

HOPE BEYOND DISPLACEMENT **CRP**

The FAWCO Target Project

September 2017 - August 2019

2017 Annual Report

Prepared by Collateral Repair Project

Submitted to FAWCO and The FAWCO Foundation

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1 Project Information

Organization Name:	Collateral Repair Project
Project Title:	FAWCO Target Project, Hope Beyond Displacement
Grant Amount:	\$125,000 (quarterly distributions through April 2019)
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2 Project Summary

The main goal of FAWCO's Target Project, Hope Beyond Displacement, is to address pressing needs within the East Amman refugee community with programming specifically engaging with and empowering women. In close consultation with women in the community, CRP identified the following pressing needs:

- ensuring better educational support for their children
- accessing a source of income
- better managing the threat of violence in their families
- finding concrete opportunities to develop and learn leadership and advocacy skills to make change in their communities.

With those identified needs in mind, CRP established 4 goals to inform and drive the design of the project:

- Improve quality and access to education for girls in the community
- Build and increase confidence and income generation of women in the community
- Motivate positive behavioral change among families on issues relating to women's rights and gender-based violence prevention
- Empower women and girls to take on leadership roles within their communities

In order to meet those goals, CRP identified specific objectives and programming, organized into 4 main components:

1. Educational Support
2. Vocational Skills Training
3. Training on Leadership, Womens' Rights, and Gender-Based Violence Prevention
4. Leadership in Action Advocacy

2.1 Educational Support

Objective 1: 200 students enrolled in school through the Back to School program.

Objective 2: 120 girls complete Super Girls Program through CRP's after school programming, which includes leadership, life skills, project-based learning and technical computer training.

2.2 Vocational Skills Training

Objective 1: 120 women complete the International Computer Drivers License (ICDL) computer skills training program.

Objective 2: 45 women and girl graduates from the ICDL program receive computer-coding skills training.

Objective 3: 60 women complete the economic empowerment program, which provides vocational training in hair, beauty and self-employment skills.

2.3 Leadership, Women's Rights, and GBV Prevention Training

Objective 1: 160 women complete the Women's Empowerment 101 training program on women's rights, leadership and gender-based violence (GBV) prevention and awareness.

Objective 2: 160 men, boys and teens receive GBV prevention and awareness training.

Objective 3: 15 women leaders complete Training of Trainer (ToT) workshop and are inaugurated into women leader training team.

Objective 4: 5 male leaders complete Training of Trainer (ToT) workshop and are inaugurated into men leader training team.

2.4 Leadership in Action Advocacy Program

Objective 1: 40 men and women (16 men, 24 women) complete Leadership in Action training program and implement a community-based advocacy project.

Objective 2: 30 youth complete Leadership in Action training program and implement a community-based advocacy project.

3 Project Updates

The chart below details the timeline and milestones planned for the period beginning September 2017 and ending December 2017. The 'Outcome' column has a brief note on the status of each element/objective.

Below the chart are detailed updates on all of the scheduled milestones within this period as well as any future milestones for which activity has begun in this period.

Programming Element/Objective:	2017				Outcome
	Sep	Oct	Nov	Dec	
Consultant designs Super Girls program	Setup		★		Final design completed for ASC Staff Manual and Super Girls program
Consultant designs and leads youth trauma training workshop for all staff	Staff Training				CRP staff training on youth trauma completed in early December
Consultant mentors, coaches and trains youth staff on trauma-sensitive youth programming	Staff Training				Youth program staff and volunteers trained on trauma sensitivity and Super Girls programming Completion of trauma-sensitive youth programming in early October
Super Girls program implementation	Super Girls 1				The first 2 concurrent Super Girls sessions began in October, with 32 girls enrolled.
Back to School Program	★				359 children were identified and enrolled in CRP's Back to School Program using FAWCO grant funding
Vocational Training ICDL		1			The first 2 concurrent ICDL 1 sessions began in October, with 28 total students.
Economic Self-Employment Training		1			The first Economic Self-Employment session began in October, with 14 students
Empowerment 101 Training for Women	1	★		2	The first Empowerment 101 Training session completed in November (17 students graduated). The start of the second session was delayed until January, but the overall schedule should 2
GBV outreach to men & boys	1		★	2	The first Empowerment 101 GBV training session completed in November (20 students graduated). The start of the second session was delayed until January, but the overall schedule should 2

3.1 Super Girls Program Design and Training

For 3 months beginning in September, grant funding was used to bring an Educational Consultant, Beryl Cheal, to CPR in Amman to work with youth staff to design, implement, and monitor the Super Girls Program. Beryl has extensive experience working with children who have endured traumatic experiences and designing programs and curricula that are trauma-sensitive and context appropriate.

Over the course of 3 months, Beryl evaluated the existing After School Club programming and developed a comprehensive design for the Super Girls Program specifically addressing the needs of children in this community. The program is designed to be both trauma-sensitive and context aware, with a variety of components. Some portions are designed to help children re-develop their sense of structure, some to connect them to their identity and culture, and others to learn how to socialize and work with others.



In September 2018, Beryl will return to CRP to review the program's progress, conduct feedback sessions with program participants, and lead additional training.

3.2 Staff Training on Youth Trauma

In addition to reviewing, developing, and overseeing the implementation of the new Super Girls Program, Beryl conducted a thorough training on trauma sensitivity for all staff at CRP. The training was done in both Arabic and English and focused on skills staff need utilize and realities they need to be aware of when dealing with beneficiaries, many of whom have endured traumatic experiences. As a result of the training, staff is better equipped to engage with victims of trauma and, as a result, provide better service to the community.



3.3 Youth Program Staff and Volunteer Training on Trauma-Sensitive Youth Programming

Beryl was also able to play a direct role in recruiting and selecting the staff and volunteers that would be responsible for implementing and carrying on the Super Girls Program after her departure. While here in Amman, and in conjunction with the Super Girls Program curriculum, Beryl developed training materials specifically for volunteers who would be engaging with the Super Girls participants on a daily basis.



Beryl led the volunteers for the Super Girls Program through training on trauma sensitivity and awareness, equipping them to give the Super Girls participants the best experience possible. She also worked with our youth education staff, equipping them to lead future trauma sensitivity and awareness training sessions for new volunteers.

3.4 Super Girls Program Session 1

The first 6-month session of the Super Girls Program began in early October. Two different cohorts, divided by age, were recruited and selected. A total of 32 girls are enrolled in and participating in the program each week. Each session starts with the same exercise, the “Beginning Circle,” which gives participants a sense of structure and continuity. This exercise lets the participants get settled in, comfortable, and ready to engage in the activities to come.



After the “Beginning Circle” the participants then take part in a variety of exercises, games, and activities all designed with specific intent in mind. Some examples include:

- Activities with building blocks which help participants orient themselves in physical space, work on ideas of balance, and provide a safe and controlled space to release frustration by knocking down blocks.
- Board games and card games that have clear rules provide a sense of structure as well as the opportunity for participants to learn how to live and play within structured order.
- Puzzles that require focused thinking as well as cooperation.
- Cooking activities that provide opportunities to learn about both health/nutrition as well as traditional cultural foods.



3.5 Back to School Distribution 1

In September CRP ran a large distribution of back to school supplies for children in the community. FAWCO’s Hope Beyond Displacement grant directly enabled 359 students to attend school through the provision of school supplies and backpacks. In addition, 306 of those students also received school uniforms, which are required for attendance at Jordanian public schools.



3.6 ICDL Training Session 1

After interviewing several candidates, the ICDL instructor was selected in September. He put together a plan for the next 6-months, aiming to prepare the participants to take the ICDL Level 1 certification exam at the end of the course. The classes begin with basic computer concepts and definitions before progressing on to more complicated topics and software, learning to use spreadsheets and create presentations.



The first course began on October 1 with 28 women split into two cohorts that each meet twice a week. Students took a preliminary assessment to gauge initial skill levels and calibrate the course schedule. Mid-way through the first session, the instructor reports that he expects all 30 students to be prepared to take and pass the Level 1 certification by the end of the 6-month course.

3.7 Economic Self-Employment Training Session 1

CRP identified and hired the Hair and Beauty Trainer in September, and worked with her to develop the curriculum and plan for the course. 15 women began the first course at the beginning of October, with one dropping out of the course midway through. The women have learned several techniques including eyebrow threading, waxing, and cutting and perming hair.



This course has been one of the most popular at CRP, with students rarely if ever missing a class. CRP staff and volunteers are regularly pulled in to the salon so the students can try out the new techniques they've learned. As a graduation gift at the end of the 6-month course, each student will receive a complete package of equipment necessary to start offering the services they've learned on their own.

3.8 Empowerment 101 Training for Women - Session 1

The first round of Empowerment 101 training sessions for women began in early September. 17 participants completed the 3-month course at the end of November and covered several topics including gender, gender-based violence and human trafficking, equality and justice, mental illness, communication, leadership, and self-care.



The second round of Empowerment 101 training sessions was initially scheduled to begin in December but was delayed to January due to CRP's end of year/holiday break. The original schedule will be maintained by beginning the next session a month earlier, concurrent with the final month of this session.

3.9 GBV Awareness and Prevention Training for Men - Session 1

The first round of GBV Awareness and Prevention training sessions for men began in early September with 20 men. All 20 participants completed the 3-month course at the end of November and covered several topics including communication skills and active listening, human rights, innate knowledge and stereotypes, the path to violence, children's rights, women's rights, and gender-based violence.



The second round of GBV Awareness and Prevention training sessions was initially scheduled to begin in December but was delayed to January due to CRP's end of year/holiday break. The original schedule will be maintained by beginning the next session a month earlier, concurrent with the final month of this session.

4 Project Finances

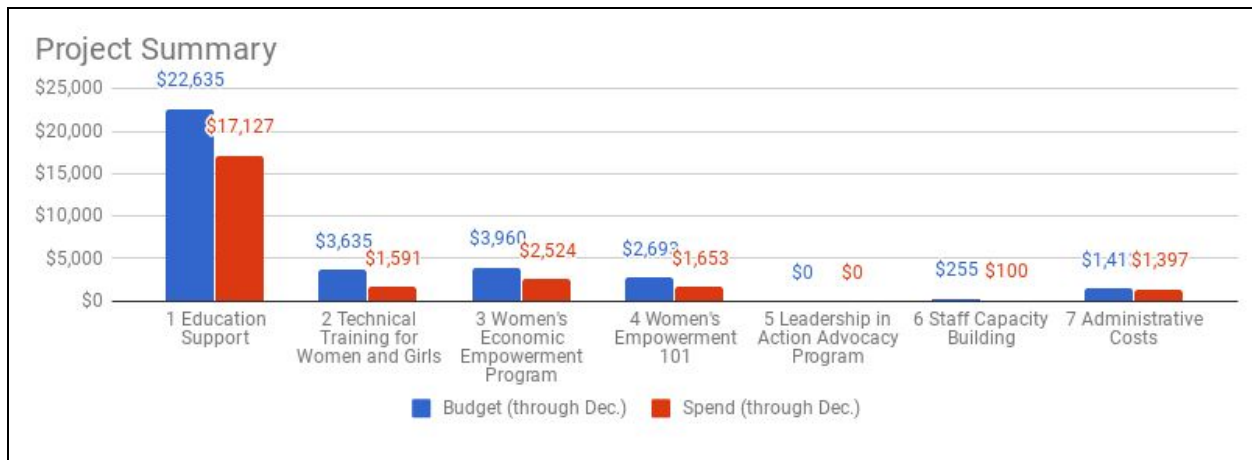
4.1 Project Budget vs Expenditures to Date

From September 2017 - December 2017, CRP spent \$24,393 out of a total budgeted \$34,591. The underspend to date is primarily due to one-time costs initially planned for 2017 that are now being planned for later in the project. The delayed one-time costs primarily consist of technology upgrades (for both Super Girls and ICDL use) and educational materials and supplies (for the Super Girls program). By delaying the purchases, a better understanding of program needs will enable more effective use of the funds.

To date (as of late January 2018), CRP has received \$75,300 from FAWCO, providing a significant reserve to cover the next several months:



The below chart shows the overall status of the major components of the Hope Beyond Displacement budget:



The following are additional charts, with explanations and commentary, that provide a more detailed financial breakdown of the different project components.

Education Support



Education Support:

- Spending on Back to School Scholarships & Supplies lower than planned due to a Ministry of Education decision to lift school fees for both Iraqi and Syrian refugee students. Funds are being held to supplement future Back to School distributions and/or to cover other future costs (with FAWCO's approval)
- Spending on Super Girls lower than planned due to delayed purchase of some Educational Materials. The Educational Materials will be purchased in early 2018 as part of a plan based
- The Back to School & Super Girls Program Coordinator position was not filled until late 2017, however leveraging funding from a third party as well as this budget we expect to be able to bring on two full-time resources to further enhance the Super Girls program.

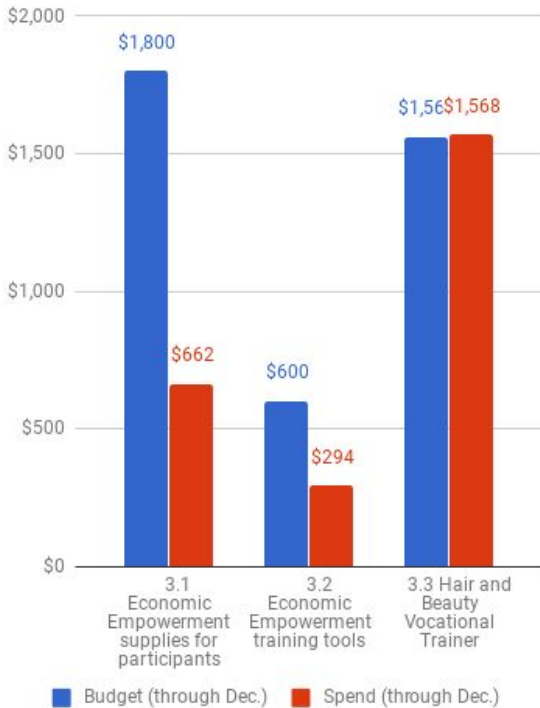
Tech. Training for Women and Girls



Technical Training for Women and Girls:

- Technical Training Resources have for the most part not been spent yet, however these will be used in early 2018 as part of a plan to enhance technical learning opportunities within the Super Girls program as well as to address specific needs identified while the ICDL course has run for 3 months.
- Technical Training Material expenses have remained low, however the plan is to use this budget to fund the ICDL exam fees for students who complete the course successfully.

Economic Empowerment (Hair & Beauty)



Economic Empowerment:

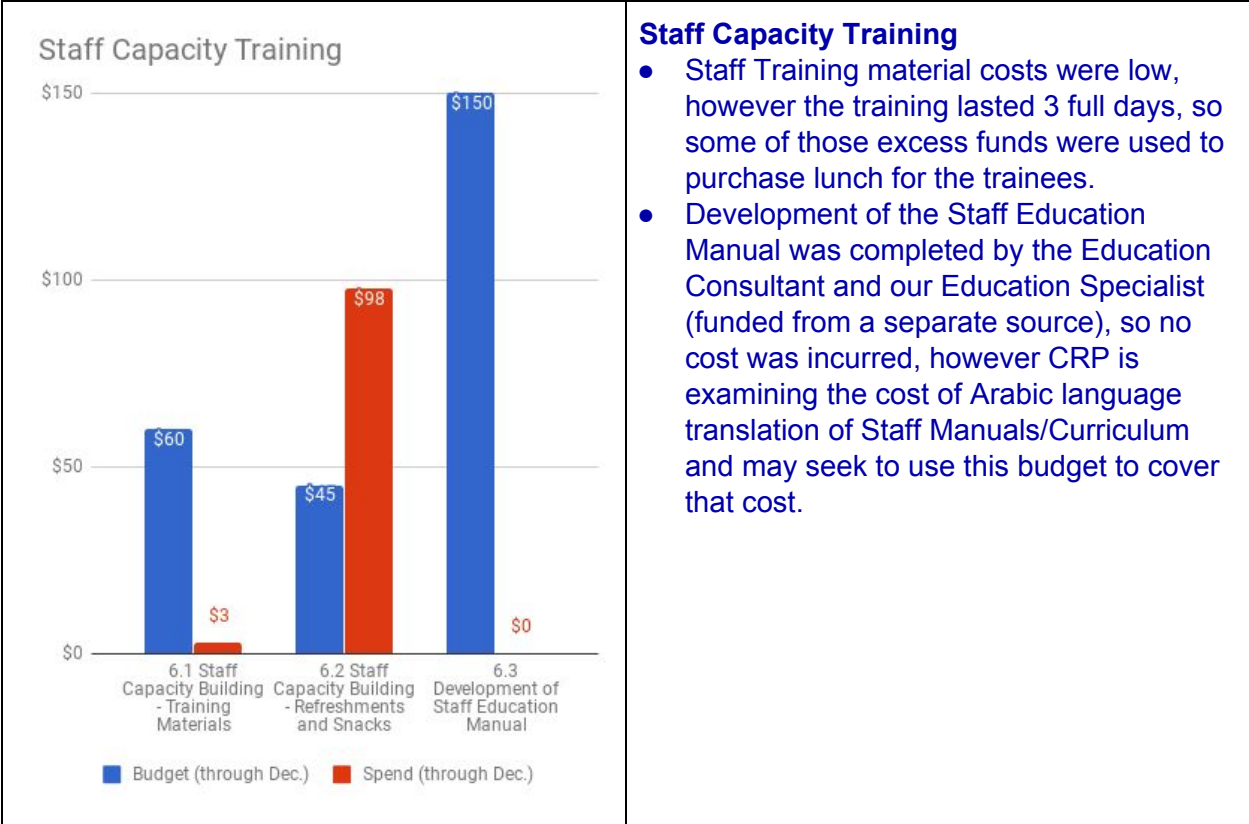
- The budget for Economic Empowerment Supplies for Participants is being reserved for end of course graduation gifts that will include all the supplies needed for participants to offer services using the techniques they will have learned.
- The lower than planned spending on Economic Empowerment Training Tools is due to the instructor and program coordinator's decision to purchase training materials as the course progresses, instead of all at the outset of the project. The additional budget is likely to be spent by the end of the course.

Women's Empowerment/GBV Training



Women's Empowerment/GBV Training:

- Lower than planned costs in both Empowerment 101 and Prevention Outreach training is primarily due to the start of the second set of courses being delayed one month until after CRP's holiday break. CRP will recover the schedule by starting a following session one month earlier, the spending budget is expected to match the budget at the end of the project.



Staff Capacity Training

- Staff Training material costs were low, however the training lasted 3 full days, so some of those excess funds were used to purchase lunch for the trainees.
- Development of the Staff Education Manual was completed by the Education Consultant and our Education Specialist (funded from a separate source), so no cost was incurred, however CRP is examining the cost of Arabic language translation of Staff Manuals/Curriculum and may seek to use this budget to cover that cost.

4.2 Financial Projections

CRP is happy to report that the Hope Beyond Displacement project is in good financial shape. The programming is proceeding according to schedule, with good attendance, positive feedback from participants, and all while remaining well within budget. As mentioned earlier, all of the deviations from the budget are one-time expenses that have been delayed based on programmatic decisions in order to ensure the purchases best align with the programming in progress now.

Thanks to the strong fundraising efforts of FAWCO’s member clubs, CRP has been provided with more than enough funding for the next several months, and expects to continue the positive reports going forward.