24 days, for 6 months.

M. Trainee assessment and course evaluation

A simple evaluation of each trainee will occur at the outset to establish a baseline for their education and information level before participation. The baseline will help CSFO evaluate the trainees' progress d after the training.

According to CSFO's methodology, an individual try record all data and information related to the apprentice/trainee: attendance sheet (filled and signed by both the

Trainers and CSFO field team), progress of the trainee, observations of weekly monitoring and results of weekly evaluations.

In accordance to the monitoring schedule, each trainee is visited and monitored at least once a week by the CSFO monitoring Officer. Findings are reported on a monitoring form to project services and serve as a basis for evaluation and, if necessary, modifications made toward training refinements. Project Manager conducts additional random visits.

Training monitoring is an organized and continuous process, which ensures that the training program is going on successfully. In the past, all trainees were monitored once a week. The objectives of this monitoring were



Threefold:

- To make sure that the curriculum is followed by the master/instructor and that the trainee gets to learn what is stated in the curriculum;
- To make sure that the master has enough knowledge, enough equipment and enough work to enable the trainee to learn in good conditions;
- To make sure that the trainee is serious in learning his trade.

If there happens to be unsatisfactory relationship between the trainer/instructor and trainee, certain interventions will be made to ensure project beneficiaries are serviced as expected.

On the other hand if the trainee shows no commitment to his training is not interested in his future profession or is regularly absent, he will be removed from the program and replaced by another trainee. It has to be noticed, however, that this extreme step is taken only after several visits and if no other solution was found.

The evaluation of the course is done day-by-day by CSFO's field team and curriculum is the basis on which the evaluation is done. The curriculum gives details of instructional plan of Skills, subjects learnt by the trainee / trainee in the course of the training, and objectives on each subject. The Trainee will be able to learn a new subject if the former activity is not properly learnt. The evaluation undertaken One month before the training is completed informs of the necessity to extend the training or not.

N. Follow-up and Advising

Regarding vocational trainings, the Field officer and vocational trainers will be responsible for the follow-up With the trainees.

The follow-up in the past lasted up to the employment of the trainees or three months after completion of the Training. However, this project solely aims for training and thus limited follow up activity could happen in this Regard. *It will be part of CSFO contribution.*

The trainers, having monitored the trainee during his complete training period, assists the monitoring officer during the follow up. The monitoring officer and the trainers facilitate/support the each-trainees in finding a job by:

- a. **Arranging Announcement** of graduated trainees through local media.
- b. Establishing **contact with the family and community** to examine the employment possibilities.
- c. Those who are able and motivated by opening their own Bossiness but lack funds to start can be granted a **micro-credit** solution.

O. Financial Management

At CSFO, we believe in transparency and value for money. Our book-keeping system has been designed accordingly with clear control systems in place. This project will have a specific financial management approach and the project manager will receive detailed orientation as to how expenses and supporting documents should be recorded on regular basis.

SECTION V: BENEFICIARIES

A. Targeted Population of the Project

The direct beneficiaries for this project will be 300 women from Nangarhar, Jawzjan, and Balkh provinces. The indirect



Beneficiaries for this project will include three categories (a) the communities who will benefit from the services provided (b) people living in the other nearby villages as indirect beneficiaries and (c) the residence of Nangarhar, Jawzjan, and Balkh provinces in general.

SECTION VI: Monitoring and Evaluation Plan Requirements:

A. Monitoring Process:

The project will be frequently monitored/evaluated jointly by the project monitor team in different stages of implementation. And at specific times: daily, weekly or at some point we need to bring this information together by our supervisors, where can give proper justification to the CSFO Senior team queries. In order to ensure the timely and smoothly implementation of the project, intensive and effective monitoring will be conducted at different levels in different due intervals.

The project activities and progress will be monitored at least once in two days in each industry by the project managers and more often by the field officers. They will be identifying problems and weaknesses and will be seeking solutions for the problems and will provide feedback to the project staff about overcoming weaknesses and taking necessary corrective actions.

The project supervisors will be systematically recording the process and findings of monitoring as well as the feedback given for taking corrective actions and solutions sought to the problems. The project supervisors might seek the support and assistance of the project manager if that is required as per the nature and type of the problem and weakness identified. The project supervisors will be closely following up compliance with the feedback and guidance given for taking corrective actions. The compliance or non-compliance will be part of their next monitoring recording.

CSFO senior management comprising of the Director and Deputy Director and Program Manager will also be monitoring project at least bi-weekly. They will be providing staff on the spot feedback for taking any corrective actions and will be sharing their findings with the project manager. For internal control purpose the project manager will closely follow up compliance with the feedback and the same shall be reported in next weekly report. The senior management will be developing their monitoring reports. The summary and main points of all these internal monitoring missions will be part of the next report going to global giving team.

B. Reporting:

The project field officers will be developing weekly consolidated reports and will be submitting them to the project manager for internal control. The project manager will also be submitting weekly consolidated reports and will be providing them to CSFO program director. The program director will be thoroughly studying them and will be providing feedback to the project team for taking any corrective actions deemed necessary. As reports will be submitted on weekly basis therefore, the two weeks consolidated monitoring reports will be part of the final report to be submitted to global giving team.

C. Project Sustainability:

The project is self-sustainable because it is self-employment and income generating project. The trainees will have the skills to provide the services for customers. The project will provide an initial startup support of training tools/equipment. After completion of this project, the trainees will operate on self-sufficient basis by using learned skills. CSFO will continue its support through providing technical assistance to improve production and explore good marketing opportunities throughout the life of the project.



D. Evaluation

After the completion of the project, it is expected that CSFO with close coordination with global giving will evaluate the effect of the project. To see that the project is going according to plan, that it meets community needs, that it achieved its goal and objectives, and that community resident participated.

E. Risks and Assumption

Security situation in many provinces of the country has been an issue and may affect some the project implementation. However, involvement of the local community (such as community mobilizer) and local government reduces the perceived security risk.

In order to achieve our goals during project implementation in the targeted areas, we assume that the situation does not deteriorate from the current condition.

The CSFO policy involving the local communities in the project implementation allow our local trainers to be in close contact with leaders and to request support if needed.

SECTION VII: Related Inputs and Projects

A. Financial and management capability information:

a. Organization structured to support implementation of this activity:

CSFO has a team of senior management who oversee concurrent project activities and the project management specializes in delivering training and workshop mostly in rural areas including and with more focus on less secure areas of Eastern and Southern Provinces. The M&E team consistently provides feedback to the senior management and the project team to ensure expected outcomes is achieved. Our group of trainers specializes in different fields and has delivered tens of similar training programs in other provinces. Our logistics team always supports the implementation process.

b. Establishment Date:

CSFO started its operations in 2008 as a not-for-profit organization focusing on delivering vocational training to the rural and district level community. Over the past four years, CSFO has delivered tens of projects in many provinces especially in the Eastern and Southern Provinces.

c. Mission and objectives:

At CSFO, we aim to increase Technical and vocational capacity of the Afghan population to not only increase competitiveness of the labor force but also equips people to create new jobs and businesses. Over the past 4 years, we have focused on providing technical and vocational training in rural areas especially in the eastern and southern provinces. We believe that through honest education and capacity building initiatives, the Afghan people can take the responsibility of their lives and live peacefully.



d. Organization's mission .

Our mission has been providing technical and vocational training to rural communities to increase their capacity for better and peaceful livelihood for all. The activities of this project are well in line with our mission to increase capacity of rural communities including district officials.

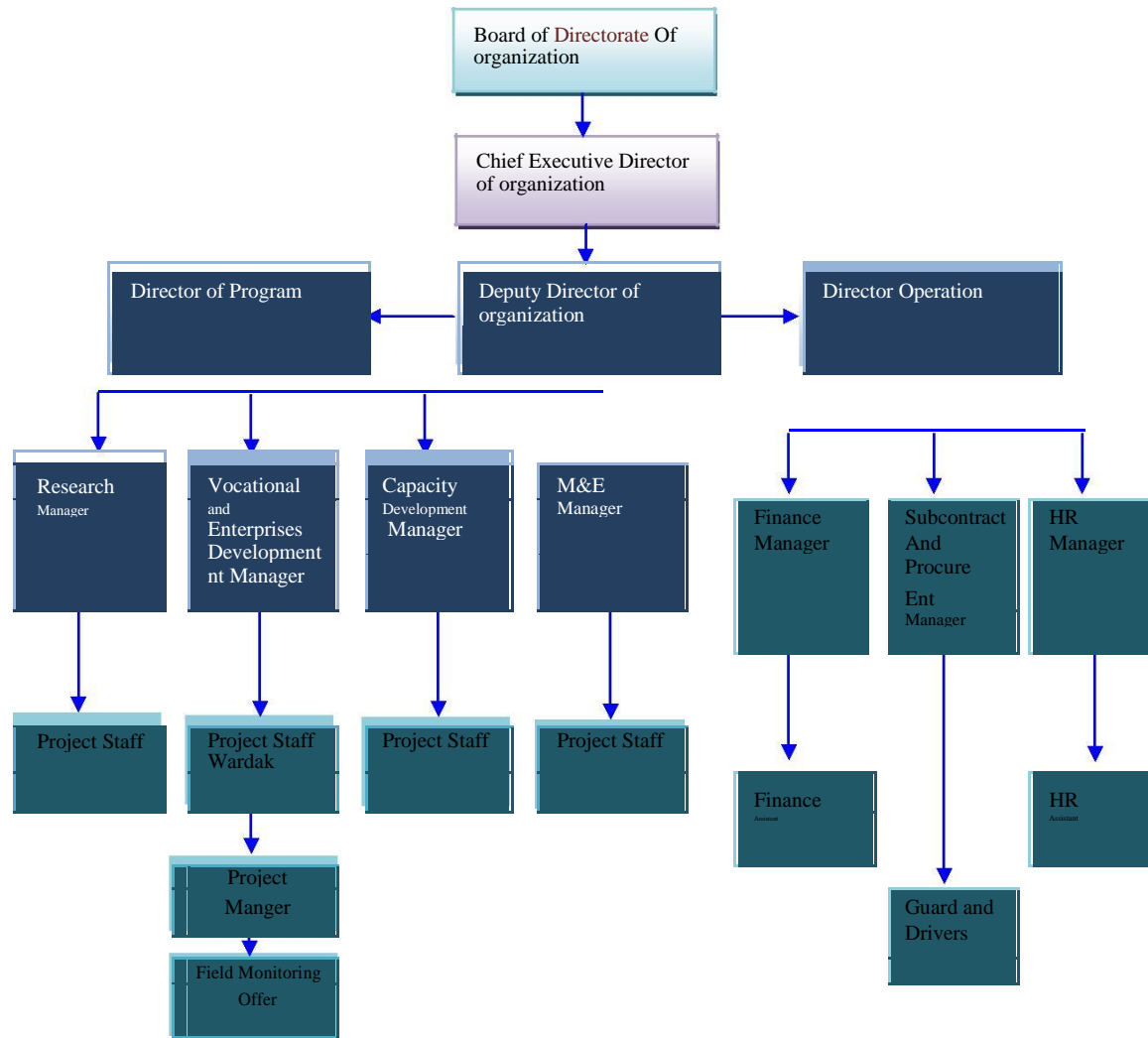
e. Resources (financial, material, human, etc.) organization utilize to support the proposed activities:

Our network of trainers with capability to provide training in different provinces keeping in mind the cultural and local sensitivities sets us apart as a capable organization to take on this project. While financially our organization needs support for conducting activities, human capital and industry experience are our key assets that will ensure expected outcomes for the project.



APPLICATION SECTION 6: IMPLEMENTATION AND MANAGEMENT PLAN

1. CSFO Organizational Chart for the Project:



Vocational Training Project for 300 Household Women in Nangarhar Jawzjan and Balkh Provinces

S/N	Output/ Activity/ Input	Months							
		1	2	3	4	5	6	7	8
1	Signing of contract								
2	Meeting with, Provincial Governors, Provincial Council, DDA and CDC. For coordination propose.								
3	Hiring Project Staff								
4	Develop training curriculum								
5	Opening ceremony								
10	Selection of trainees and trainers								
11	Placement of Trainees								
12	Start of Tailoring training in Nangarhar Jowzjan and Balkh Provinces								
13	Purchasing/ Sample of Toolkits								
	Purchasing of toolkits and supplying to the site								
14	Distribution of toolkits								
15	Business management and Self-entrepreneurship Training for apprentices								
16	Attended Ceremony and Distribution of certificate to graduated trainees								
17	Bi-weekly Report								
18	Submission of final and close out report								

Cost Proposal for the Tailoring Training Project in Nangarhar, Jowzjan and Balkh Province for 300 Household Women

No.	Name	Position	Person-month Remuneratoin Rate	Time input in Person / Month	Quantity	US Dollars
	Key Staff					
1	Yalda, Sara,and Naseer Ahmad	Program Manager	\$ 500	8	3	\$ 12000
2	Lailoma Tahiry. Najeela and Fariha Paywostoon	M&E Specialist	\$500	8	3	\$12000
3	Misbahuddin and Khatera	Job Placement Specialist	\$ 400	8	2	\$ 6400
	Technical Support Staff					
1	Ali Rehman Shanwari	Curriculum Developer	\$600	8	1	\$4800
2	Gul Andam.Faheema,Palwasha	Master Trainers	\$300	6	3	\$5200
3	Vacent	Tailoring Trainers	200	6	12	\$14400
	Project Support Staff					
1	Shamsulhadi, Darya Khan, Sadaf	Finance Officer	\$ 400	8	3	\$9600
2	Faheem,Khalid and Zabi	Admin & Logistic officer	\$ 300	8	3	\$7200
3	Imam Khan/Hafizullah/ Naseeb	Guard	\$ 200	8	3	\$4800
4	Aziz/Javeed/Fahema/Ajmal	Cleaner	\$ 200	8	3	\$4800
5	Maskin/Haroon/Ashraf	Driver	\$ 200	8	3	\$4800
	Tailoring Toolkiets and Training Materails					
1	Tailoring Machine	PCs	60	1	300	\$ 18000
2	Scissor	PCs	3	1	300	\$ 900
3	Iron	PCs	12	1	300	\$ 3600
4	Gas Cylinders	PCs	10	1	300	\$ 3000
5	Cloths	Meters	2	1	6000	\$12000
6	Needle	Dorzan	1	1	300	\$300
7	Thread	Dorzan	1	2	300	\$600
	Office Rent and transprotation Cost and Trainess Stipend					
1	Office Rent	Rent	700	8	3	\$16800
2	Venue Rent	Rent	300	6	3	\$ 5400

8	Trainees graduation certificate	Person	2	1	300	\$ 600
9	Project Opening and Closing Ceremony	LMS	500	1	3	\$ 1500
	Project Grants Total					\$ 190500