Project Proposal Drafted By:

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1. GENERAL INFORMATION

"IDENTIFYING AND IMPLEMENTING INCOME GENERATING OPPORTUNITIES FOR YOUNG MOTHERS AND SCHOOL DROP-OUT YOUTHS IN CAMEROON WITHIN THE HAIRDRESSING, BEAUTY, AND MAKE-UP INDUSTRY."



Summary

The project proposed will focus on generation of income opportunities for targeted communities specifically in the hairdressing, make up and beauty industry. This industry is recession proof. It is also said to have," Lipstick Effect" *in layman language means, that when one goes through an economical difficulty, they find inexpensive measures to pamper themselves. It is also stated by the LA times that the beauty industry is expecting substantial growth in near future despite the upcoming ongoing crisis.* This programme will not only allow the kids to make a living for themselves but will also provide them with psychological benefits

Project Theme

To identify how the hairdressing, beauty, and make-up industry in Cameroon can be used to generate financial opportunities and increase the standard of living of young mothers and youth dropout of the school who are suffering all the more due to the ongoing Anglophone crisis.

Objectives

To help young mothers and dropout youth to learn various skills like entrepreneurship, management so that they can generate income for themselves in hairdressing and beauty industry.

Donors for materials and finances

- Goodness and Mercy Missions
- (Boyo region in North-west Cameroon)
- The Turing Foundation
- Advance Africa.Com
- Special Self Help Fund (SSH)
- MissBlizzers
- (k&f cosmetic company in Cameroon)
- Longrich International
- RED.Esthetics
- Universal Beauty Salon by Belinda at Bamenda
- Plan International
- African Women Development Fund
- B. J. Cosmetics. Company Limited
- Doyin Industries Limited
- House of Tara
- Zaron Cosmetics
- BMPRO Makeup

Partnerships

- Enkindle Cameroon
- Free a Girl and its local partner ASSEJA (under The Turing Foundation)
- Cameroon Youth Partnership
- UN Women

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

- **Geography.**
  - Described as an "ethnic crossroads," Cameroon is located in both West and Central Africa. It is bordered by a number of countries; to the west and north it borders Nigeria, to the northeast Chad, to the east it borders Central African Republic and to the south it is bordered by Equatorial Guinea, Gabon, and the Republic of the Congo.

❖ **Population and Demographics.**

General view

- With a population of 25.9 million, Cameroon is home to over 200 different ethnic groups, Cameroon's diverse population is among the most urban in western Africa.

- The north is inhabited predominantly by Muslims (Sunni Muslims account for about one-fifth of the population).

- Finally, the south is inhabited by both Christians (nearly two-fifths of the population is Roman Catholic, and more than a quarter is Protestant) and traditional African religions

In general, education and literacy rates in Cameroon do vary between males and females.

- over 15 years old

  77.1% of the population can read and write

  - 82.61% male and 71.6% female

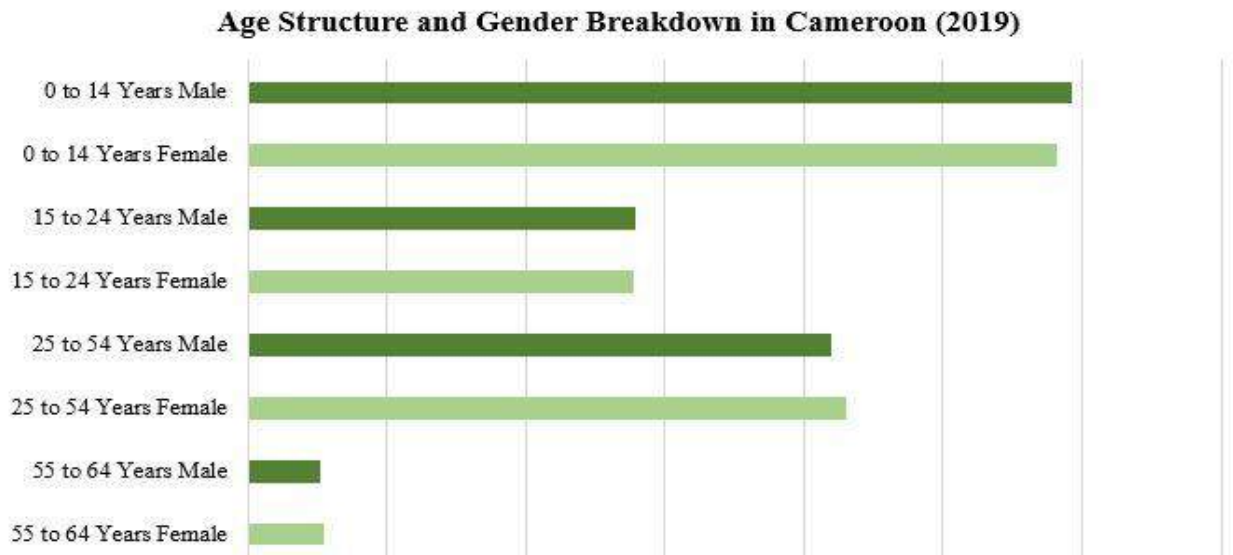
. Similarly, school life expectancy

- Males at 14 years compared to females at 12 years.[1]

As seen in the Age Structure and Gender Breakdown in Cameroon, 2019, infographic, the majority of Cameroon's population (42.3%) is under the age of 15, with 20.04% of the population aged between 15-24 years old, and 30.6% of the population aged 25-54 years of age. There is a significant decrease in population over the age of 55 years, with 3.87% of the population aged between 55-64 years, and 3.11% of the population aged 65 years and over.

W.R.T The Proposal

The target population for this project is young mothers and dropout youths in the 15-20 year old demographic, who are suffering due to the Anglophone crisis a breakdown of the population into age and gender has been provided.



1. There is almost a 50/50 split, with almost as many females as males across the age groups.

- This is of particular interest to our project as the impact of training young mothers and dropout youth can not only have a significant impact on the country's economy across the ethnic groups but will also have staying power, being able to match, if not exceed, the contribution of males in Cameroon as the women age.
- the figures show that females may slightly outnumber males from the age of 25 years up. This is of particular interest, as women who are able to earn an income from this project would be able to continue earning and would not be affected by the slight drop in the male ppopulation, perhaps from death of illnes of males who they may have been financially dependent on without having the earning potential which this progam hopes to provide.

2. Finally, more than half of Cameroon's population lives in urban areas. This would increase the participant's ability to increase their income, with increased access to business infrastructure, from increased access to a banking system, internet, materials and equipment, access to transport hubs and increased access to a potential client base. Additionally, it is widely accepted that urban populations, especially the female demographic, are less likely to be constrained by traditional cultural roles, with urban populations being more internet, media, fashion, and trend savvy than their more rural counterparts.

The Anglophone Crisis; Overview

A poorly conducted re-unification of north and south Cameroon in the 1960s has led to feelings of political and economic marginalisation which have continued to escalate, particularly among the Anglophones minority.

To date the Anglophone crisis is responsible for more than 3,000 civilian deaths and ongoing social problems (including the boycott of schools, increased childcare demands on women, increased juvenile delinquency, increased teenage pregnancies, and increased school dropout rates).

3. CONTEXT AND JUSTIFICATION

The aim of this proposal is to identify areas of opportunity that can be developed to generate income opportunities, in particular for young mothers and school-dropout youths.

- As seen above, the Anglophone Crisis has had a significant effect on the future available to this particular sector of the population. Women in general are less advantaged in the education their education and subject to cultural expectations. However many positives do exist and it is the intent of this program to identify and implement a program which can provide significant areas of opportunity to develop individualised business prospects within the beauty industry.

- This program intends to create these opportunities by combining the earlier mentioned "ethnic crossroads" and "Lipstick effect". Taking advantage of the continuous business opportunities that the Lipstick effect provides, regardless of the political climate, identifying locally and ethically sourced products, identifying ethnic hair and beauty trends that may be used in to create an entirely new product line, which allows these women to be proud of who they are, manage their education and income streams in the short, medium and long-term, all while overcoming the societal effects of the Anglophone Crisis.

- While the project is initially aimed at young mothers and school-drop out youths it also has the potential to grow. In addition to the effects of the Anglophone Crisis, attacks by the Islamic militant group Boko Haram in the Far North, and causing a worsening humanitarian crisis. At the end of 2019 it was estimated that Cameroon hosts more than 350,000 refugees and asylum seekers[2]. Not only are the numbers of displaced persons significant, if they are taken into consideration with Cameroon's population numbers,

[2] https://www.hrw.org/world-report/2019/country-chapters/cameroon

the scale of the positive impact which this program may have on providing individuals the tools to direct and manage their futures become clear.

Currently the beauty industry is experiencing a change in ethos, with customers calling for products to be increasingly ethically sourced and, where possible, benefitting the communities who are sourcing ingredients and packaging, making the products and selling them are prices which allow for communities to receive a portion of the financial profit.

To put the benefits and possible scale of this project into context, the beauty industry is a multi-billion dollar industry with huge potential for growth and increasing revenue[3]. Calls have been made for cosmetics companies to increase the range of products which meet the skin tone, and geographical retail availability for Africans. In response, a handful of African entrepreneurs shave risen to the challenge of creating African cosmetics brands, which address public demand and also present a "game changer "to the beauty industry, producing skincare solutions with minimal or no artificial ingredients and chemicals.

Not only is the beauty industry changing, it presents numerous areas of opportunity, including the opportunity for companies to assist this project's demographic with training and business opportunities, while growing their African skincare ranges, and finally by increasing meeting their ethical objectives. Theoretical learning, with practical training in the field of makeup, beauty, and hairdressing will thereby give our targeted population a source of livelihood, hence improving their standard of living and hence, improving the future of the country.

4. OBJECTIVES

The main objective of this proposal is to conduct a case study which can identify and implement income generating opportunities for young mothers and school drop-out within the hairdressing, beauty, and make-up industry in post-conflict Cameroon.

These figures highlight opportunities for:

1. Financial,
2. Education, and

[3] https://www.demandafrica.com/beauty/skin-care/african-cosmetic-brands-game-changing-the-beauty-industry/

3. Business development.

Any changes made now will be used, and taken forward by the “under 15” population group, contributing to the country’s economy, education, health, and prosperity.

This proposal is significant in that it aims to give both Cameroonian women and IDPs the tools to empower themselves and their communities while making a “generational change”.

This will be done by meeting the following specific objectives:

1. **Identification of suitable volunteer groups** within the young mothers and school drop-out youths in Cameroon, between 15 and 20 years old.

2. **Identification of funding and potential donors, training requirements**, including training facilities, coursework, monitoring and evaluation, and follow-up assistance. Existing and successful livelihood programs from other regions may be used as an initial framework.

3. Finally**, businesses who are prominent** in the African skincare beauty industry, such as House of Tara, Africology, Suzie Beauty, and Ajali Handmade Naturals, may **be identified, and approached for expressions of interest.**

The main expected results of this project are:

- It is expected that this program will be very popular and attract a large demographic, including men, women, youth, and people with disabilities.
- The aim of this programme is to get approximately 100 teenage mothers and school youth dropouts to attend the workshop about the earning potential and skills gained through hairdressing, beauty and make-up training. It is expected that this number will increase in time as the program develops.

- To start, this project aims to have ***one third of the attendees*** set up or expand a business within six to nine months.

- Each business will typically employ 1-3 people, paying a salary of approximately 36,000 CFA francs per month. While this may not sound much, such amounts are very significant in rural economies. The intent is to increase the return on investment for the money spent on training over time, an investment of 8680 CFA francs per person generates new wealth of over 21702 CFA francs per person per month by the second year, and this benefit is expected to be maintained in the long term[4].

- It is expected that 95% of this project will graduate training, with an expected dropout rate of 5% on this project.

  - A dropout rate has been given for awareness as there are elements of the course which may cause problems in attendance for the candidates, such as not happy with the content of the programme or the quality of the teaching, circumstantial and personal reasons (for example childcare, personal health, family related reasons, etc.), not having enough time to complete the necessary study and/or their workload is too high.
  - To minimise this estimated dropout rate attendance will be recorded and regular feedback will be sought from the candidates to identify areas which can be personalised to give each candidate the best opportunity to fully participate in the program and graduate.
- It is expected that At least 60% of the young mothers and dropout girls will be able to pass this programme because of the interest in field and the practice in house hold.
- At least 40% of our targeted male population should be able to pass this programme, however 100% passing rate is also not unattainable.
- The expected ability for this program to bring together different demographics, genders, age groups and. Finally opportunities for candidates to become "train-the-trainers" will be offered on graduation, it is expected that approximately 95% of the students would sign-up to this opportunity because it would allow then to increase their business potential and income, provide income generating opportunities to family or friends, and allow youth will be able to develop and grow together, as a community, making friends for life, thus the programme will also help them fulfil their psychological needs.

[4] http://www.theafricatrust.org/index.php?nav=whatwedo_skills

5. OUTCOMES AND ACTIVITIES

Proposed activities to be engaged by prospective teens interested in pursuing the trade of hairdressing, make up and beauty:

Activities:

- Advertising in the local region and communities within the region can be done for the volunteers and the interested youngster to learn and attain the skill will commence a month prior to the selection workshops as well as the briefing days. Briefing days are held twice a week for two weeks in order to enable those who do not know the briefing to be able to be informed via various advertising platforms and attend initial briefing sessions.

  Initial evaluation and testing of mothers who have already gained basic skills must be held before the briefing. This is so that the most experienced youngsters to gain the opportunity to share their skills with the current youngsters who are interested in the beauty, hair and makeup industry. Duration of evaluation is as follows:

- Two weeks prior to briefing sessions for three days in succession on the first week, where selection will take place. The objective is to select 4-8 youngsters who will train and assist 100 trainees. They will also be overlooked by the experts.

- The second week will be allocated to the 4-8 volunteers to be shown how to assist their groups of 10. This will be a 5 day intensive training.

- Initiation of “Expression of Interest” day which will include the attraction and attendance of young mothers and school dropouts who already have acquires a basic skill in hairdressing, beauty and make-up hands on training form home.

- The initial day of interest must be held prior to the establishment of active workshops and processes so as the gain accurate numbers of youngster who would be interested and committed in attending the workshops and assessments to the end. The Day of Interest briefing session can be held over a two-week period whereby two one hour long briefing sessions per day will be held twice a day on Wednesday and Thursday for one week and repeated the same for the following week. That would mean that eight sessions in total would be held over two weeks which would allow for maximum

attraction of interested participants namely young mothers and school dropouts from the region.

- Training will commence the following week after the 8 briefing sessions are completed and the 100 youngsters are registered for the 5-week program.

Training Program:

Duration: 5 weeks

Week 1: Introduction and background to Hair, beauty and makeup. The youngsters will receive handbooks with theory and activities to complete after each lesson. The theory of the industry and background of old and modern trends accompanied by practical demonstrations will be executed in two groups of 5.

Week 2: Basic hair styling techniques and the makeup that goes with it can be learned with practical demonstrations. Each volunteer will assist their group of 10 divided into 2 groups of 5 each. Also basic administrative skills such as:

- Appointment booking
- Cash counting and petty cash
- Basic bookkeeping for informal sector.
- Basic stock taking

Week 3: Allows the learners to put what they have learned into practice with guidance from their volunteers and practical tasks to complete with volunteer ladies of the region and community who would like their hair and/or make up done. One volunteer per learner for the entire week or if a volunteer is not available one can always use a mannequin.

Week 4: The same as week 3 practical will continue.

Week 5: Final assessments where a test will be done for each technique namely 5 -10 techniques and applications to be assessed for 4 days with products and product knowledge test on the 5^{th} day.

Day of graduation where certificates will be handed out will be help two weeks from test day in order to give enough time for marking and finalisation of results.

Outcomes:

- The aim is to get as many teen moms and school dropouts (approximately 100) over a period of two weeks to come out and be exposed to the information about the earning potential and skills gained through hairdressing, beauty and make-up training.
- The allocation of 1 volunteer to 10 trainees will always ensure hands on assistance and individual attention to each learner in the program.
- To establish the volunteering groups who would be able to assist with the training of the currently interested youngsters who would want to gain the skill in the profession.
- The four basic administrative principles which can also be used in daily life skills are included in the course in order to assist the Youngers with cash handling and controlling stock.
- At the end of the 5-week training program, the outcome is that 100 youngsters would have gained a skill in hair dressing fundamentals, basic techniques of hair dressing styles, products and basic professional make up application and products for African skin-types.

❖ **Short Term activities**:

Theories of Hairdressing and make up application. Group-activities, assisted by volunteers will ensure optimal participation by the learners in order to have a high rate of continuation an interest in the group. Attendance registers will be taken with a required 80% attendance rate in order to pass the course for everyone is included as part of the passing criteria.

Class attendance should be at 90% attendance rate to ensure a large group outcome success rate.

This will be imparted in children with the help of workshops and seminars.

❖ **Medium Term activities**:

Practical assessments to be conducted in the 3rd and 4th weeks of the training program.

At least 85% of the larger group of 100 learners should pass the final exam with 50% as the achieved pass rate for Theory and 60% pass rate on practical

Practical knowledge will be provided with the theoretical knowledge in the same seminars

❖ **Long term activities:**

Practical application and development of skills. With a large group of approx. 85 youngsters who now are equipped with the knowledge of Basic hairdressing and makeup techniques

In future they will be able to handle their own business, such as recruiting staff as they have learnt about all the necessary qualifications that one needs to work in the hairdressing and beauty industry.

6. SKILLS LEARNED:

The young girls and boys would have gained and improved upon the following skills:

i. **Entrepreneurial skills**

By the end of programme, youngsters would've learned how to generate income for themselves. There are various benefits of having strong entrepreneurial skills, youngsters will be able to work with full motivation and dedication as it will be their OWN work. Youngsters will develop their creativity, their ability to generate ideas and turn them into action. They will learn to work in a team, take initiative and accept responsibility.

ii. **Interacting with people on a professional level as customers.**

Interactions with others will increase their communication skills, when they will watch and learn from the experts they will be able to develop their own interpersonal skills. This will help them have a more professional work ethic.

iii. This would **boost their self-confidence and boost morale** which would contribute towards feeling more included in their contribution to the economy.

Once they will be able to generate income for themselves, they will be able to fulfil their basic needs on their own. This will not only fulfil their monetary needs but will also fulfil a certain level of self-satisfaction. This will also add to the economy and they will be able to provide for their future generation as well.

iv. Youngsters who assisted the experts would have **developed management and teaching skills**. They can be given additional certificates that states that "so and so had worked for --- expert during --- programme"

v. The skills learned will **improve their quality of life** and being able to provide for their families on a day to day basis with the income stream generated from paying customers.

vi. **Basic four administrative skills** needed for the operation of business would be learned namely: Basic Administrative and bookkeeping skills

- Able to attract and retain clients

- Able to work with and accumulate money/cash
- Able to record cash flow – tracking basic income and expenses.

vii. **Specific hairdressing skills and techniques** to be learned are:

- Basic hairstyling techniques.
- How to cut and style hair using electric equipment and manually.
- Basic weaves and wigs and how to style and maintain them.
- Hair products and how it is best used daily and for long term maintenance.
- Optimal use of styling products and keeping abreast of latest trends and newest products in the industry.

viii. **Makeup techniques**

- Choosing of accurate tools
- Learning about colour theory principles when choosing colours in make-up when working with different people
- Learning to use different textures of foundations
- Enhance highlights and shadows to create the illusion of depth on the face and create a sculpted look
- Learning about eyebrow shaping
- Learning eye makeup on basis of different type of eye structure
- Learning the use of lipstick on different textures of lip

7. COMMUNITY PARTICIPATION AND VISIBILITY

- Community leaders organising introductory workshops hosted by leading hairdressing and make up professional in the community or the most established representatives of the industry in the area.
- The workshops are short workshops including previously experienced volunteers who will assist the youngster in their theory and practical applications throughout the duration of the course.
- The community can get involved in distributing flyers starting with the volunteers and then the briefing sessions for the youngsters by word of mouth, social media and

possibly asking the trainer volunteer young mothers to distribute within their region/community.

- Each group of young boys and girls who have completed their initial training should be allowed to showcase their new skills at the workshop in order to demonstrate to those who are interested, what the trade would entail.
- This demonstration would in turn attract the attention of the people of industry who are present and give them an opportunity to invest in the programme for the next round of trainees.

8. MONITORING & EVALUATION PROPOSED PLAN:

- Sustainability can also be ensured by generating revenue through the workshops. Services to client for practical assessment and selling of beauty products can be done in the seminars and workshops for ensuring longer sustainability of the program
- Funding and investment from stakeholders to be engage at the very introduction of the program planning phase.

a) To ensure the sustainability of the project, one need to focus on the long term goal. Team is required to make sure that the programme gets enough funding from its donors, sponsors and partners to cover the expenses.

b) Funding part however will be a little easier because by funding for the program corporates will not only be able to fulfil one social responsibility, but three. They will be providing for:

i. Young girls and mothers
ii. Youngsters affected by Anglophone crisis
iii. Also, they are investing in an industry that is going to generate revenue for them. Beauty as it is ever expanding and is said to be recession proof.

- The funding of the project will be set up in such a way that it will take place with each identified new training group.
- The entire training process with take place over a period of 5 weeks.
  - Excludes the initial 4-weeks in which the first 2 weeks is dedicated to the selection of training assistant volunteers

- Latter 2 weeks is for the briefing sessions for the registration of the 100 youngsters. This will be based on a minimum group size of 100 in order to justify the amount of funding required to sustain the project successfully over the long- term period.

- Funding will be needed for the products and equipment needed for the workshops and seminars which will be conducted by trainers who are invited by invitation to volunteer time and expertise. Each trainer is only required a maximum of 4-6 hours depending of the section of work they will facilitate.
- By the end of the programme we would have developed a strong communication outreach, which will intern also help stabilise the program and create a feasible foot print for the region regarding the new skillset for the young school dropout demographic.
- The second part of the training is the practical skill assessment. This assessment would be divided into two parts i.e. the first would be to learn the skill on a practical level followed by a supervised training which will offer the trainee. This will commence during the 3rd and 4th week of training.
- Should the final stages of the training be completed successfully, the trainees will then be able to set up a one-on-one clientele from their homes to start or qualify to work as interns at their local salons with certification as proof or will be given their own space to start working.
- This is the kind of industry that requires continues improvement as the industry has ever changing trends and styles. The more hours are put into the work the better one becomes over time which will allow the boys and girls to develop to the point of owning their own salons in the future.

Major risk and Mitigation factors that could affect the expected result of the project are as follows:

Risk 1: Family responsibilities (As young Parents).

Mitigation 1: Young Parents can bring their children to the workshop and the children can be looked after by the group of volunteers OR Young parents can be advised to bring one guardian with them who can look after the children in a separate room

Risk 2: Transport issues to get to training. For this we need to settle multiple training sessions, in the targeted regions

Mitigation 2: Provide transport for the learners during their training programme from a central point. A bus can be rented which can help in the transportation of youngsters from their homes to the place of workshop

Risk 3: Not enough candidates interested in the programme.

Candidates needs to be pursued, if explained that why this programme is necessary and how it will help them to generate their own income will give them a reason to join.

Mitigation 3: Keep all media platforms constantly engaged in order to attract the most attention to ensure sufficient numbers of interest thus attracting enough funding for the programme on a continues basis. Create an intense programme ensuring that all aspects of hairdressing and make up application artistry are covered in the shortest feasible time to deliver the best outcomes and results.

Risk 4: Not enough funding being generated for the programme to continue.

To ensure that this problem does not occur, publicising of the programme is a very important factor.

Mitigation 4: All aspects of the publication of the program and ensuring that a large variety of the investment stakeholders who are both interested in the funding and support of the program are kept engaged and involved in the funding activities of the program.

Risk 6: Considering the Covid19 pandemic measures will need to be put into place in line with the national regulations for the region namely the provision of sanitiser and masks and social distancing practices and event set up for the safe execution of facilitation.
Mitigation 6: The trainees are also to be informed on how to take care of their clientele during the Covid19 pandemic.

Risk 7: The Covid19 regulations will also need to be included in the training program where basic regulation and sanitation methods must be introduced into the salon environment.

Mitigation 7: Covid19 awareness will also help the youngsters to take care of their families and ensure that hey stay safe and practice safe keeping measures during this time.

No need to hire the professionals for informing the trainees about COVID19. The volunteers can tell the trainees necessary precautions to take.

Risk 8 : Not enough boys interested in the workshop

Mitigation 8: Publicising is an important aspect here, the PR team not only need to publicise about the programme enough but they also need to discuss the benefits of the programme. PR team would be needed to elaborate on how the industry is recession proof and can generate a really good income for the youngsters.

9. MANAGEMENT: STRATEGY AND ORGANISATION

- Firstly, we will ***publicize information*** about this campaign which will include the benefits that potential people can accrue from it. An important component of this would be highlighting the economic benefits which will enable young boys and girls to become self-employed. Estimated duration for this should be at least one week so that enough people know about the training seminars which would follow. The publicity aspect can be accomplished using three ways:
  1. Putting up flyers, banners, posters, etc. in the affected regions (with more use of visuals and graphics for the uneducated youth) so that people can get to know about what this project would entail.
  2. Disseminating information about the campaign on social media platforms by creating an account for CAMAAY (this may include short video clips in the form of trailers and visually appealing posters which people can relate to).
     - A specific PR team can be created for this purpose (comprising of at least 4 people belonging to the NGO responsible for the project implementation; kindly note that these 4 people will function both as the PR team and the main project heads).
     - They would set up an official mail ID and a phone number where they can be contacted for registrations and queries.
  3. Spreading door-to-door information amongst the affected regions by word of mouth, using the help of the project heads and 10-15 volunteers.

- After this publicity programme, we will set up ***training seminars*** where young boys and girls will be taught the requisite skills needed in this profession.
    1. The seminars will be spread over a course of five weeks for longer durations (at least 5 days a week, for minimum 6-8 hours each).
    2. Within this duration, training will be given to participants by 2 experts each of hairdressing and beauty and makeup (who will be contacted by the project heads through partnerships or other voluntary donors).
    3. The duration of the seminars will be equally divided between these 4 experts (for eg: if the total duration of the seminar is 6 hours, then 3 hours will be utilised by the 2 experts of hairdressing to teach the participants about the skills required, and the remaining 3 hours will be utilized by the other 2 experts of beauty and makeup to provide training in their fields). New experts can be brought to provide training on different days (based on their availability).
    4. It is important to note that the seminars will be interactive sessions where participants will be provided with their own tools and equipment to copy and learn from the experts
        - These interactive sessions will make the youth more interested in learning about the skills required.
    5. For cost benefits, we can also hire students of colleges who are pursuing their degrees in the makeup, beauty and hair industry to come as experts for these seminars; in return they can be given incentives such as LORs, Certificates and all.

- So, an ***organizational chart*** for the seminar will comprise of the following people:
    1. *The 4 main project heads at the top*:
        - They will be supervising the conduction of the seminars, calling experts to train the youth and monitoring the progress being made by the youth during these seminars.
        - These 4 main experts will be assisted with the selected 4-8 youngsters.
    2. *Under these project heads, will be the 4 experts on any given day of a seminar*:
        - 2 from hairstyling industry
        - 2 from makeup industry.
            - Further, at one point of time when the youth is being taught about hairstyling techniques, 1 expert will show the youth what to do while the other will monitor their progress.

- Similar division of duties will exist between the 2 experts from the makeup industry.

3. *After the seminars, the 4 main project heads will continue monitoring the skills of the youth even when the beauty salon opens*.
    - At that point of time, the project heads can direct queries of the youth regarding techniques to the experts who came during the seminars via email or phone.
    - In order to make the youth independent and self-reliant also, they can watch videos on YouTube and Instagram channels to learn about new methods and techniques using the social media accounts created initially.

❖ Next, after these five weeks of seminars, we expect the participants to be sufficiently trained to ***carry out the activities themselves***. This can be done in two ways:

1. We open up a small salon employing at least 10 people.
    - The news of this new salon will be spread by the boys and girls themselves, among their family members and friends to give it a try and publicize the opening through word of mouth.
    - The PR team of CAMAAY can also broadcast about this new salon on their social media platforms.
2. Some of the boys and girls can also be encouraged to personally go to people's homes as hairdressers and makeup artists for functions like weddings, parties, etc.
    - News of these functions can be directly conveyed to the employed youth through their connections, or requests for hairdressers and stylists can be mailed to the PR team.
    - Such mails would include proper details of venue, day, date, duration and the event for which the team would be required.
    - The project heads can also receive such requests through their official phone number.

❖ Gradually, over an expected course of 2-3 months, the project should be ***adequately established*** to provide a reliable source of income to the employed youth.

- ✓ Or, Instead for renting places for workshops, a proper training center could be set up which will be fully loaded with the required equipments. It will serve as a permanent place to carry out workshops and after the programme finishes it can later be converted into a salon for youngsters.

- ✓ For Property Purposes, property dealers can be contacted. (Easy Rent Cameroon: contact number: +237 6 54 27 55 76 or Jing and Partners website: https://www.jingpartners.com)

10. MATERIALS AND EQUIPMENT NEEDED

❖ For the seminars, the contacted experts will (preferably) bring their own equipment. Additionally, a projector will be required. For the participants, we will need:

1. Around 20-40 chairs (both the projector and chairs can be rented from Elvis Décor in Bamenda; contact no: +237 677 769 070; website link: http://www.findglocal.com/CM/Bamenda/1244319482317148/ELVIS-DECOR).
2. Renting of Buses/ Vans for transportation purposes (see details of Amour Mezam Company Ltd. In Bamenda: a leading transportation company with a modern fleet of buses; contact no: (+237) 233 36 37 55 / 233 02 81 83; email ID: contact@amourmezam.com; website link: https://amourmezam.com/).
3. Mannequin heads with wigs for participants to experiment upon (this is not a requisite, but it would be helpful if the project heads can get these through funding/ partnerships. See details of Universal Beauty Salon by Belinda at Bamenda and RED.Esthetics in the 'Finances: Donors and Funding' Table, as they are already running their own beauty salons).
4. Training equipment related to the hairdressing and makeup fields (all this will be bought at the time of seminars using funds procured from donors. Later on, they will be used by the youth when the actual salon opens). Some basic things would include:
   - *Hairdressing*- (20-40) combs, clips, pins, straighteners, curling irons, buns, rollers, etc.
   - *Beauty*- (20-40) makeup palettes, brushes, lipsticks, eyeliners, mascaras, kajal sticks, foundation, face creams, etc.
5. Water bottles (hopefully, big water tankers from where participants can fill their own water bottles and drink. See details of companies like Sano Mineral Water; contact no: +237 233 37 66 66 and +237 697 74 44 44; email ID: info@sanowater.net; website link: www.sanowater.net).
6. If possible, some snack items since the seminars will be of a longer duration (however, this is not a requisite as participants can be informed in advance about the long periods and advised to bring their own meals).

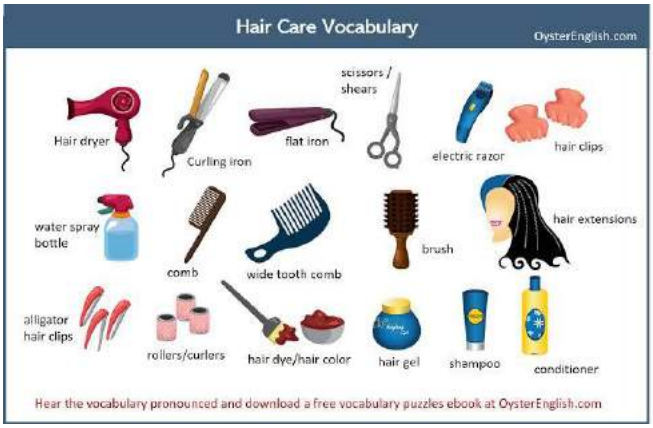
7. Also due to COVID19, Keeping sanitizers and masks at the training centres should be a necessity. (Bulk purchase of Sanitizers and masks can be made from any local marketer)

- Once the salon opens and the youth start working. They will continue utilizing the equipment and materials that were used during the seminars. These materials will be bought by the project heads before the seminars commence by using the money procured from financial donors and sponsorships (see details of MissBlizzers and Longrich International in the 'Finances: Donors and Funding' Table, who can act as national suppliers for buying the equipment and materials).

- For setting up the salon, a small area will be required. This area should have chairs and mirrors (at least 20) like a typical beauty parlour. Arrangements for changing rooms, bathrooms, water, electricity, etc. will have to be looked after by the project heads by using funding from the donors for all these things (details of some service companies in Bamenda can be found on the website https://www.houzz.co.uk/professionals/c/Bamenda--North_West-Province--Cameroon). The area can be expanded as the project grows.

Below are images for better illustration







PC/ ESLBUZZ



PC/ Sweetmakeupguide.info

11. FINANCES: DONORS AND FUNDING

COMPANY	CONTACT	EMAIL ID	RATIONALE	WEBSITE LINK
Goodness and Mercy Missions (Boyo region in North-west Cameroon)	+237 675726548 +91 7034968971 +393277355878	info@gmmafrica.org salvatore.e94@hotmail.it revteh@gmail.com	We can take their funding for the purpose of women economic	https://gmmafrica.org/blog/test/

			empowerment project.	
The Turing Foundation	+31 (0) 20 - 52 000 10	info@turingfoundation.org	They have already been supporting various development projects in Cameroon. Hence, we can take their help with monetary funding.	http://www.turingfoundation.org/contact_uk.html
Advance Africa.Com	+254723040015 +254723040015	joe@advance-africa.com	They can be contacted for grants.	https://www.advance-africa.com/contact-infomation.html
Special Self Help Fund (SSH)	22220-1500 Ext. 4171	grantsyaounde@state.gov	Can be contacted for funding vocational training which this project aims.	https://cm.usembassy.gov/education-culture/small-grants-program/
MissBlizzers (k&f cosmetic company in Cameroon)			We can seek their help in coming as experts during seminars and we can also buy equipment from them.	http://missblizzers.com/contact/

Longrich International	6 75 67 54 19		This company is a cosmetic products manufacturer in Bamenda. We can seek their help in buying equipment and materials during seminars, which will continue being used when the salon opens.	https://longrich-international-cosmetic-products-manufacturer.business.site/#details
RED.Esthetics	+237 6 83 44 87 79		We can ask the people of this beauty salon to come as experts during seminars.	https://www.facebook.com/bihtakwe/about/?ref=page_internal
Universal Beauty Salon by Belinda at Bamenda	+237 6 76 07 58 80		We may contact them to come as experts during seminars.	https://www.facebook.com/Universal-Beauty-Salon-By-Belinda-At-Bamenda-Mile-3-270603153472785/about/?ref=page_internal
Plan International	+237-222 21 54 58	Cameroon.CO@plan-international.org	We can contact them for funding (can also be used for partnership).	https://plan-international.org/cameroon

African Women's Development Fund			They can provide us with grants.	https://awdf.org

12. PARTNERSHIPS

COMPANY	CONTACT	EMAIL ID	RATIONALE	W
Enkindle Cameroon	+237 675726548	ekcameroon@gmail.com revteh@gmail.com	Trains women to become financially independent, we can ask them to provide organisational (and other) skills to young girls.	http://www.
Free a Girl and its local partner ASSEJA (under The Turing Foundation)	+91 22 6694 1026 023 204 94 00	info@freeagirl.nl Evelien.holsken@freeagirl.com Shikha.philips@freeagirlindia.org	We can partner up with them for sending experts/trained women (and if possible, they can lend equipment too) during seminars as they already provide vocational training in hairstyling/aesthetics to over a 100 underprivileged youth in Yaoundé, Maroua, Bertoua,	https://w

			Bamenda and Ambam.	
Cameroon Youth Partnership			We can use their partnership for programme outreach and social media management.	https://www.bette cameroon
UN Women			We can use partnership with them as this programme is created to specifically target young mothers as well.	https://www.unw

BUDGET

Staff Costs

Since only the costs of the actual time devoted to carry out project activities are eligible, time-sheets are key documentation, which will be used to ensure that the correct number of hours worked is reported, which will be 35 hours a week. Setting the working week at 35 hours will allow for "bite size", flexible, learning sessions, suited to candidates who are not used to being tied to a classroom, it will also allow for adequate breaks, practical sessions, and ensuring both staff and candidates welfare needs are met.

The timesheet will include identification data for the member of staff, the number of hours worked on the project per day, a brief description of the daily activities, and the approval signatures of the staff member in charge.

WEEKLY TIMESHEET (SAMPLE)

Week: 22 to 26 June 2020
Employee Name:
Manager:

	Date	Time In	Time Out	Breaks	Overtime	Sick	Additional Information	Total
Monday								
Tuesday								
Wednesday								
Thursday								
Friday								
Saturday								
Sunday								

					Hours:
Employee Signature:			Date:		Hourly Rate:
					Total:
Supervisor Signature:			Date:		Deductions:
					Pay Total:

This will also allow the project to have the appropriate documentation which proves the calculation of the staff costs for project activities in the event of controls and also ensures the wellbeing of staff by ensuring the previously agreed working hours are not exceeded. Staff members must also be registered with Cameroon's tax authority, the National Social Insurance

Fund, to ensure that appropriate Personal Income Tax (PIT) payments are made, for both the candidates benefit and also to adhere to legal requirements[5].

Staff costs will be calculated on the basis of a weekly gross salary (to ensure that the staff have frequent access to funds and prevent debt). In keeping with the earlier project objectives, local staff will be paid approximately 36,000 CFA Francs per month, or 9,000 CFA France per week.

Overtime can be charged to the project, but only if the total number of overtime is devoted to the project, for example providing out of hours tuition to a candidate who was unable to attend training with the other candidates due to unforeseen but approved circumstances. The overtime amount will be calculated hourly. For example, if staff are working a 35 hour week for 9,000 CFA Francs, then the hourly overtime rate would be 257.14 CFA Francs

If staff have volunteered for the project and are employed elsewhere (for example a salon or training establishment) then timesheets will still be used, but sent to the staff members employer or training establishment for their financial records. If applicable, the timesheet will also be used by external staff working on this project to record expenses for their employer / training establishment. Copies of all staff paperwork will be forwarded to Human Resources to comply with Data Protection and staff privacy rights.

Staff numbers, cost and duration are projected as:

Staff Function	Number of Personnel	Projected Hours	Hourly Rate	Other	Total
Planning Phase: PR Team (Sourced from NGO responsible for project implementation as detailed in the "Management: strategy and organisation" above).	Minimum Of 4.	35 hours per week for a one week long Publicity Campaign	35 hour week for 9,000 CFA Francs, then the hourly overtime rate would be 257.14 CFA Francs	One week duration in addition to free meals and water while at work, approximately 1090.03 CFA Francs per day.	36,000 CFA Francs wages for 4 employees. 2,1800.60 Francs food and water for 4 employees. **Total: 57,800.60 CFA Francs**

[5] https://www.lloydsbanktrade.com/en/market-potential/cameroon/taxes#:~:text=The%20payroll%20tax%20is%202.5,rates%20based%20on%20their%20turnover.

Planning Phase: Volunteers (Reporting to NGO Project Heads as detailed in the "Management: strategy and organisation" above).	10-15 volunteers.	35 hours per week for a one week long Publicity Campaign	No hourly rate	Volunteers will be compensated with free meals and water while at work, and certification of volunteering work. Meals and water while at work, approximately 1090.03 CFA Francs per day	5 days x 1090.03= 5,450.15 5,450.15x 15 volunteers= 81,752.25 **Total for 15 employees: 81,752.25 CFA Francs**
Seminar / Training Phase: Subject Matter Experts delivering seminar training	4 Experts	35 hours per week for a five week long training seminar.	35 hour week for 9,000 CFA Francs, then the hourly overtime rate would be 257.14 CFA Francs	One week duration in addition to free meals and water while at work, 1090.03 CFA Francs per day. Hours may be reduced for each expert if "simultaneous" training is being given. If this is the case their unused hourly rate may be used to bring in specialist experts for an hour or two as highlighted above in the "Management: strategy and organisation" above).	4 employees, at 5 weeks at 57,800.60 CFA Francs **Total: 57,800.60 CFA Francs**
Graduation / Employment Phase: Scenario 1 Salon Employees who are paid project graduates	10 graduates	35 hours per week for a maximum of 3 months.	35 hour week for 9,000 CFA Francs.		90,000 CFA Francs wages for 10 employees per week. 90,000 CFA Francs x 12 weeks: **Total: 108,0000.00 CFA Francs**
Graduation / Employment Phase: Scenario 2 "House Call" Employees who are paid project graduates	10 graduates	Hours will be ad hoc and subject to demand, so an hourly rate will be paid.	Employees will be paid the standard hourly rate of 257.14 CFA Francs, for a maximum of 3 months.	Hours will vary significantly depending on treatments required, and may take from 15 mins to several hours.	An estimated 10 hrs per week, per graduate. 10 hours x 257.14 CFA Francs: 2,571.40 per person, per week x 10 = 25,714.00 for 10 graduates per week x 12 weeks = 308,568.00 **Total for 10 graduates for 12weeks:**

					308,568.00 CFA Francs
				Total Costs: **Including 10 % contingency cost to cover unforeseen costs:**	**1,585,921.45 CFA Francs** **1,744,514.2CFA Francs**

Fixed Service Costs

Additional costs which will be incurred from fixed costs relating to infrastructure and learning equipment.

Estimated costs are:

Table 1.

Equipment	Number	Other	Cost	Total Cost
Hairdressing, beauty, and make-up equipment for seminar.	N/A This will be supplied by experts.	This will be supplied by experts. A partnership will be sought with Tempest Beauty College in Cameroon where volunteer instructors and models will be requested, in addition to use of either on-site training materials (or hiring training materials) for the duration of the course. This can be negotiated by project heads for course credit (no cost) or for hiring materials at a set daily rate of 1799.98 CFA Francs paid to Tempest Beauty at: http://www.tempestbeauty.net/shop or for *more information refer to table 3*	Daily rate to hire training equipment: 7 hours x standard hourly rate of 257.14 CFA Francs:	**Total Cost: 1799.98 CFA Francs**
Training Equipment		This includes: Mannequin heads with wigs, (20-40) combs, clips, pins, straighteners, curling irons, buns, rollers, etc. (20-40) makeup palettes, brushes, lipsticks, eyeliners, mascaras, kajal sticks, foundation, face creams, etc. During training this will be covered by the above, by paying a daily rate to Tempest Beauty to borrow equipment. It is proposed that a daily rate be paid to rent equipment for a period of three months in the understanding that students will be in a position to buy or rent their own equipment gradually and continuing the partnership with Tempest Beauty.	Daily rate to hire training equipment: 7 hours x standard hourly rate of 257.14 CFA Francs. This will be paid for 3 months, and will secure equipment for the salon (all candidates).	Total Cost: 1799.98 CFA Francs **Total: 161,998.2 CFA Francs for 3 months**

		Or for more information refer to table 3		
Salon Set-Up		For setting up the salon, a small area will be required. There will be unused areas within the facility which may be suitable, requiring only minor carpentry upgrades. This will be sourced by project managers liaising with caretaking staff on-site. Chairs, mirrors, privacy screens will be the same as those used in the seminar and training. Water, electricity, etc. The area can be expanded as the project grows.	Planned team of 5 over a period of 1 week.	5x 35 hr week at hourly rate of 257.14 CFA Francs**.** **Total Cost: 44,999.5 CFA Francs**
Chairs and Projector	20 to 40 chairs and one projector	If possible these materials will be borrowed from other offices on site as and when needed for free. If not available these will be rented locally, for example from the Tempest Beauty college or refer to table 3 for sources.	"Rent" will be paid at the standard hourly rate of 257.14 CFA Francs.	**Total: paid at the standard hourly rate of 257.14 CFA Francs.**
Buses/ Vans for transportation purposes.		Renting of Buses/ Vans will be sourced from NGO fleet for transportation purposes. This will significantly decrease costs. Or for more sources refer to table 3	None	None
			Total:	**209,054.82 CFA Francs**
			Including 10 % contingency cost to cover unforeseen costs:	**229,960.3 CFA Francs**

Table 2.

Proposed operations and office costs for the duration of each program		
Operations and Office	**Description**	**Estimated Cost**
1. Food and refreshments for the duration of program and training (Approx. 9 weeks per person - approx. 125 people)	This is calculated over the duration of 9 weeks per individual in attendance for the full 9 weeks, estimated at 125 people in total	**180,000 CFA per head**

2. Equipment to be used during training for learners (Per learner)	Equipment e.g. Styling Brushed, combs, Curling irons, hair dryers, towels , curlers, etc.	**Sponsored (Table 3 for reference)**
4. Hairdressing and make up products (Per learner x 3weeks)	Oils, moisturises, shampoos, makeup pallets and brushes, lipsticks (Basic Makeup kits)	**Sponsored (Table 3 for reference)**
6. Learning Material (Per learner)	Per Learner approx. 100 kits	**Sponsored**
7.Internet and telephone costs (ongoing)	Per month	**34,774.81 CFA per month**
8. Advertising costs (per campaign for 4 weeks)	for a duration of time over 4 weeks	**169,437.03 CFA**
9.Office and Venue Rental (ongoing/running costs		**2500 per day x 20 (Per month) 50,000 CFA**
10. Stationary	Pens, pencils, notepads, scissors, glue, files	**Included in Office estimate**
Estimated	**Total :**	**434,211.84 per month**

Note: Contingency cost is added.

Table 3: Contributions of beneficiary(ies) community(ies) and proposing organisation (NGO)

Sources of Community Contribution	Type (cash/in kind6)	Committed or Projected?	Value in CFA Francs
1. Elvis Décor	Kind(Renting chairs and projectors)	Projected	30,708.24
2. Amour Mezam Company Ltd.	Kind(Renting buses for transportation)	Projected	6,140.18
3. Sano Mineral Water	Kind	Projected	67,007.84
4. Goodness and Mercy Missions	Cash	Projected	23,028.78
5. The Turing Foundation	Cash	Projected	153,520.67
6. Advance Africa.Com	Cash	Projected	38,381.01
7. Special Self Help Fund (SSH)	Cash	Projected	5,000,000
8. MissBlizzers	Cash/Kind(Hairdressing/	Projected	153,511.68

[6] Refers to contributions made directly towards projects realization such as labour, materials, time and other quantifiable resources that count towards the achievement of the project results. An approximate amount should be indicated in the table.

	Makeup equipment + Experts for seminar)		
9. Longrich International	Kind(Supplier for cosmetic products)	Projected	76,755.84
10. RED.Esthetics	Kind (for sending experts during seminars)	Projected	15,350.16
11. Universal Beauty Salon	Kind (Experts during seminars)	Projected	15,350.16
12. Plan International	Cash	Projected	153,480.29
13. B. J. Cosmetics. Company Limited	Kind (Outside Cameroon, In nigeria for Cosmetic products)	Projected	5,000,000
14. Doyin Industries Limited	Kind (In Nigeria for cosmetic products)	Projected	5,000,000
15. House of Tara	Kind/ Cash(In nigeria, for cosmetics)	Projected	5,000,000
16. Zaron Cosmetics	Kind (In Nigeria, for cosmetics)	Projected	5,000,000
17. BMPRO Makeup	Kind (In nigeria)	Projected	4,000,000
Total of Community Contribution			29,733,234.85
Sources of proposing organisation contribution	**Type (cash/in kind)**	**Committed or Projected?**	**Value in CFA Francs**
1. Enkindle Cameroon	Cash/Kind (Teaching organisational skills to women)	Projected	23,022.04
2. Free a Girl and its local partner ASSEJA	Cash/Kind (Experts/ Equipment lending)	Projected	38,373.75
3. Cameroon Youth Partnership	Kind	Projected	7,674.75
Total of proposing organisation contribution			69,070.54

Note: In table three, the Values mentioned already contains Contingency cost.

*14,15,16,17 in table3 are all major Nigerian Companies in beauty sector who can provide us with the necessary equipments for the programme.

Summary Form

General Information

Title of project: **Empower Young Cameroonians for Work in Culinary Sector**

Project Theme
Specify your theme/activity chosen: **Capacity development**

Objectives

The project aims to improve youth opportunity for self-employment by enhancing their skills and empower marginalised youth, young women who became teenage mothers and school drops out and also young men who have dropped out of school, that impacted by Anglophone crisis.

This project will facilitate youth to increase and strengthen their capacity to generate and improve economic opportunities through pastry and cooking skill and entrepreneurship in culinary sector. Throughout the project, we also capacitated youth with gender and environmental perspective. We put youth participation as our central approach in project implementation for project ownership and sustainability.

Project Summary

Large number of young people has become an asset for Cameroon economics. However, poverty, child marriage, and instability still challenge the country where it's impacted children, teenager, and young people to access education. Lack of education and equipped skill cause unemployment as they force to compete with limited education and skills demand in work market. Therefore, self-employment opportunity can be created to absorb youth for employment and job creation, specifically in culinary sector as they have resources in agriculture and livestock.

Donors for Materials/Finances:

Potential donor or funding for the project encompasses corporate, agencies, foundation/ organisation, and online opportunity *(please see section 12. Finances: Donors and funding).*

Partnerships:

Potential partner to engage and collaborate are government, vocational school, INGO, and UN bodies *(please see section 13. Partnership).*

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1. PROJECT TITLE: Empower Young Cameroonians for Work in Culinary Sector

Overall aim

Empower Young Cameroonians for Work in Culinary Sector project aims to improve youth opportunity for self-employment by enhancing their skills and empower marginalised youth, young women who became teenage mothers and school drops out and also young men who have dropped out of school, that impacted by Anglophone crisis.

This project will facilitate youth to increase and strengthen their capacity to generate and improve economic opportunities through pastry and cooking skill and entrepreneurship in culinary sector. As we realize that climate change might impact their business and life, youth will be provided with knowledge on climate change to enable them to adapt and mitigate the risk of climate change. Youth will be capacitated on gender knowledge to integrate with their business and enable their environment for young women to acknowledge their potential to contribute in their households.

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

General Overview

Cameroon population constitutes approximately 27 million people where young people has large share of the population. Despite youth demographics is valuable asset for the economy, youth are also most economically marginalized as the unemployment rate is higher among youth. The government has assessed and proposed key industries in several sectors encompasses agriculture, mining, forestry and timber processing, tourism, infrastructure, and information and communication technologies. This investment will only have impacts if human resources and skilled labour available. Furthermore, young Cameroons also need to be empowered to job creation.

Target population and sites

The main target of this project will be young women and young men aged 15 to 24 living in rural and urban areas. We will engage youth who dropped out of school, as well as teenage mothers and have limited opportunities to develop their skills particularly in culinary sector. Those youth have been marginalized and have no additional skill trained for further income opportunities. Therefore, by empowering them through skill development, they will be able to be self-employed and have chances to develop micro-businesses.

The project will be implemented in Northwest region of Cameroon encompasses three town council, which are Fundong, Elak Oku, and Batibo.

3. CONTEXT AND JUSTIFICATION

Number of young people in Cameroon has been increasing in recent year. Large youth population with more than 60% under the age of 25 will eventually contribute to economic growth in the country, yet over 6% of young people aged 15-24 are unemployed. It will may

increase due to high number of youths below 14 which will be part of workforce near in the future.

Table 1. Age structure of Cameroon population

Age range	Male	Female
0-14 years	5,927,640	5,820,226
15-24 years	2,782,376	2,776,873
25-54 years	4,191,151	4,309,483
55-64 years	520,771	552,801
65 years and over	403,420	460,248

Source: https://www.cia.gov/library/publications/the-world-factbook/geos/cm.html

Moreover, poverty is unprecedented and it's on the rise, particularly in rural areas. Nearly 8 million people live in poverty line which affected by shortage of job, declining income, poor schools and health infrastructure, as well as lack of clean water and sanitation. This condition will have impact on children access to education. Instability, particularly in northwest and southwest regions of Cameroon have deepened the root of poverty where more than 855,000 children have been out of school.

Child marriage also affect young women in Cameroon which depriving their rights to education. UNFPA reported that over 20% of girls aged 15 to 19 in Cameroon already married which force them to leave school. Those young women are likely to become teenage mother as their getting pregnant as adolescent which put them at vulnerable risk. They also lack empowerment opportunity, especially those who lives in underprivileges condition in rural area.

Accordingly, youth are in need to be empowered to improve their condition. Youth who dropouts and became teenage mother will need to be trained as they may have limited formal education or an incomplete education to access job and provided with decent job. In addition, employment and job creation will may affect social cohesion and stability in community. Youth will have choice of work and opportunity instead of displacing or migrating from their home.

In term of resources, Cameroon has agricultural potential as 70% of the people Cameroon are engaged in farming as follows.

- Agriculture: coffee, maize, beans, potatoes, tomatoes, cassava, groundnuts, yam, and huckleberry.
- Livestock: cattle, horses, goats, sheep, and fowls.

Given to this condition and situation, we identify that marginalised youth shall be empowered to improve their livelihood. Young women and young men who lose their right for education shall have equal opportunity to access jobs. This is aligned with Sustainability Development Goals (SDGs) goals 8 that promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

This empowerment activity will also address SDGs goals 1, 5, and 13. We encourage young women to have equal opportunity in livelihood, create self-employment opportunity by considering environmental justice. The increasing women participation will improve their households and contribute to end poverty.

Therefore, we carry out this project to address the challenge of marginalised young women and young men by building their capacities, both in technical and entrepreneurship skill. We design this capacity development which constitute pastry and cooking by highlighting country potential resources in agricultural. Young people can cultivate and process raw food material for further to be added-value products in culinary.

4. OBJECTIVES

Overall objective of the project: Young women and young men age 15 to 24 who are teenage mother and school drops out have acquired skills to improve their economic opportunities in culinary sector.

Specific objectives:

1. To empower youth with skills that can enable them to create their own employment in culinary sector through pastry and cooking training which promote potential of local resources, nutritional and long-lasting dishes/food/ snacks, affordable ingredients, and food handling practices.
2. To capacitate youth with business development service through business planning that environmentally friendly and empower the community, branding and packaging, and marketing.
3. To strengthen youth networking with other stakeholder for more learning opportunities, economic independence, build a platform to address challenges and barrier faced by youth.

Main expected results:

1. 20 youths in respective town councils will obtain skills in pastry and cooking that enable them to job creation and entrepreneurship.
2. 20 youths in respective town councils will capacitated with business development service through business planning in People, Planet, Profit (3Ps) perspective and gender empowerment, branding and packaging, and marketing their food product.
3. 20 youth in respective town councils will have networking, link them with financial institution and/or government programme for financial support in developing their businesses, and building a platform for influencing by addressing their concern and barrier.

5. OUTCOMES AND ACTIVITIES

Impact
Improved economic and social empowerment of young women and men in northwest region of Cameroon.
Outcomes

Long Term Outcome: Young women and young men use their agency, improve their economic opportunities and entrepreneurship, and enabling their environment for social and economic empowerment are promoted.	**Short Term Outcome**: Young women and young men gain skills demanded in pastry and cooking, improved their business, and enabling their environment for networking, financial access, and addressing their challenges.
Output	
Output 1: Youth provided with technical skill in pastry and cooking.	**Activities:** 1. Collect and develop interactive training material in pastry and cooking for youth which promote potential of local resources, nutritional and long-lasting dishes/food/ snacks, affordable ingredients, and food handling practices (for further contents will be provided in detail in skill section). 2. Develop on how training should be carried out by applying participatory approach. Youth will be able to identify and provide inputs to asses delivery methods in training. For instance, delivery methods on several thematic topics such as: ➢ potential of local resources can be carried through Human Centre Design (HCD) approach. ➢ nutritional and long-lasting dishes/ food/ snacks and food handling practices can be introduced through video. ➢ affordable ingredients information can be delivered through flipchart. ➢ pastry and cooking can be trained by prominent local cooker and pastry. The activities need to be interesting and fun for youth. It can be elaborated according to local situation. 3. Implementing pastry and cooking training for youth. It will be conducted through series training on how to produce quality food as well as cooking technique. (please see skill section in technical skill part).

Output 2: Youth gain entrepreneurship skill in business planning, branding and packaging, and marketing.	**Activities:** 1. Collect and develop entrepreneurship module in business planning, branding and packaging, and marketing their product, in particular pastry and cooking. Business planning can be presented through Business Model Canvas which can be modified to emphasized People, Planet, Profit (3Ps) perspective* as well as gender empowerment. Youth can develop their business in individual or collective. **Through 3Ps, youth will have perspective how they will run their business as well as maximizing benefits to society and the environment. For instance, through their business they will contribute to social activity such as provide nutritious food for children at school, etc.* 2. Implementing entrepreneurship training for youth in business planning. 3. Implementing branding and packaging training to develop youth products in pastry and cooking. 4. Implementing marketing training for youth to give them ideas to increase the visibility of their produce products such as selling stores, exhibition, and/or online market place.
Output 3: Youth gain to networking, financial resources, and establish a platform to influence/ advocate challenges and barriers to social and economic empowerment.	**Activities:** 1. Mapping existing financial resources for youth. 2. Linkage and collaboration with financial institution for youth. Youth will have enough information on loans and help them to grow their business. 3. Formation youth group. Through youth groups, youth can create opportunity to establish saving group to expand their business. Through this group, youth can get more easy access to government support rather than individual. Moreover, youth group can also influence and advocate stakeholders to break barriers for their social and economic empowerment. Youth group can also be focal point for CAMAAY to assess and evaluate if youth has generated income.

	4. Study tours for exchange learning in other business centred in particular in culinary sector, where they can learn and get knowledge as well as improve their product quality.

6. SKILLS

- Technical skills in pastry and cooking which as well as specific material to inform youth to produce quality food. It encompasses on:
  1) Food handling practices i.e. food safety/ hygiene
  2) Nutritional and long-lasting dishes/food/ snacks
  3) Affordable ingredients
  4) Serving size
  5) Pastry
  6) Cooking

- Entrepreneurship skill to develop and improve youth with their business.
  1) Business planning with Business Model Canvas
  2) People, Planet, Profit (3Ps)
  3) Gender empowerment
  4) Branding and packaging
  5) Marketing

7. COMMUNITY PARTICIPATION AND VISIBILITY

Project will run smoothly as if community support them to be implemented. We acknowledge the role of community as well support from community leaders. Community leaders know more about the local situation, so it's a good thing to get his help which is conducive to the project. We can ask community leaders to help us carry out the publicity of the project. If the population of the community is relatively small, we can consider carrying out detailed introduction and publicity from house to house according to the situation. If you meet a community with a large population, consider printing posters and pasting them in an eye-catching place.

As young women and young me is the targeted beneficiaries, we have to ensure that they are willing to participate. We'll set up a team to make statistics on the number of teenagers in different regions and hold a meeting for them to explain the benefits of self-reliance and the results. The project will be introduced comprehensively and inform that they will be linked with financial support opportunity for their business after following technical and entrepreneurship skill. Therefore, it will attract the attention of youth and interested to follow the program.

For visibility, we can publicize our project through CAMAAY official website that can be useful to inform about the project. We can invite volunteer to participate in certain stages of

our project such as collecting and developing material. Moreover, through the website we can share our project story and story of change as the highlight of project achievement. Introducing this project through local radio will also engaged more youth and motivate youth. At the end, publication and success story that being published may attract new youth engagement to continue the program and attract new donor to fund the project.

9. MONITORING & EVALUATION PLAN

Monitoring and Evaluation Plan

Outcome	Activity	Indicators	Methodology/ Instruments	Timeframe	Person(s) responsible/involved
Young women and young men gain skills demanded in pastry and cooking	Collect and develop interactive training material in pastry and cooking for youth which promote potential of local resources, nutritional and long-lasting dishes/food/ snacks, affordable ingredients, and food handling practices (for further contents will be provided in detail in skill section).	#training material produced in pastry and cooking, food handling practices, food cultivation, nutritional and long-lasting dishes/food/ snacks, affordable ingredients, and serving size #female and male youth participation #female and male youth benefiting through the training	Research	Before project interventions are selected and sequenced Month 1 – Month 2	Person(s) responsible: CAMAAY team, volunteer
	Develop on how training should be carried out by applying participatory approach. Youth will be able to identify and provide inputs to asses delivery methods in training. For instance, delivery methods on several thematic topics such as: ➢ potential of local resources can be carried through Human Centre Design (HCD) approach. ➢ nutritional and long-lasting dishes/ food/ snacks and food handling practices can		HCD Flipchart Video	After the activity1 has been finished，and before implement the training to the youth *****Month 3 *to develop training methods will only involve half of the	Person(s) responsible: CAMAAY team Person(s) involved: Youth in community

	be introduced through video. ➢ affordable ingredients information can be delivered through flipchart. ➢ pastry and cooking can be trained by prominent local cooker and pastry. The activities need to be interesting and fun for youth. It can be elaborated according to local situation.			targeted youth (10 youth) *there will be 2 trainings, if it may be conducted in small group (5 people each group) considering COVID19 situation	
	Implementing pastry and cooking training for youth. It will be conducted through series training on how to produce quality food as well as cooking technique. (please see skill section in technical skill part).		Training	After activity 1 and 2 have both finished Month 4 – mid Month 5 (week 2)	Person(s) responsible: Trainer, CAMAAY team Person(s) involved: Youth in community
Young women and young men improved their business	Collect and develop entrepreneurship module in business planning, branding and packaging, and marketing their product, in particular pastry and cooking. Business planning can be presented through Business Model Canvas which can be modified to emphasized People, Planet, Profit (3Ps) perspective as well as	#training material produced in business planning, People, Planet, Profit (3Ps), Gender empowerment, Branding and packaging, and Marketing	Research and design	Before project interventions are selected and sequenced Week 3, month 5	Person(s) responsible: CAMAAY team, volunteer

	gender empowerment. Youth can develop their business in individual or collective.	#female and male youth benefiting through business planning training. #female and male youth benefiting through branding and packaging training. #female and male youth benefiting through marketing training.			
	Implementing entrepreneurship training for youth in business planning.		Training	Week 4, month 5	Person(s) responsible: Trainer, CAMAAY team Person(s) involved: Youth in community
	Implementing branding and packaging training to develop youth products in pastry and cooking.		Training	Week 1, month 6	Person(s) responsible: Trainer, CAMAAY team Person(s) involved: Youth in community
	Implementing marketing training for youth to give them ideas to increase the visibility of their produce products such as selling stores, exhibition, and/or online market place.		Training	Week 2, month 6	Person(s) responsible: Trainer, CAMAAY team Person(s) involved: Youth in community
Enabling young women and young men environment for networking, financial access,	Mapping existing financial resources for youth.	#female and male youth gain access to financial institution	Data collection	Month 1 – Month 2	Person(s) responsible: CAMAAY team

and addressing their challenges.		#female and male youth join in youth group #female and male youth generate income			
	Linkage and collaboration with financial institution for youth. Youth will have enough information on loans and help them to grow their business.		Presentation	Week 2, month 6	Person(s) responsible: CAMAAY team Person(s) involved: Financial institution
	Formation youth group. Through youth groups, youth can create opportunity to establish saving group to expand their business. Through this group, youth can get more easy access to government support rather than individual. Moreover, youth group can also influence and advocate stakeholders to break barriers for their social and economic empowerment. Youth group can also be focal point for CAMAAY to assess and evaluate if youth has generated income.		Youth Participation	Week 3, month 6	Person(s) responsible: Youth in community Person(s) involved: CAMAAY team
	Study tours for exchange learning in other business centred in particular in culinary sector, where they can learn and get knowledge as well as improve their product quality.		Visit, exchange learning	Week 4, month 6	Person(s) responsible: CAMAAY team Person(s) involved: Youth in community

Strategy to sustainability:

- Youth group has been formed.
  - Youth group will be able to advocate and influence stakeholder to overcome challenges of their social and economic empowerment, e.g. saving groups and/or advocate and influence stakeholder to gain access for financial resource.
  - Youth group will continue to recruit new young people to learn skills. They can share their learning experiences, so that more and more young people can have their own skills, job creation, and get rid of the poverty line.
- Through the youth group, trainee can create a catering cooperative to provide catering services to community with affordable prices.
- Engaged youth with government programme that addressing youth and employment.
- Through 3Ps, youth will have perspective how they will run their business as well as maximizing benefits to society and the environment, such as:
  - We can link the project to a food for education program where vulnerable children and children with disabilities are served with cooked food during lunch breaks in school. This will encourage them to stay in school and learn, rather than dropping out due to hunger and other factors.
  - A business idea for sustainability, for instance food and pastry is sold in schools during lunch break at a subsidised price just to encourage children to stay in school and learn properly as the crisis has impoverished many families and we need to ensure the children get enough nutrition.

Risk Overview

No	Risk	Risk Probability (Low/Medium/High)	Mitigation Strategy
1.	Unstable political situation due to conflict or political turmoil: Anglophone crisis.	H	This is external and cannot be avoided. It can be managed by identifying conflict hotspots, monitor warning signs and consider alternative meeting sites.
2	COVID19 situation	H	The virus crisis is particularly serious. If it is a large-scale personnel training, it will speed up the spread of the virus, which should be determined according to the situation. If there are cases, online teaching is recommended. In rural areas, internet limitation can be mitigated by providing health and safe protocol for youth during the training and conduct training in small groups (4-5 people).

3.	Young women are not allowed to participate in program activities; or in economic activities (challenging social norms)	M	Engage community leaders, communicate with young women's families, train all women together.
4.	Ensuring safety and security for youth and female participants	M	Protection policies and strategies for youth and young women.
5.	Lack of resources, i.e. trainers, some teaching equipment needed fund	L	Call more trained volunteers, partnership, e.g. existing vocational school, Global Partnership for Education (GPE).
6.	Lack of commitment of the target youth during training	M	Regular support and follow-up during the training and the business engagement periods by all responsible stakeholders involved.
7.	Ensure youth safety during technical activities, e.g. accident when using kitchen equipment	M	Give information and instruction for youth safety before training conducted, provide first aid kit
8.	Late ingredients delivery	L	Field officer will ensure ingredients delivered on time to be used for the training
9.	Food poisoning	L	Use fresh materials; if the materials are intended to be stored, person in charged need to understand how to do it correctly.

10. MANAGEMENT: STRATEGY AND ORGANISATION

Duration of the project: 6 months

- Based on provided outline, it is recommended that everyone complete phase 1, in order to determine if cooking activity is suitable for individual.
- Certified and/or knowledgeable trainers for relevant thematic skillset are encouraged to be hired.
- Young trainers will be considered to deliver the training because we emphasize youth participation approach in our project implementation.
- This young trainer can be reached through vocational school as we may collaborate with them in partnership scheme.

- We apply youth participation in addressing the project according to the youth needs. The project is not given as youth have space to give input and feedback in some areas in the activities.

Phase - Training Activity	Skills Gained	PIC
1: Introduction to basic cooking, along with standard recipes to make in large quantities. Emphasis on the idea of preservation and nutritional value.	• Preservation of food • Nutrient values • Basic cooking knowledge	Trainer will be supervised by CAMAAY team
2: Further cooking recipes, perhaps for more formal occasions or special events. Introduction how to assign nutritional value to serving sizes and relevant skills.	• Improved cooking skills • Serving sizes (portions) • Further understanding of nutrient value • Food hygiene, etc.	Trainer will be supervised by CAMAAY team
3: Assigning individuals to participate in business and teach others how to design and cook pastry and snack recipes.	• Develop and/or expansion business. • Exploration into developing new recipes as through Business Model Canvas they will understand about their product, target, market segmented, resources (i.e. man power, food material), etc.	Trainer will be supervised by CAMAAY team
4: Utilizing workers to help in various ways regarding to business aspect. Developing new recipes to signify the business and develop a specific theme.	• Understanding wages • Branding • Marketing/business tactics • Selling new recipes/ business idea	Trainer will be supervised by CAMAAY team

Roles and responsibilities in project management can be identified on roles and responsibilities section below.

Roles and Responsibilities

CAMAAY Team: CAMAAY team will manage, oversee, and implement the project in northwest region of Cameroon. CAMAAY team will ensure that project activities implemented are on track. CAMAAY team will supervise the trainer, conducting and monitoring the procurement (logistics), as well as lead the collaboration for collecting material for training.

Trainer: Trainers will deliver technical and entrepreneurship to youth.

Volunteer: Volunteers will help to collect data for training (if possible) or support CAMAAY to hold fundraising campaign online/ offline through their platform.

11. MATERIALS AND EQUIPMENT NEEDED

Component & Description	**Est. Qty**	**Unit**	**Est. Unit Cost (US$)**	**Est. Total Cost (US$)**	**Est. Total Cost (XAF)** **1 USD = 582.79 XAF, based on xe.com 15 June 2020, 02:38 UTC*
ACTIVITY BUDGET					
1 - Basic Pastry & Cooking Equipment* **Pastry & Cooking Equipment can also be donated from organizations (see listed organization in funding and donor section → goods)*					
Stove/ Oven	12	unit	350	4,200	2,447,718.00
Food containers	60	pax	20	1,200	699,348.00
Measuring utensils	12	pax	15	180	104,902.20
Whisk	12	unit	5	60	34,967.40
Knife	12	unit	20	240	139,869.60
Cutting boards	12	unit	4	48	27,973.92
Colander	12	unit	3	36	20,980.44
Spatulas	12	unit	7	84	48,954.36
Cloth to protect from hot items	12	unit	3	36	20,980.44
*Vegetables, meat, seasoning **Vegetables can be produced by youth in their household. If it's possible, CAMAAY team can provide training on agriculture for our youth for a period of time or same youth beneficiaries for this project link to other CAMAAY project which carried out agriculture training.*	12	pax	70	840	489,543.60
Flour, butter, eggs, sugar, yeast	12	pax	30	360	209,804.40
Subtotal 1				**7,284**	**4,245,042.36**
2 - Training Material					
Flipchart paper	12	pax	8	96	55,947.84
Colored markers	12	pax	5	60	34,967.40
Sticky notes	12	pax	2	24	13,986.96
Note books	60	pax	1	60	34,967.40
Subtotal 2				**240**	**139,869.60**
3 - Local Transport					
CAMAAY team to targeted areas	15	trips	30	450	262,255.50
Trainer to targeted areas	10	trips	30	300	174,837.00
Study tour	1	trip	300	300	174,837.00
Subtotal 3				**1,050**	**611,929.50**
4 - Project Management, Consultations & Coordination					
Project Manager	1	person	2500	2,500	1,456,975.00

Field Officer	3	person	1500	4,500	2,622,555.00
Trainer	12	person	500	6,000	3,496,740.00
Subtotal 4				**13,000**	7,576,270.00
Total Activity Budget				**21,574**	**12,573,111.46**
CONTINGENCY BUDGET					
Contingency budget (5% of total activity budget)				**1,078.7**	**628,655.57**
Grand total				**22,652.7**	**13,201,767.03**

12. FINANCES: DONORS AND FUNDING

Potential clients are those who have not yet donated to our projects and are in some way the main candidates to support charitable organizations, large and small. One day, potential customers are likely to donate money to our project.

Individual donors. Individual donors give to charities for several reasons. Maybe they came to learn about the activities planned by us and were deeply impressed by the activities and our organization. What they donated was not only funds, but also materials and equipment needed by our organization. These donors may give again and again, perhaps in small amounts. They will respond to our fundraising request.

Major donors. It happens over a short period of time. This may take years to accumulate, but once they decide to give, they give a lot of money, and some may be able to give a lot of money every year; When we're planning a special event, some people may just be giving strategically.

Corporate donors. Business donors differ from individuals and major donors. Few companies make large donations solely for charitable purposes. These corporate donors are looking for marketing opportunities from their donations -- sponsorship before and after the event.

Foundations. Private foundations are money set aside by individuals, families or other entities for giving. They usually target charities they are interested in and launch a round of giving proposals once or twice a year, during which the organization can seek funding from them.

No.	Funding	Description
FINANCIAL		
1.	Corporate Donors	**Bank of America Charitable Foundation** The Bank of America Charitable Foundation offers grants to non-profit organizations. They use funds to meet the needs of low-income communities, with a particular focus on basic needs such as community recovery, workforce education and addressing hunger and homelessness. <u>Contact information</u> Bank of America Merrill Lynch Advisor, your U.S. Trust advisor or the Charitable Gift Fund at 1.888. 703.2345, 8:30 a.m. to 5:30 p.m. Monday through Friday.
		Gilead Foundation

		The Gilead Foundation, a non-profit organization founded in 2005, works to improve the health and well-being of underserved communities around the world. Contact information grants@gilead.com | phone: 650-522-1696 | Fax: 650-522-1707
		Goldman Sachs 'philanthropic Goldman Sachs 'philanthropic mission includes providing education, capital and other resources to women entrepreneurs around the world and to investors in small businesses. Contact information Office General: +1(800) 787-3000 Office Fax: +1(212) 428-3728
		NEW FOODS COMPANY SARL It is located in Douala, Cameroon and is part of the Food Manufacturing Industry. Companies in this industry manufacture and process a wide variety of foods, including meat, seafood, dairy products, fruits and vegetables, milled grains and oilseeds, baked goods, and candy. Major companies include US-based Archer-Daniels-Midland, Conagra Brands, Frito-Lay, General Mills, Kellogg, Kraft Heinz, Mondelez International, and Tyson Foods; along with COFCO (China), Danone (France), Fonterra (New Zealand), Grupo Bimbo (Mexico), JBS (Brazil), Maruha Nichiro (Japan), Nestlé (Switzerland), and Unilever (The Netherlands). Contact information TEL: (973) 921-5500
2.	Agencies	**The World Bank Group** The World Bank Group can also be a potential corporate donor to us. The World Bank funds projects in some countries every year. Take Nigeria in Africa, for example, to develop a new workforce of skilled workers. We can train and equip the Cameroon program through world Bank. Contact information For general information and inquiries Odilia R. Hebga External Affairs Officer +237-2-22-50-80-45 ohebga@worldbank.org
		The African Development Fund (ADF)

		ADF is the concessional window of the African Development Bank (AfDB) Group. Through ADF projects and programmes, we can contribute to poverty reduction and economic and social development in the least developed countries of Africa by providing concessional financing to groups in Cameroon and technical assistance for research and capacity-building activities. Contact information Cameroon Country Office Mr. Solomane Kone , Country Manager Groupe de la Banque africaine de développement Immeuble Foul'assi - 1067 bis rue 1750 Nouvelle Route Bastos, BP 33178- Yaoundé, Cameroun Tél: (+237) 22202761 / 22202765 Fax: (+237) 22 20 27 64
		French Development Agency (AFD) The French Development Agency is a public financial institution funded by France's program to help people in Africa, Asia, the Middle East, Latin America and other countries improve their quality of life and develop their economies. Achieve sustainable development. Contact information Telephone: +33 1 53 44 31 31 Fax: +33 1 44 87 99 39
		Japanese International Cooperation Agency (JICA) It is one of the main implementing agencies of Japan's external government development assistance (ODA). We can do a self-help project in Cameroon by working with institutions. The Japan International Cooperation Agency provides technical cooperation and other forms of assistance to promote the economic and social development of Japan and other countries and regions. Contact information JICA Cameroon Office 4ème étage, Y-Building, Rue 1775 (Nouvelle Route Bastos), Yaoundé, Cameroun (B.P. 13538, Yaounde, Cameroon) Tel: +237 691527030 Fax: +237-222204213
		US Embassy in Cameroon – Small Grant Program The U.S. Ambassador's Special Self-Help Fund

		The Special Self-Help Fund (SSH) provides small-scale assistance to Cameroonian communities as part of the U.S. Government's commitment to support development activities in Cameroon. Since 1983, the U.S. Ambassador to Cameroon has funded small community projects under this program in all ten regions of Cameroon. The maximum support available for most projects is USD 10,000 (or about 5 million francs CFA). Link: https://cm.usembassy.gov/education-culture/small-grants-program/ <u>Contact information</u> U.S. Embassy Yaounde Avenue Rosa Parks Yaounde, Cameroon Phone: (237) 22251- 4000 / (237) 22220-1500 Fax: (237) 22220-1500 x4531
3.	Foundation/ organisation	**Global Environment Facility (GEF)** The GEF provides funds to developing countries and countries with economies in transition to achieve the objectives of international environmental conventions and agreements. Through GEF, we provide support and implementation of our planned projects to government agencies, civil society organizations and potential partners in Cameroon. <u>Contact information</u> https://www.thegef.org/contact (submit form)
		The Global Innovation Fund The Global Innovation Fund is a non-profit innovation fund headquartered in London with an office in Washington D.C. that invests in the development, rigorous testing, and scaling of innovations targeted at improving the lives of the world's poorest people. They accept applications on a continuous basis, with no deadlines or 'rounds' of funding. <u>Contact information</u> https://www.globalinnovation.fund/contact/
		NextWorldNow Communication Investment Invest in and support community development projects that require appropriate funding. Funding projects owned by local communities whose social impact and return on investment can be measured and whose success can be sustained. In a spirit of innovation, the goal is to offer a diverse portfolio of projects and geographies to disseminate creative solutions. Committed to discovering and applying

		best practice social investment models at the individual level. Launched in 2015, NextWorldNow provides at least one ten thousand dollar ($10,000) grant per year to a selected project. The annual grant amount(s) may be shared with a single project or multiple projects, for example two projects requesting $5000 each. Contact information Email: Nextworldnow.org@gmail.com
		The African Women's Development Fund (AWDF) AWDF is a grant making foundation that supports local, national and regional women's organisations working towards the empowerment of African women and the promotion and realisation of their rights. By specialising in grant-making and focused, tailored movement-building programmes, we work to strengthen and support the work of African women's organisations. By amplifying and celebrating African women's voices and achievements, AWDF supports efforts that combat harmful stereotypes, and promote African women as active agents of change. Contact information Email: AWDF@awdf.org or grants@awdf.org Tel: + 233 242700881
		Heifer International Heifer International works to end hunger and poverty in a sustainable way by supporting and investing alongside local farmers and their communities. Contact information 1 World Ave. Little Rock, AR 72202 Phone: 855-9HUNGER (855-948-6437) Fax: 501-907-2902 Email: info@heifer.org
		Global Alliance for Philanthropy (GPA) We can develop young social entrepreneurs in Cameroon to promote the economic and social health of their families and communities through the sponsored youth leadership organization of the Global Alliance for Philanthropy (GPA). Contact information Phone: 1+269.281.3520 Mailing Address: PO Box 762, St. Joseph, MI 49085

		General inquires: info@globalphilanthropyalliance.org Grant submission: grants@globalphilanthropyalliance.org Anne Petersen, President and Founder Email: anne@globalphilanthropyalliance.org Jamie Brooks, Executive Director Email: jamie@globalphilanthropyalliance.org
		Family Care Foundation (FCF) The Foundation provides humanitarian services in developing countries, provides funding and training to grass-roots organizations in developing countries, and participates in various community activities. Contact information Family Care Foundation staff can be reached: By phone: (619) 468-3191 or (800) 992-2383 By fax: (619) 468-6996 By E-mail: info@familycare.org
2.	Call Proposal Opportunity Keep updating call proposal information from various foundation, corporate, international organisation, UN bodies, or any opportunities that linked with youth and employment.	**Feminist Review Trust supporting Projects that Transform the Lives of Women** Trust was funded by Feminist Review, Run as a collective since its inception in 1979, the voluntary work of Feminist Review's editorial teams over the years has provided the means for the Trust to share the success of the journal with groups of women throughout the world similarly working for change. Deadline: 10 September 2020 Link: https://www2.fundsforngos.org/latest-funds-for-ngos/feminist-review-trust-supporting-projects-that-transform-the-lives-of-women/
3.	Online Platform	**Bonfire** Bonfire is a top fundraising site that allows individuals and non-profit organizations alike to raise money by selling custom t-shirts. Their platform is 100% free and it only takes a few minutes to design a product, set your prices, and launch your fundraiser. Link: https://www.bonfire.com/fundraising/nonprofits/
		Fundly Fundly's cheap fundraising website comes loaded with dozens of helpful features. Your Fundly fundraising page will feature your most powerful and impactful photos and videos front and centre,

		so your supporters can instantly visualize the reason you're raising money. Link: https://fundly.com
		GoGetFunding GoGetFunding has helped people from all over the world raise millions for personal causes, events, projects, and anything else you can think of. They are one of the original personal crowdfunding sites and with that comes experience, support, and features that will help ensure you raise the most money possible. Link: https://gogetfunding.com
		YouCaring YouCaring focuses on keeping costs as low as possible. Their mission is to offer completely free crowdfunding thus empowering people worldwide to rally support for personal and charitable causes (without the fundraising fees associated with other sites). Link: https://www.gofundme.com/c/youcaring
		SimplyGiving SimplyGiving provides the right online tools and support as a charity, NGO or individual in need to reach more people and fund activities. Link: https://www.simplygiving.com/SimplyGiving/About
		StartSomeGood StartSomeGood is a web site for social entrepreneurs, nonprofits, and community groups focused on social change sponsors. Their goal is to provide resources for those trying to make the world a better place. Link: https://buildabroad.org/2017/07/27/crowdfunding-platforms/
GOODS *Potential partner to donate equipment for the project.*		
1.	Corporate	**TOYOTOMI** Toyotomi is Japanese company which produce kerosene heaters, water heaters, air conditioner, and electrical appliances. One of its CSR Programs is giving donation of kerosene cooking stoves to developing countries in India and South Africa. Moreover, we can seek opportunities to

		engage with their CSR program to donate equipment, e.g. stove for the project. Contact information Web: http://www.toyotomi.jp/en-index/en-contribution/ Contact: https://fc.canonet.ne.jp/toyotomi.jp/secure/form-others/
2.	Organisation	**Habitat for Humanity** Habitat for Humanity is a global non-profit housing organization working in local communities across all 50 states in the U.S. and in approximately 70 countries. Habitat's vision is of a world where everyone has a decent place to live. Moreover, through its Habitat ReStores they accept small and large donations of new or gently used furniture, appliances, housewares, building materials and more. We can seek the opportunities to partnering with Habitat for Humanity to donate cooking and pastry equipment needed for the project. Contact information PO Box 8953 Addis Ababa Ethiopia Email: info@habitatethiopia.org Box 38948-00623 Nairobi Kenya Email: hfhkenya@hfhkenya.or.ke Phone: +254 204454380
		The Salvation Army The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. They receive donation of goods and clothing for their program. There are opportunities to partner with them to donate cooking and pastry equipment needed for the project. Contact information The Salvation Army National Headquarters 615 Slaters Lane Alexandria, VA 22314 https://www.salvationarmyusa.org/usn/contact/
		UNICEF UNICEF is a United Nations agency responsible for providing humanitarian and developmental aid to children worldwide. They also manage supply for children and young people such nutrition product which include feeding/ cooking equipment.

		Contact information UNICEF Country Offices: countrysupport@unicef.org UNICEF Procurement Services partners: psid@unicef.org UNICEF National Committees: customer@unicef.org Suppliers: supply@unicef.org All other inquiries, please contact: materialmaster@unicef.org
		Jackie Cameron School of Food & Wine It offers an intensive, nationally and internationally recognised chef course. Contact information Tel: +27 (0) 76 505 7538 Fax: +27 (0) 86 260 3032 Mobile: +27 (0) 72 241 8421 Email: jackie@jackiecameron.co.za
		Tostan Tostan is an Africa-based organization working directly with rural communities leading their own development. Contact information https://www.tostan.org/contact/ TOSTAN HEADQUARTERS 5, Cité Aelmas Ouest Foire VDN, en face CICES B.P. 29371, Dakar-Yoff, Senegal T. +221 33 820 5589 info@tostan.org

Many opportunities are open to fund the project. Among those opportunities, we identified several ways to start proposing the fund for the project as follows.

Contributions of beneficiary(ies) community(ies) and proposing organisation (NGO)

Sources of Community/ Public Contribution	**Type (cash/in kind1)**	**Committed or Projected?**	**Value in CFA Francs**
Online fundraising	*Bank transfer*	Projected	2,576,270.03
Total of Community Contribution			**2,576,270.03**
Sources of proposing organisation contribution	**Type (cash/in kind)**	**Committed or Projected?**	**Value in CFA Francs**
The U.S. Ambassador's Special Self-Help Fund	*Bank transfer*	Projected	5,827,900

[1] Refers to contributions made directly towards projects realization such as labour, materials, time and other quantifiable resources that count towards the achievement of the project results. An approximate amount should be indicated in the table.

Feminist Review Trust	*Bank transfer*	Projected	4,797,597
Total of proposing organisation contribution			**10,625,497**
Grand total			**13,201,767.03**

13. PARTNERSHIPS

No.	Partnership	Description
1.	Government	National or local Cameroon government support is possible. We can link our project with any government programme that engage youth and employment. They may give support on education, cooperation with some institutions, training, venue, etc. This also part of sustainable strategy if it's possible. We need to map out possible existing government program in the field. Research online is very limited.
	Vocational School *Partnership with vocational school in terms of material development or engaging youth trainer in technical skill (cooking & pastry) and entrepreneurship skill/ business development.* *For further existing vocational school which relevant to project needs can be map out by CAMAAY team in the field.*	**CENTRE DE FORMATION ET D'APPRENTISSAGE EN ART CULINAIRE (CEFAA)** CEFAA is a cooking school in Yaoundé, Cameroon. This culinary school is a partner to train the people in our program in cooking. Contact information Email: cefaactraining@gmail.com TEL: 690 96 51 01/699 71 27 68/699 71 27 68/677 80 68 95/679 81 18 89
		Tobby Vision Computers Institute (TVC) It is a Technical, Vocational Education and Training (TVET) Institute in Bambui, North West Region of Cameroon that train Cameroonian farmers, students (youth), civil servants, businessmen and entrepreneurs in the use of Computers and Information and Communication Technologies (ICTs). It can leverage the program activities. Contact information Submit email through this website http://www.tobbyvision.com/contact-us/
2.	Local organization	**Cameroon Opportunities Industrialisation Center (COIC) Buea** The Cameroonian Chamber of Commerce international is to enhance and improve the lives of young Cameroonian men and women by providing them with marketable occupational and business skills, enabling them to be productive

		and have the potential to become self-employed. This organization can help and provide skills in cooking and pastry. Contact information Website: https://www.coicbuea.org Email: mc_mariemat@yahoo.com Phone:677620295
3.	INGO	**China Tencent Technology Co. LTD (Tencent Charitable Foundation)** China Tencent Technology Co., LTD., through the Internet platform for network training. Telephone: 0755-86013388: Fax: 0755-86013152 Department Email: gongyi_HZ@tencent.com
		NAFSA （Association of International Educator） It is the world's largest non-profit international educational exchange member organization, providing training and education-related services to international educational exchange workers. Systematic training and learning on Cameroon's aid objectives could be carried out through institutions to improve professional trainers. Telephone: 1.202.737.3699
4.	UN	**Food and Agriculture Organization of the United Nations (FAO)** Help the Cameroonian people with guidance and advice on growing food and food safety and ensure that the Cameroonian people have good nutrition and food security knowledge. Telephone :(+39) 06 57051 E-mail: FAO-HQ@fao.org
		International Fund for Agricultural Development (IFAD) The agency could raise funds to a certain extent to increase food production and improve nutrition for the poor in all parts of the Country. Telephone: +39-0654591 Fax: +39-065043463 Email: ifad@ifad.org
		United Nations Educational, Scientific and Cultural Organization (UNESCO） Through education, science and culture, the United Nations Educational, Scientific and

		Cultural Organization promotes cooperation with the Government of Cameroon to regulate and maintain universal respect for human rights and fundamental freedoms for all regions of Cameroon, irrespective of race, gender, language or religion. P: +33 (0)1 4568 1000 W: http://www.unesco.org
		International Labour Organization (ILO) ILO promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. Contact information Partnerships and Field Support Partnerships and Development Cooperation Department Tel: +41 (0)22 799 7239 Fax: +41 (0)22 799 6872 Website: www.ilo.org/pardev Email: PARDEV@ilo.org

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https://www.unfpa.org/news/new-rules-help-end-child-marriage-cameroon

https://research4agrinnovation.org/wp-content/uploads/2016/03/Cameroon.pdf

http://cvuc.cm/national/index.php/fr/carte-communale/region-du-nord-ouest/101-association/carte-administrative/nord-ouest

Summary Form

General Information

Title of project: Vocational Training in Metalworking will help young school dropouts get formal sectors jobs.

Project Theme

Skill trainings and job opportunities of metalwork and weathering.

Objectives

To help students who have dropped out of school to maintain their lives by teaching them metalwork, we have made the given plans to achieve this goal. This cycle can reduce the dropout rate by providing a stable source of income to parents.

Project Summary

Plans are made to have partnerships with public universities, local workshops, local factories to ensure the students who have dropped out of school to have the essential skills to find a job and working opportunities through training and apprenticeship.

Donors for Materials/Finances:

Public universities have engineering labs that can be accessible for training; local workshops can be used for training if needed due to the lack of transportation. Connections with local governments are also encouraged to provide supportive policy for apprenticeships in local factories.

Partnerships:

Major Businesses
Public Universities
Local Workshops
Local Governments
Local Factories.

1. METALWORK AND WEATHERING

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

Cameroon is a lower-middle-income country aspiring to reach full middle-income status by 2035. While the population in most of the world are aging, Cameroon has one of the world's youngest populations at 18.7 Years (Demographics of Cameroon, n.d.). Cameroon cannot afford to miss the demographic dividend to achieve its vision.



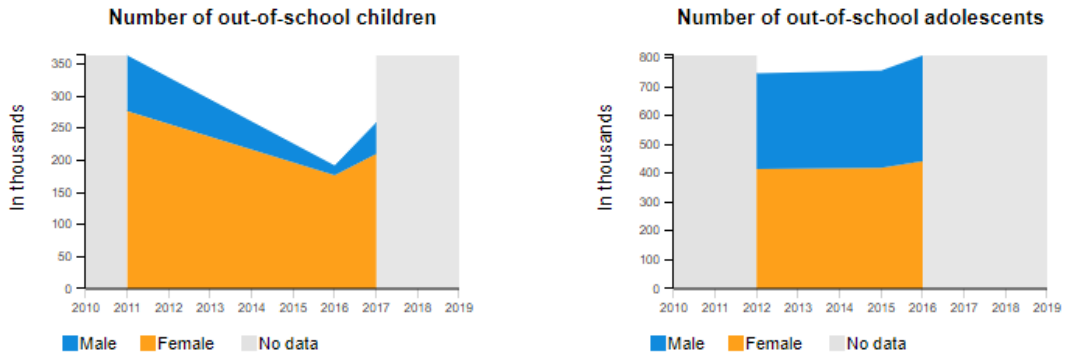
Figure 1. Map of Cameroon, Source: OpenStreetMap

School progression in Cameroon is marked by high rates of grade repetition and dropout, especially during a transition from primary to junior secondary level and from junior to senior secondary level. School survivorship data for the most recent years show that out of 1000 pupils who enter primary school, about 63 percent enter secondary school and 19 percent overall will reach the final grade of secondary school. At the height of the crisis years, up to 46 percent of dropouts were reportedly due to lack of money. However, pregnancy-related dropouts also account for 22 percent of all female dropouts within junior secondary school. (Maurice, et al.)

- The region taken in account for this project is Northwest, Southwest, West regions of Cameroon.

- Due to the Anglophone Crisis, many students have dropped out of school at a young age. From this Project, we aim to provide them a source of income.

- The target population is young boys of age 15 and above who have dropped of school without earning their Diploma.



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Out-of-school children										
Total	...	363,235	187,344	...	174,485	164,168	192,130	258,823	...	...
Female	...	276,427	...	...	...	...	176,603	210,143	...	...
Male	...	86,808	...	...	...	...	15,527	48,680	...	...
Out-of-school adolescents										
Total	...	...	746,525	...	752,416	755,290	808,212	...	...	...
Female	...	...	415,400	...	417,898	419,093	441,965	...	...	...
Male	...	...	331,125	...	334,518	336,197	366,247	...	...	...

Figure 2.Out-of-School children, Source: uis.unesco.org

3. CONTEXT AND JUSTIFICATION

There is significant deadweight loss with respect to the available skills in the system and the use of those skills. That is, the most highly educated people—those who have completed university education— have the highest unemployment rates. That is partly because they tend to opt out of lower-skill jobs and partly because of the shortage of jobs requiring highly skilled workers. Moreover, most university graduates have generalized skills as opposed to specialized skills. In addition, University graduates often avoid taking jobs in rural and remote areas. (Sosale & Majgaard, 2016)

Our Project aims to use this current situation to our advantage and turn our School dropouts into Skilled Labour by Vocational Training, Apprenticeship, on-the –Job Training.

4. OBJECTIVES

Overall objective of the project: To Provide employment opportunities to the young conflict affected School Dropouts by developing their skills through Vocational Training. This can help them improve their Quality of Life by providing a stable source of income.

We aim to train the students in Metalwork, and the students will be bifurcated in the following specializations:

- Metal Cutting
    I. Milling
    II. Turning
    III. Threading
    IV. Grinding
    V. Broaching

These skills will be helpful in securing jobs in the Shipbuilding Industry, Heavy Equipment Manufacturing, Construction, Automotive Sector, Electronics Industries, and Maintenance etc.

- Forming
    I. Cold Sizing
    II. Extrusion
    III. Drawing
    IV. Forging
    V. Rolling
    VI. Bending
    VII. Coining
    VIII. Shearing & Stamping

These skills will be helpful in securing jobs in the Shipbuilding Industry, Plumbing Industry, Mints, Electronics Manufacturing, and Tool Manufacturing etc.

- Casting
    I. Sand Casting
    II. Die Casting
    III. Investment Casting
    IV. Spin Casting
    V. Centrifugal Casting

These skills will be helpful in securing jobs in the almost all Manufacturing Industries.

- Joining Processes
    I. Welding
    II. Brazing
    III. Soldering
    IV. Riveting

These skills will be helpful in securing jobs in the Ship Building Industry, Automotive Industry, Electrical Industry, Construction, Aviation etc.

- Weathering

These skills will be helpful in securing jobs in the Shipbuilding Industry, Construction etc.

Specific objectives:

1. To take an intake of about 100 students and train them in about 3 months' time and provide certification for the skills learned by the candidates during their course.
2. The teams will aim to make finished products to sell at local scale to generate income for the sustainability of the system.
3. Promote this project through newspaper articles, social media, and word of mouth to ensure that all the students get stable jobs.

Main expected results:

1. Availability of Jobs for the youth in the formal sector.

2. The people benefiting from this program can help their community by training others and this cycle can go on.

3. Due to a stable source of income for parents, they can educate their children and dropout rate can be reduced.

4. We aim to train 30% of our youth in joining processes as it is the most versatile field and it is in demand.

5. We aim to train 20% of our youth in forming processes, as it will be easy to find employment.

6. We aim to set up a welding workshop(as it costs very less to set up) for our first batch which will provide employment to 4 students(20% of the Joining processes batch).The workshop will be mentored by one of the trainers for a period of 1 year. We aim to turn it into a profit making local business in 6 months. After a period of 1 year from the date of establishment, the workshop will provide apprenticeship to the candidates shortlisted for our project.

5. *OUTCOMES AND ACTIVITIES*

In the first stage (for a period of 2 years),

- COOPERATIVE: The Organisation can initially work as a cooperative and will be trained at University Workshops or Industrial Workshops and can then be transformed by raising their own funds by selling the products they make in their workshops during the training period.

- APPRENTICESHIP PROGRAMME: In this programme, the students will be placed into apprenticeship programmes with partner businesses. The apprenticeship program allows different organizations to accept students with different backgrounds. After graduation, students will have the opportunities to have full-time employment.

- Ideally, students who are in the apprenticeship programs should receive financial aid for living, and after graduation, the full-time employment can help them to support their families.

  In the second stage (after 2 years)
- SETTING UP OF COOPERATIVE WORKSHOP: After some batches have graduated, with funding from the government, a Cooperative Workshop will be established with former students (who have gained some experience) as managers with the aim of turning into a self-sustained workshop. Then, this workshop will provide apprenticeship to the deserving students.

- A huge number of new participants are expected as the program offers the essential training and the job opportunities. As for long term, the unemployment rate will decrease significantly.

6. *SKILLS*

The skills we aim to develop are:

- Specialized skills will include the following.
  1. Forming,
  2. Casting,
  3. Joining Processes,
  4. Cutting Processes,
  5. And Weathering.

- These skills cannot be learned by theory and need some practical training.

- Self-confidence of the candidates through group activities.

- Teamwork

- Exposure about the opportunities available like- setting up a small workshop and transforming it into a big business.

- Basic computer skills.

7. COMMUNITY PARTICIPATION AND VISIBILITY

- The organisation can provide incentives. The organisation can work with the companies providing technical training, to recruit the students who are the best from that batch. This can give an opportunity for candidates to get a job directly after the training period.

- The methods that can be used for advertisements are social media.

- Companies can help us with this project to demonstrate their corporate social responsibility.

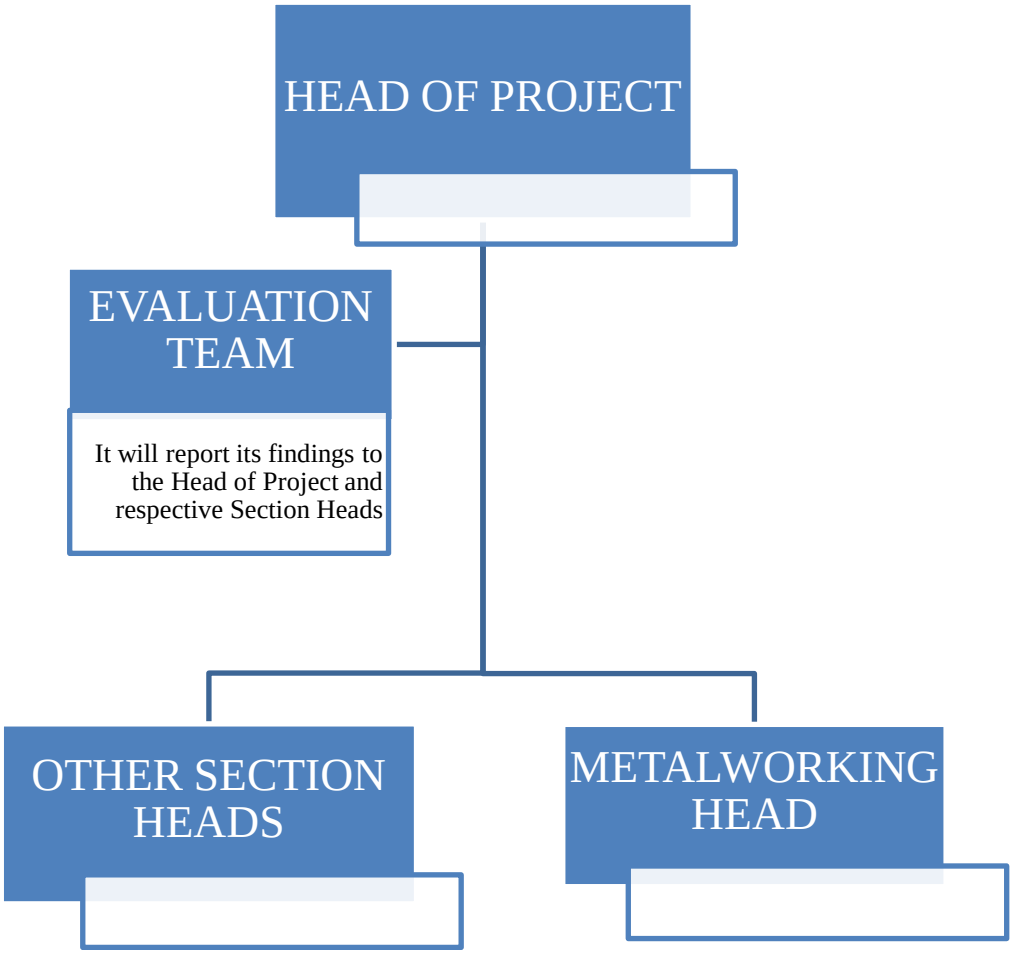
- Certification for the course will be very helpful in finding jobs in the formal sector jobs. Certificate will be provided to students in every batch indicating their specialization.

9. MONITORING & EVALUATION PLAN

- Improve data collection on day-to-day management of the program(s) with the ultimate objective of improving results.

- The project can be sustained by encouraging Public-Private Partnerships. Indian Software companies tested it successfully with NASSCOM (National Association of Software and Services Companies) making India a Tech Hub.

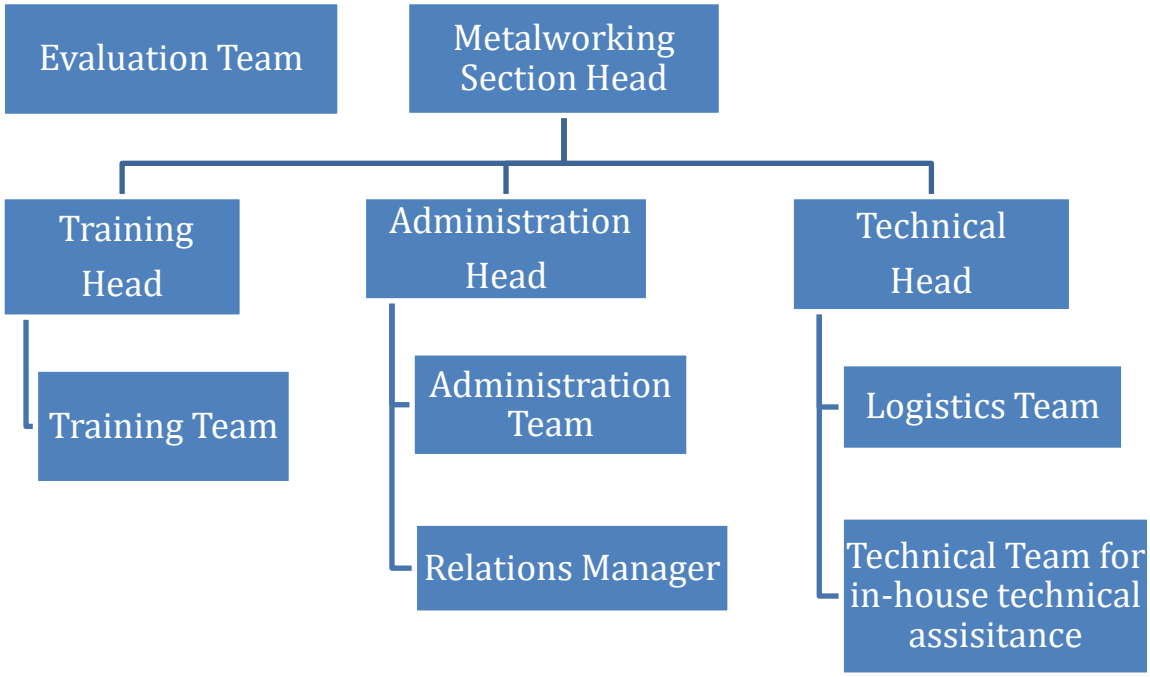
- The project can ask its beneficiaries after they have acquired some work experience, to train their students.



10. MANAGEMENT: STRATEGY AND ORGANISATION

- During the required training period, there might be a lack of skilled labourers in the factories, as the training period is over; factories are expected to have enough workers. Job opportunities are not limited to factories, local workshops, assistant at the engineering labs at universities
- Local governments are expected to have supportive policy for organization with the apprenticeships program. Organization should be responsible for the needed supply.

PROPOSED ORGANISATIONAL STRUCTURE



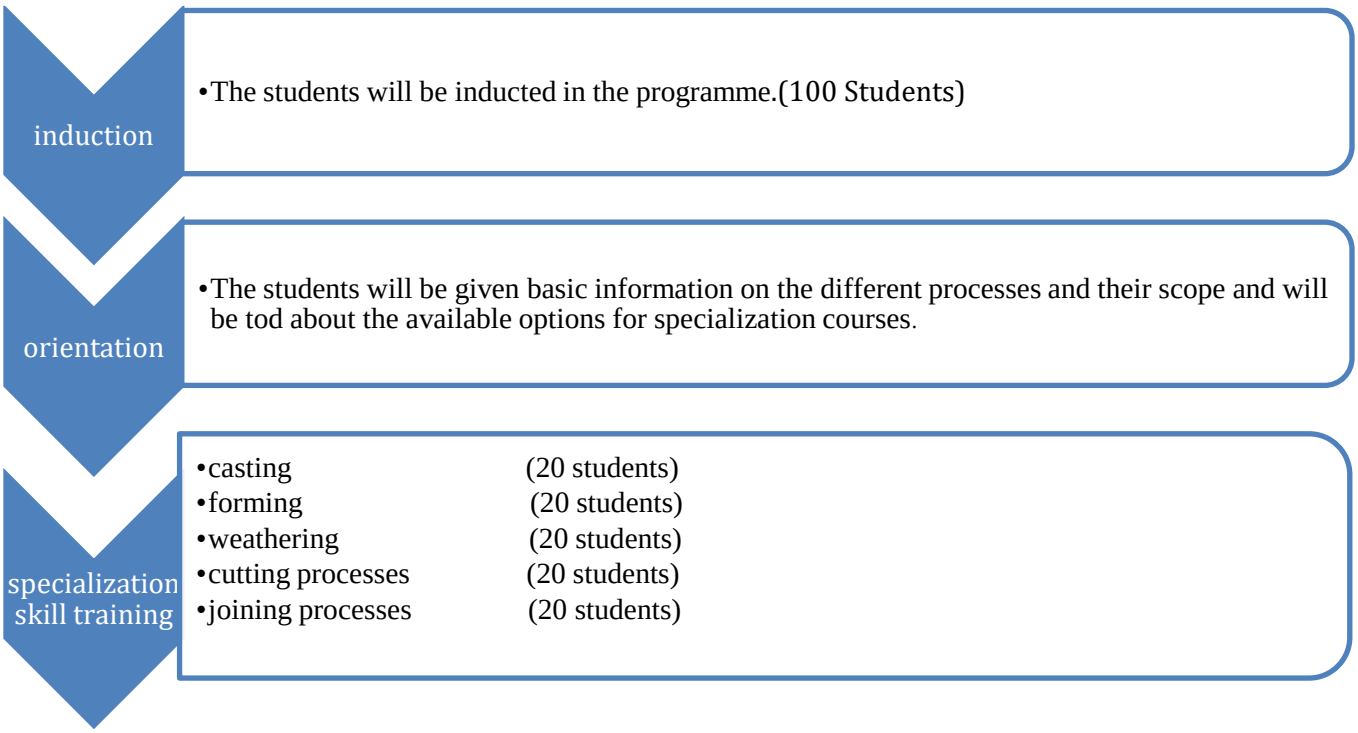
1. **Metalworking Section Head**: will be the head for Metalworking Section and will ensure the proper working of the section.

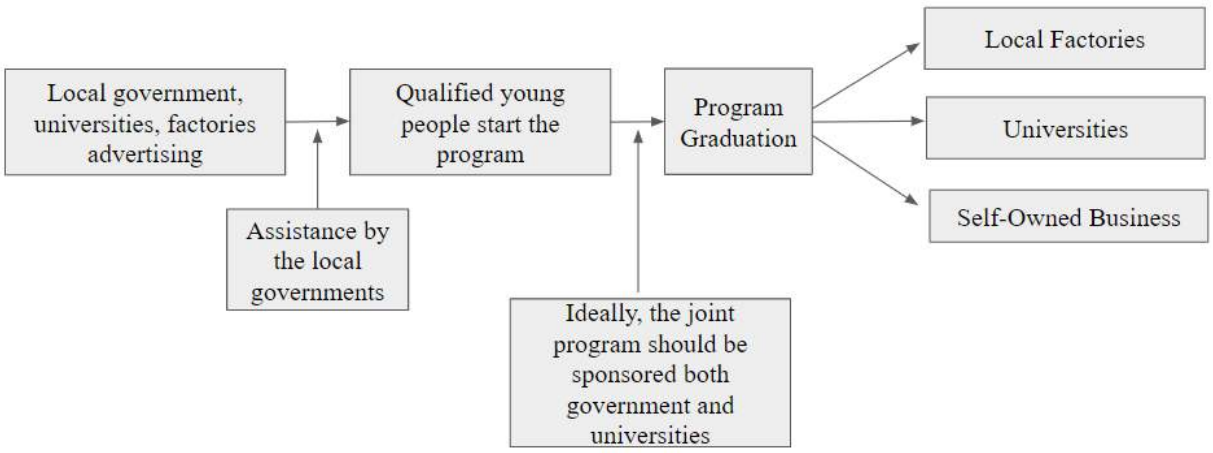
2. **Evaluation Team:** will evaluate the performance and working of the Section after each batch has passed.
   Evaluation team will be common for all the sections .Evaluation team will prepare a strategy for improvement and will recommend it to Overall Head of Project and the respective Section Heads.

3. **Technical Section:** will ensure the proper working of the technical assets including machinery, computers, projectors etc.) In addition, will provide logistical support.
   a. Logistics Team: will ensure proper supply of materials including stationary and other materials.
   b. Technical team: will ensure all the technical assets are in working condition.

4. **Administration:** will be responsible for all administrative duties of the project.
   a. Administration team: will be responsible for the transport to workshops and back and the upkeep of the buildings like classrooms, workshops etc.
   b. Relations Manager: will be responsible to get the training teams from different companies, placements of students, keeping in touch with old students etc.

5. **Training Section:** consists of training team, which may be sent by the local businesses or can be hired.





11. MATERIALS AND EQUIPMENT NEEDED

- Metalworking Workshops need many Mechanical Equipment for training purposes. Any Metalworking Workshop wit have these tools:

1. Bench vices
2. Bench Grinders & Polishers
3. Bench Grinder Stands
4. Bench Grinder Wheels & Accessories
5. Drill Presses & Pillar Drills
6. Drill Press Vices
7. Chucks & Drill Accessories
8. Engineering Hand Tools - Clamps, Stands & Anvils
9. Engineers Rules and Depth Gauges
10. Engineering Hand Tools - Scribers, Scrapers & Punches
11. Hacksaws
12. Metal Cutters, Nibblers, Shears & Snips
13. Metal Folders & Formers
14. Metal Lathes
15. Metal Lathe/Milling Accessories
16. Milling Machines/Drills
17. Power Hacksaws, Band saws & Metal Cutting Saws
18. Thread Repair Tools
19. Pipe Vices
20. Files
21. Magnetic Drilling Systems
22. Tap & Die Sets
23. Callipers
24. Dial Test Indicators
25. Engineers Squares and Combination Squares
26. Screw Pitch, Wire and Feeler Gauges
27. Vernier Callipers and Micrometres

- Projectors will be needed to minimize the need of actual training in workshops, basic orientation can be held through presentation.
- Basic stationary

12. FINANCES: DONORS AND FUNDING

Since setting up a Machine Workshop is very expensive and not feasible in this case, we can use these sources for training

- Universities have these workshops and upon the request of the organisation, can let the organisation use their resources.
- The Industrial units can train the students in their workshops.
- The local workshops may not have all the Tools and Equipment but can take apprentices and train them on a specific machine that they have on their inventory.

NAME	DESIGNATION	UNIVERSITY/ COMPANY	CONTACT DETAILS
Mathew Gwanfogbe	Vice Chancellor	Bamenda University of Science and Technology	https://www.linkedin.com/in/mathew-gwanfogbe-69448a67
Youmbi Carene	Head of Administrative Affairs	University of Bamenda	https://www.linkedin.com/in/youmbi-carene-24522764
	Administration Affairs	University of Buea	admin.affairs@ubuea.cm
	Cooperation	University of Buea	ub.cooperation@ubuea.cm
	Vice Chancellor's Secretariat	University of Buea	service.vc@ubuea.cm
		University of Dschang	udsrectorat@univ-dschang.org

13. PARTNERSHIPS:

- MOUs can be signed with the Universities for use of their Workshops.

- Major Businesses may be interested as they can train the students as per the requirements and can offer them jobs. In addition to that, they can demonstrate their corporate social responsibility.

Given below are all the public universities that could have potential partnership with:

- University of Bamenda
- University of Buea
- University of Douala
- University of Dschang

NAME	DESIGNATION	UNIVERSITY/ COMPANY	CONTACT DETAILS
Management office		Sealand Support Ltd.	+237676371655 : +237685106061
Akob Christopher Apana	Vice Chancellor	National University Polytechnic Institute	apanakob@yahoo.com

Vishal Minhas	General Manager	SIDECO	vishal.minhas@gmail.com +91 98160 45451. +237 694 694 694.
Guy Tchokona	Director of Projects	Cometal Cameroon	shorturl.at/cdeFI +237 33397608
Ahmed Jaber	Managing Director	Metafrique Steel	https://cm.linkedin.com/in/ahmed-jaber-385b1679
Akob Christopher Apana	Vice Chancellor	National University Polytechnic Institute	apanakob@yahoo.com

14. ESTIMATED COST

S. No.		USD	XAF
i)	Machinery	25,000	14,586,805.00
ii)	Salary	3239.23	1,890,000
iii)	Building Costs	N/A	N/A
iv)	Electricity Costs	285.24	165,311.22
v)	Allowance	2,852.255	1,664,211.50
	TOTAL COSTS	31,376.725	18,306,327.72

- MACHINERY
  Estimated cost of machinery: USD 25,000 = 14586805.00 XAF

- SALARY

  Average salary of a metalworker in Cameroon (monthly): (87k to 165k XAF)
  (Source: paylab.com)
  Mean income= XAF 126,000 = USD 215.95

  Assuming 15 employees=15* XAF 126000=XAF 1,890,000=USD 3239.23

- BUILDING COSTS
  Assuming the building is available, rent = N/A

- ELECTRICITY COSTS
  Estimated power usage for 1 hour=5 kWh (source: sciencedirect.com)
  Estimate usage per day= 12 hours=60 kWh
  Cost of 1 kWh for businesses in Cameroon (2018) =XAF 88.877
  . (Source: globalpetrolprices.com)
  Cost of operation for 1 month=60*88.877*31=1, 65,311.22

- Total Costs=USD 28,522.55=XAF 1,66,42,116.87
- Allowance=10% of the total cost=28,522.55*0.1=USD 2,852.255=XAF 1664211.50
- Estimated Total Money Required=USD 31,374.805=XAF 18,306,328.557

Table : Contributions of beneficiary(ies) community(ies) and proposing organisation (NGO)

Sources of Community Contribution	*Type (cash/in kind1)*	*Committed or Projected?*	*Value in CFA Francs*
1. Community Collection	Cash	Projected	300,000
2. Local Government	In kind	projected	2,500,000
Total of Community Contribution			2,800,000
Sources of proposing organisation contribution	*Type (cash/in kind)*	*Committed or Projected?*	*Value in CFA Francs*
1. Cometal Cameroun	In kind	projected	11,000,000.00
2. Metafrique,SA	In kind	projected	4,500,000.00
Total of proposing organisation contribution			15,500,000.00

15. BIBLIOGRAPHY:

(2016). *F.*

Maurice, N., Eloundou-Enyegue, P., Richard, O., Onguene, V., Bahoken, S., Tamukong , J., . . . Djongoue, C. M. (n.d.). *Access to Schooling and Employment in Cameroon:New Inequalities and Opportunities.*

Demographics of Cameroon. (n.d.). Retrieved from Wikipedia: https://en.wikipedia.org/wiki/Demographics_of_Cameroon#Age_structure

Sosale, Shobhana, and Kirsten Majgaard. 2016. *Fostering Skills in Cameroon: Inclusive Workforce Development, Competitiveness, and Growth. Directions in Development*. Washington, DC: World Bank. doi:10.1596/978-1-4648-0762-6. License: Creative Commons Attribution CC BY 3.0 IGO

ANNEX I

These are the images of the equipment needed in Machine Workshop for reference basis:



Figure 3.Bench Vice, Source: Machinemart.co.uk



Figure 4.Bench Grinders Polishers, Source: Machinemart.co.uk



Figure 5.Bench Grinder stands, Source: Machinemart.co.uk



Figure 6.Grinding Wheels Accessories, Source: Machinemart.co.uk



Figure 7.Drill Presses Pillar Drills, Source: Machinemart.co.uk



Figure 8.Drill Press Vices, Source: Machinemart.co.uk



Figure 9.Chucks and Drill Accessories, Source: Machinemart.co.uk



Figure 10.Engineering Hand Tools-Clamps, Stands& Anvils, Source: Machinemart.co.uk



Figure 11.Engineering Rules and Depth Gauges, Source: Machinemart.co.uk



Figure 12.Engineering Hand Tools-Scribers, Scrapes& Punches, Source: Machinemart.co.uk



Figure 13.Hacksaws, Source: Machinemart.co.uk



Figure 14Metal Cutters, Nibblers, Shears& Snips, and Source: Machinemart.co.uk



Figure 15.Metal Folders and Formers, Source: Machinemart.co.uk



Figure 16.Metal Lathes, Source: Machinemart.co.uk



Figure 17.Milling& Lathe Accessories, Source: Machinemart.co.uk



Figure 18.Milling Machines/Drills, Source: Machinemart.co.uk



Figure 19.Power Hacksaws, Band saw, & Metal Cutting Saws, Source: Machinemart.co.uk



Figure 20.Thread Repair Tools, Source: Machinemart.co.uk



Figure 21.Pipe Vices, Source: Machinemart.co.uk



Figure 22.Files, Source: Machinemart.co.uk



Figure 23.Drilling Systems, Source: Machinemart.co.uk



Figure 24.Tapping& Die Stes, Source: Machinemart.co.uk



Figure 25.Callipers, Source: Machinemart.co.uk



Figure 26.Dial Test Indicators, Source: Machinemart.co.uk



Figure 27.Engineering Squares and Combination Squares, Source: Machinemart.co.uk



Figure 28Screw Pitch, Wire and Feeler Gauges, Source: Machinemart.co.uk



Figure 29.Vernier Callipers and Micrometres, Source: Machinemart.co.uk

ANNEX II

The following equipment will be needed for setting up the welding workshop-



Figure 30. Electrode Holders, Source: esabna.com



Figure 31. Ground Clamps,Source: esabna.com



Figure 32. Cable Connectors, Source: esabna.com



Figure 33. Wire Feeders,Source: esabna.com

CAMAAY TAILORING TRAINING PROJECT

for

100 Girls and Boys Severely Affected by the Anglophone Crisis in Bamenda

Skills Developmen upt

Group 4

TEAM MEMBERS

1. HARKIRAN BHÀRIJ- UK
2. HIMANSHI BAHL
   INDIA / AUSTRALIA
3. SHRADHA NAIK- INDIA
4. BEN WAFULA MUSUNGU- KENYA.

Sub group leader: BEN MUSUNGU.

Project Theme

`A skill for a youth, a secured livelihood'

Project Summary

The project seeks to utilize and integrate , through partnerships and donations, social and behaviour change capacity building, in its economic and entrepreneurial skills development, among the 100 girls and boys selected in the program. This will impact beneficiaries holistically and ensure sustainability, responsibility, behaviour change and self efficacy. With the growing market at home and internationally with the increasing demand for African wear in Cameroon and neighbouring countries, the proposed CAMAAY tailoring training project for 100 girls and boys who are severely affected by the anglophone crisis, seeks to empower beneficiaries, tap and take advantage of the market for the African dress for their economic empowerment.

Donors for Materials/Finances:

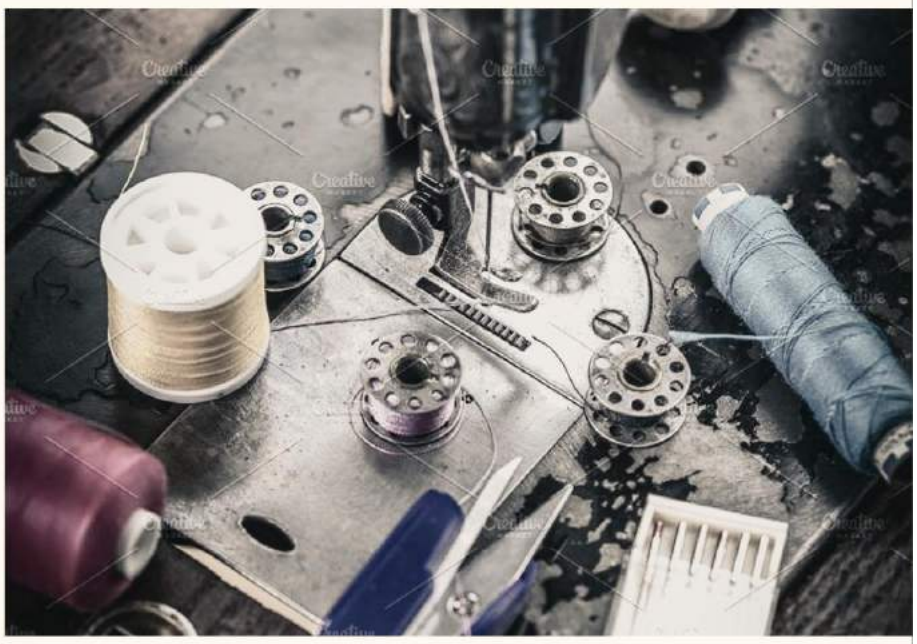
- Free A Girl (Stop Child Abuse)
- Stop Kindermisbruik (No Child Abuse) and ASSEJA
- Turing Foundation

Partnerships:

- UNICEF is the lead for the WASH, Nutrition, Education clusters and the Child Protection
- Reach Out
- NGO such as MWDA and COHEB
- Fairmed
- CARITAS,
- UN women
- Plan international and CBC

GIRLS AND BOYS OF CAMEROON

Empowering the vulnerable affected people



TAILORING AND SEWING

CAMAAY

CAMAAY TAILORING TRAINING PROJECT

for

100 Girls and Boys Severely Affected by the Anglophone Crisis in NSW Cameroon

Skills Development

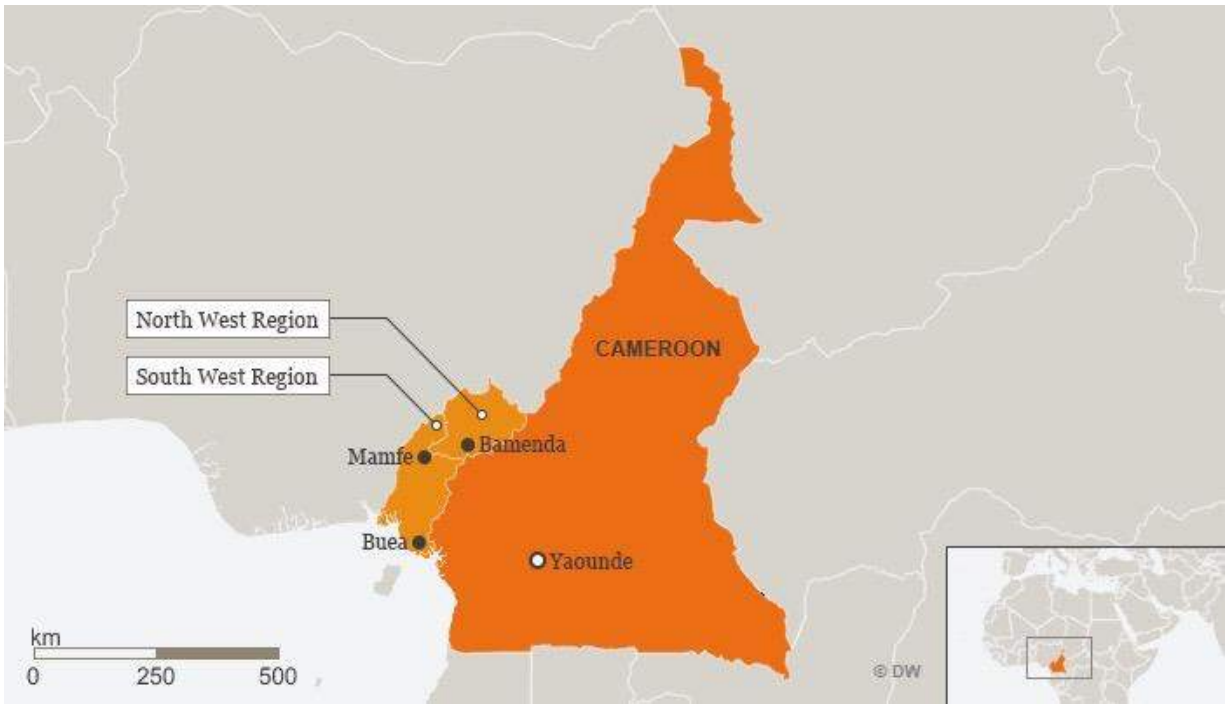
Group 4

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

The proposed project sites:

North West region of Cameroon (Bamenda)

- South West region and
- West Regions



General information

The proposed project seeks to be carried out in North west region of Cameroon, Bamenda, South west region and west regions of Cameron, where out of 900,000 boys and girls aged 3 to 17 years who are in dire need to access quality formal or non-formal basic education, only 45,400 can be able to do so. Over two million children remain in need of urgent humanitarian assistance as a consequence of violence and conflict, the extended impact of late 2019 flooding in the Far North, continuing cross-border attacks from Nigeria government soldiers and Boko Haram fighters who recently settled on the Cameroonian side of Lake Chad. According to Unicef, Boko Haram are mounting attacks on communities including kidnapping, murder, the burning of homes, ransack of health facilities and pillaging. Further, the coronavirus spread within this region when added to the already prevailing insecurity and humanitarian emergency needs, has adversely affected boys and girls access to education, health services and basic livelihoods. In addition, continuous armed confrontations has led to additional internal displacements in these regions, with over 450,000 internally displaced persons.

TARGET BENEFICIARIES

- **Out of school boys and girls**
- **IDPs**
- **Refugees**
- **Unaccompanied children**
- **Teenage mothers**
- **Boys and girls with disabilities**
- **Young widows**

Age criteria.

- 14-25 year's

According to UNICEF, which is a lead agency working in the area, there is a funding gap of 93% in supporting education programmes in this region.

With growing numbers of teenage mothers resulting rape, livelihood circumstances, this project will enable the young mothers get ability to care for their children and learn social and entrepreneurial skills that will make them self reliant to cope with existing circumstances. Even when all people are suffering due to the Anglophone crisis, children, boys, girls and women with disabilities, have been and continue to witness, the worst humanity can offer.

This situation, to children who are supposed to experience childhood like other human beings, denies them livelihood and a future. Through humanity, partnerships, co-operations, and funding support, the proposed CAMAAY tailoring training project for 100 girls and boys severely affected by the anglophone crisis, seeks make a contribution towards this ever growing, worsening and disheartening occurrences in Anglophone, with specific reference to boys and girls severely affected.

3. CONTEXT AND JUSTIFICATION

The proposed CAMAAY tailoring training project for 100 boys and girls between the ages of 14-25 severely affected by the Anglophone Crisis, seeks to compliment and actualize current priority response calls cited by various current actors such as UNICEF, OCHA, among others. in North-West and South-West regions. UNICEF for example, says that in 2020, will prioritize 1) strengthening the quality and coverage of gender-sensitive humanitarian response for children; 2) strengthening child protection capacities; 3) supporting joint government/inter-agency contingency planning and rapid response for new emergencies (including for vaccine preventable and communicable diseases); and 4) conducting advocacy on the impact of conflict on children. The response will emphasize systems strengthening, and linking humanitarian action, development and peace building in local contexts. Life-saving gender-sensitive services will be undertaken for displaced, refugee and host community children to mitigate acute needs and enhance resilience.

Given the current situation, where 2,000,000 children are in dire need of humanitarian assistance as observed by UNICEF (HAC 2020), camaay tailoring training project for 100 – girls and boys severely affected by the anglophone crisis, seeks to address both their economic and psychosocial needs.The project will also indirectly impact their families significantly given that 3,900,000 people in this region are in need, as per the OCHA December 2019 report, which also reported that the NWSW regions had 450,268 Internally Displaced persons.

PROJECT INNOVATION

The project seeks to utilize and integrate social and behaviour change capacity building,in its economic and entrepreneurial skills development, among the 100 girls and boys selected in the program. This will impact beneficiaries holistically and ensure sustainability, responsibility, behaviour change and self efficacy. With the growing market and demand for African wear in Cameroon and neighbouring countries, the proposed camaay tailoring training project for 100 – girls and boys severely affected by the anglophone crisis, seeks to empower beneficiaries to tap and take advantage of the local and international market for the African dress for their economic empowerment. The project will also impact on the local community economy directly and indirectly to groups such local garment and clothing entrepreneurs.

4. OBJECTIVES

Overall Objective of the Project:

To teach valuable life skills in sewing and tailoring to internally displaced young girls and boys that have been affected by the Anglophone Crisis in Cameroon. The time frame for the project is 2 years, and will consist of the skills in this activity being taught to the youths. We hope that these skills can be taught through a mixture of theoretical (learning) and practical training (non formal and vocational education, apprenticeships), so that the youths, who are our main beneficiaries, are able to benefit from our project, in ways that positively affect their life chances (entering the workplace, economic benefits, transferring them into other aspects of their lives, etc).

Specific Objectives:

1. **To provide various tailoring knowledge, attitudes and skills such as sewing, for 100 boys and girls, for self reliance and independence within the two year period**

2. **To instil life skills, social and behavioural change in** 100 boys and girls, to enhance their employability and workplace entrance, within the two year project period

3. **To support 100 boys and girls to establish 20 tailoring products, for their improved livelihood chances, after the two year project period.**

Main Expected Results:

1. 100 boys and girls provided with **various tailoring knowledge, attitudes and skills such as sewing, for self reliance and independence within the two year period**

2. 100 boys and girls **instilled with life skills, social and behavioural changes** so that their economic capabilities (find employment) can be enhanced

3. 100 boys and girls being able to **establish and produce 20 tailoring products** confidently and self sufficiently

Tailoring products that are expected to be made:

1. Children's Clothes (both genders)- Dresses, trousers, tops, shirts, undergarments, shorts
2. Men's Clothes- Trousers, shirts, tops, undergarments, shorts
3. Women's Clothes- Dresses, trousers, tops, undergarments, shorts
4. Relating to the Covid- 19 Pandemic: Face masks, gloves
5. Accessories- bags, hair bands, belts

5. OUTCOMES AND ACTIVITIES

Activity	**Outcome (Short Term)**	**Time Frame (- 2 years)**	**Impacts (Long Term)**
The sewing machine	Learning how to use the machine and the functions that are on it	Month 1	Different activities and those for both genders were chosen so that both males and females have interests in sewing and tailoring. A long term goal is for the youths to continue using these skills even after the two year period of training so that they not only maintain their own interests but also use it in ways that are worthwhile and empowering for them (economically, workplace/ marketplace, etc) *The Anglophone Crisis and other things such as the Covid- 19 Pandemic is unpredictable so being able to know
Simple Skills*	Knowing about the different types of stitches, patterns, threads, the right sewing needles, cutting	Months 2-3	
Hand Sewing*	Being able to hem, using the sewing needle appropriately	Months 4-5	
Repairs	Patching up holes, mend seams and fix hems	Months 6-7	
Garment Making (Female)	Making tops, shirts, trousers, undergarments, dresses	Months 8-11	
Garment	Making tops,	Months 12-	

Making (Male)	shirts, trousers, undergarments	15	these skills is both valuable and important especially if resources and machines are unavailable. Learning the skills needed in tailoring and sewing Products that we will be producing as part of the two year training
Children's Garments (Both genders)	Making clothes such as dresses, tops, shirts, shorts.	Months 16-19	
Accessory Making	Making hand bags, hair bands, belts.	Months 20-23	
	Being learned in all areas.	Month 24	All training should be completed by this month. Youths should know the skills from each category and be able to produce 20 products as mentioned in the objectives and results.

Funds from the partners will be designated to all these activities.

We are hopeful that the success rate is high with over half of the youth learning new skills and being able to generate income for their families. However, research[1] has shown that success rates of projects in low income countries (such as Cameroon) are much lower (less than 50%). Also, little is known how projects are able to sustain themselves and their deliveries of service. It is important for governments and donor agencies to learn about the places that they are trying to help. Thus, continuous monitoring is important, something which is dependent on money and resources.

[1] Gertler, P. et al. (2016). *Impact Evaluation In Practice*. 2nd ed. Washington: International Bank for Reconstruction and Development / The World Bank.

6. SKILLS

The tailoring and sewing training program intends to provide both technical as well as soft skills for the trainees. This will enable the men and women to enhance motor skills, improve creativity and establish and manage a tailoring unit/boutique by working on their own and also employing some more people.

a.Sewing skills and knowledge of tailoring techniques.

b.Knowledge of a range of sewing equipment.

c.Understanding of garment construction, and pattern-making skills.

d.Clothing design skills.

e.Knowledge of different fashions and cutting skills.

f.Hemming,pressing,clipping corners and curves.

Besides skills in this field items repairs, the qualification will give access to the women to:

1.Acquire and internalize the required Entrepreneurial Competencies (skill as well as attitude).

2.Knowledge and techniques for identifying the business opportunities, selection of an entrepreneurial activity, launching of the venture and skills for managing a Micro Enterprise.

3. Build confidence in one's own abilities and develop creativity.



7. COMMUNITY PARTICIPATION AND VISIBILITY

Tailoring and sewing projects will help in learning skillful training to become self-reliant and independent. The main objective of our program is to enhance the quality of life of women and teenage girls in Cameroon through enhancement of their skills and knowledge. With these vocational skills women will have greater control over decisions within their households.

Community involvement and right motivation will encourage young girls and women to become independent. Community leaders can aid processes of voicing expectations, learning and networking in niche building. With more knowledge and analysis, leaders can create more effective frameworks to harness the power of women in their community.

PROMOTION AND VISIBILITY

In 2018, Cameroon reportedly had 6.13 million internet users (25% penetration). The majority of these, 5.79 million, access the internet through their mobile phones. Social media penetration was reportedly at 14% in 2018 (3.6 million people). Men and women appear to use the internet equally. Digital marketing and social media strategies can help reach out to young men and women. This will prove as a low cost way to promote our Champaign. Social media platforms like Facebook, Instagram, Twitter, Tiktok, and Youtube. Further, mobile messaging mediums like SMS and WhatsApp can also be used.

As the family is central in Cameroonian's life, advertising campaigns centered on family image are likely to have a stronger impact. Other channels of communication that can be used to reach out to gain maximum engagement include Radio, television, billboards, pamphlets and printed media such as newspapers and magazines. Word-of-mouth marketing can be implied through community leaders and influencers. Famous local events which are followed by the majority of people can be used to promote the Champaigns.

Strategies to engage the target beneficiaries to get involved:

- Carrying out a needs and situational analysis to identify their needs and involve them in the project conception, planning, implementation, monitoring and evaluation.
- Awareness creation
- Advocacy and campaigns
- Persuasion
- Theatre, music and drama
- Use of positive deviants
- Capacity building for selected boys and girls leaders to engage fellow boys and girls

- Use of local successful cloth and garment entrepreneurs as role models to influence boys and girls knowledge, perceptions and attitudes so as to instil or re-awaken their interest in the project
- Use of local media, networks and neighbourhoods to reach boys and girls
- Use of local leaders (cultural, religious, community gatekeepers/ opinion leaders
- Existing youth groups, community based groups
- Use of local celebrities
- Use of local, regional and national training institutions
- Use of local partners and local community volunteers
- Availing information in centers providing humanitarian services such as mental health centers etc.

Help from community leaders:

- Information Provision
- Youth mobilization
- Identification of seriously affected cases(most vulnerable boys and girls)
- Identification of boys and girls with disabilities to be prioritised and included in the programme
- Identification of young mothers to be included in the program
- Identification of orphans to be included in the program
- Security concerns and updates
- Feedback on community and youths perceptions of the project
- Identification of Groups and individuals with vested and conflicting interests that may affect the project
- Identification of local tailoring and clothing entrepreneurs where trainees can undertake field attachments and internships.

How to take this project to other media channels that could lead in advertisement and potential funding:

- Stakeholders consultative forum
- Through partnerships with other centers offering services e.g having a desk
- Promotions
- Partnerships with popular colleges, training institutions and Universities
- Through targeted networks
- Through volunteers both local and international

9. MONITORING & EVALUATION PLAN

This project is proposing methods to sustain project results through monitoring and evaluation plans.

PLAN	ACTION/STEPS	TIME FRAME (2year)
Ascertain mission and vision and setting targets	CAMAAY leaders, staff and volunteers should follow the protocol and reassure the stakeholder of the smooth completion of the project.	Month 1-3
Determining methodology and assigning responsibility	Establish communication channels and assign responsibilities. Flexible training schedule for young mothers with multiple roles as caregivers.	Month 4-6
Checking and measuring progress	Track progress and outcome of the project. Keep in check with the initial project proposal. Adjustments and updating the plan.	Ongoing

Analyzing the situation and stakeholder consultation and participation.	Research and analyze new ideas and possibilities for the smooth working of the project. Involve stakeholders in project activities and keep constant contact with them. Promote and engage with local communities, programs, schools and NGOs. Construct an effective marketing strategy to gain more donors. Keep expanding the communication channels, gain more resources and improve management. Cut down on unnecessary expenses and create a contingency back up plan. Adapt discipline and planning in financial matters. Create fundraising opportunities. Organize community events and online webinars to	Month 7-22

	promote and create new opportunities. Defining reporting system, dissemination and utilization of results	

Follow up	Make a conclusive report of the project. Gather contacts of volunteers for further involvement in future projects. Facilitate the donors. Conduct a feedback survey with the trainees.	Month 23-24

Following are the risks that could affect the successful implementation-

Ref	Risk type	Risk mitigation	Risk level
1.	Maintenance	Ensuring that the materials and equipment are in good working conditions.	Medium
2	Anglophone crisis	Maintaining smooth networking of communication with the leaders and community workers.	High
3	Safety and health	Taking precautionary measures with respect to the ongoing Covid19 pandemic.	Medium
4	Lack of Communication	Maintaining good flow of communication with Donors, Volunteers and trainees.	Low

10.**CAMAAY TAILORING SKILLS TRAINING STRATEGY**
SEWING TECHNOLOGY CRAFTSMEN TRAINING

MAIN STRATEGIC TRAINING OBJECTIVES

1) Constructing an approach that can be used by trainers to train all end-users while providing the flexibility to tailor the material to individual groups, business processes and end-user skill sets.
2) Determining the approach for delivering training programs that are consistent with the users' needs and provide “just-in-time” training.
3) Developing an approach that provides knowledge transfer and post-training reference to end users.

COURSE INFORMATION

- Duration - 2 years
- Scope of training
  - ✔ Professional Skills
  - ✔ Professional Knowledge
  - ✔ Employability Skill related to the sewing
- Undertake project work,
- Extracurricular activities and
- On-the-job training to build up confidence

BROAD EXPECTATIONS

Trainees should demonstrate that they are able to:

- Read and interpret parameters/ documents

- Plan and organize work processes
- Identify necessary materials and tools
- Perform tasks with due consideration to safety rules
- Accident prevention regulations and environmental protection stipulations
- Apply professional skill, knowledge & employability skills while performing jobs.
- Document the parameters related to the task undertaken.

PROGRESSION PATHWAYS FOR TRAINEES

1) Can join industry as Tailor (Craftsman)
2) Can progress further as :
    i. Master Tailor (Senior Craftsman)
    ii. Supervisor and
    iii. can rise up to the level of Manager.
3) Can become Entrepreneur in the Tailoring and Clothing industry
4) Can join Apprenticeship programs in clothing and textile sectors
5) Can become Sewing Instructors
6) Can join Advanced Diploma (Vocational) courses .

COURSE STRUCTURE

Shows proposed distribution of training hours across various course elements during a period of one year:

S No.	Course Element	Total Training Hours
1	Professional Skill (Trade Practical)	1200

2	Professional Knowledge (Trade Theory)	240
3	Employability Skills	160
	Total	1600

ASSESSMENT & CERTIFICATION

The trainee will be tested for her / his skills in knowledge and attitudes during the period of course through formative assessment and at the end of the training programme through summative assessment,

Procedure

Two main techniques will be used:

Procedures 1: **Continuous Assessment (Internal)**

When?: During the period of training, done by Formative Assessment Methods

- By testing for assessment criteria listed for sewing against learning outcomes.
- The training institute has to maintain an individual trainee portfolio
- as detailed in the assessment guidelines.
- The marks of internal assessment will be as per the formative assessment guidelines.

Procedure 2. The final assessment will be in the form of summative assessment.

The learning outcome and assessment criteria will be the basis for setting question papers for final assessment. The examiner during final examination will also check the individual trainee's profile as detailed in assessment guideline before giving marks for practical examination.

PASS REGULATION

For the purposes of determining the overall result, the following will be applied:

Weightage (%)	Course Duration
Of 100%	Six months and one- year duration courses
50%	Applied to each examination for two year courses
60%	The minimum pass percent for the Trade Practical and Formative assessment
33%	For all other subjects and no Grace marks awarded

ASSESSMENT GUIDELINES

- Appropriate arrangements should be made to ensure that there will be no artificial barriers to assessment.

- The nature of special needs should be taken into account while undertaking the assessment
- Sensitivity to the environment and regularity in training.
- The sensitivity towards OSHE and self-learning attitude are to be considered while assessing competency.
- Assessment will be evidence based comprising the following:
  - ✔ Tasks carried out in labs/workshop
  - ✔ Record book/ daily diary
  - ✔ Answer sheet of assessment
  - ✔ Viva-voce
  - ✔ Progress chart
  - ✔ Attendance
  - ✔ punctuality
  - ✔ Assignment and Project work

Marking Pattern to be Adopted.

Performance Level Evidence	**Evidence Level**
(a) Weightage in the range of 60%-75% to be allotted during assessment	
For performance in this grade, the candidate should produce work which demonstrates attainment of an acceptable standard of craftsmanship with occasional guidance, and due regard for safety procedures and practices	Demonstration of good skills and accuracy in the field of work/ assignments. • A fairly good level of neatness and consistency to accomplish job activities. • Occasional support in completing the task/ job.
(b)Weightage in the range of 75%-90% to be allotted during assessment	

For this grade, a candidate should produce work which demonstrates attainment of a reasonable standard of craftsmanship, with little guidance, and regard for safety procedures and practices	● Good skill levels and accuracy in the field of work/ assignments. ● A good level of neatness and consistency to accomplish job activities ● Little support in completing the task/job.
(c) Weightage in the range of more than 90% to be allotted during assessment	
For performance in this grade, the candidate, with minimal or no support in organization and execution and with due regard for safety procedures and practices, has produced work which demonstrates attainment of a high standard of craftsmanship.	● High skill levels and accuracy in the field of work/ assignments. ● A high level of neatness and consistency to accomplish job activities. ● Minimal or no support in completing the task/ job.

JOB ROLES

1) Tailor, General : makes ladies and gents' garments and children's clothes by stitching various components together according to pattern, by hand or sewing machine.
2) Sampling tailor : is responsible for developing garment samples as per buyer's specifications apparel . A sampling tailor should be able to perform basic fabric cutting operations and stitch garments of various

designs with different necklines, sleeves, collar etc. as per the quality standards.

3) Dressmaker / Ladies Dress Maker; stitches together parts of women's garments such as dresses, blouses, jumpers, brassieres, etc., according to instructions of Master Cutter.

Instructor qualifications

- B.Voc/Degree in Fashion & Apparel Technology from a recognized College /university with one-year experience in the relevant field.
  OR
- Diploma (Minimum 2 years) in Garment fabrication Technology/ Costume Design & Dress Making from recognized board of technical education
  Or
- relevant Advanced Diploma (Vocational) with two years' experience in the relevant field.
- Essential Qualification: Relevant National Craft Instructor Certificate
- Possess Employability Skills

Distribution of training on hourly basis: (Indicative only)

1) Total Hrs./ Week – 40 hours

2) Trade Practical – 30 hours

3) Trade Theory -6 hours

4) Employability Skills - 4 Hours

LEARNING OUTCOMES (TRADE SPECIFIC)

LEARNING OUTCOMES	ASSESSMENT CRITERIA
1. Make hand stitches in the given fabric following safety precautions.	● Identify tools for Cutting, Sewing & Finishing and use of these tools with safety. ● Select suitable fabric. Select suitable needle size and sewing thread according to fabric. Straighten the fabric grain. ● Maintain the distance between two stitches. ● Take care about the length and width of the stitches. Follow the color combination while doing the decorative stitches. ● Finish the edge of the fabric using a hemming stitch. Follow the safe measures and needle guard policy while doing the sewing.

2. Stitching using various fabrics such as: ● Seams with seam finishes ● Dart ● Pleat ● Tucks ● Gathers and Shirts ● Frills ● Hems ● Casing ● Edge finishing ● Neckline ● Placket ● Pocket ● Collar ● Sleeve ● Cuff e.g Fix or Fuse the interlining to the main fabric.	● Identify tools for Cutting, Sewing & Finishing and use of these tools with safety. ● Select suitable fabric. ● Select suitable needle size and sewing thread according to fabric. ● Straighten the fabric grain. ● Sit in a correct posture and test the stitch formation in these wing machines. ● Use proper sewing aids while sewing the garment. ● Use appropriate stitching techniques such as: ✔ single pointed darts ✔ plain seam ✔ continuous placket ✔ casing and decorative hem. ● Check the direction of darts. ● Finish the garment by applying suitable fasteners.
3. Fix the fasteners on the given fabric.	● Select a suitable fastener according to the requirement. ● Maintain neatness while starting and ending the stage of fixing fasteners. ● Match male & female part of fasteners. Fix the size of the buttonhole according to the button.

	● Follow equidistance and equal height with neatness of buttonhole stitches.
4.Mend the given fabric.	● Select the thread with suitable color and quality for patching. ● Finish neatly the darned or patched piece.
5.Draft a pattern for Ladies' suit and Sew a Ladies Suit with the help of the given pattern.	● Identify tools for measuring, marking, drafting & cutting and use of these tools with safety. ● Explain the measuring units and measuring techniques for required measurements. Draft the pattern for a Ladies' Suit. ● Use the paper economically and check for shapes, front and back shoulder, side seams. ● Cut the pattern using shears properly along the cutting line and check cutting edges. ● Finish the pattern with pattern particulars
6. Sketch the following garments ● Ladies Tops/ Short Kurtis	● Identify tools for Sewing & Finishing and use of these tools with safety.

• Ladies' Suit • African dress –(popular in Cameroon) • Men`s suit one piece/two piece • Nightwear • Blouse. • Dresses for children (New Born, Toddler and Kids).	• Select suitable fabric for the garment and select suitable needle size and sewing thread according to fabric. • Straighten the fabric grain. • Place the patterns on the fabric and mark the pattern outline properly. • Cut the components by selecting suitable tools. Make upper and lower threading in an Industrial Model single needle lock stitch machine. • Sit in a correct posture and test the stitch formation. • Sew the ladies' suit by applying the component making techniques. • Use proper sewing aids while sewing the garment. Finish the garment by applying suitable fasteners. Solve the sewing machine problems with suitable remedies after finding the causes. • Follow the safe measures and needle guard policy while doing the sewing
7. Construct the following garments with fitting and quality according to the sketched designs: • Petticoat • Ladies' Top/Short Kurtis • Nightwear (One Piece with Yoke)	• Identify tools for Drafting, Cutting, Sewing & Pressing and use of these tools with safety. • Decide the design features of the garment according to the sketching. • Select the fabric and other raw materials suitable for the garment. • Explain the measuring units and measuring techniques for required

● Nightwear (Two Piece – Night suit) ● Blouse (Simple Model - Plain) ● Dress for a Newborn ● Dress for a Toddler ● Dress for Kids ● Gent's clothing and Pyjamas	● measurements. ● Draft the pattern for the garment. Use the paper economically. ● Cut the pattern using shears properly ● along the cutting line. ● Finish the pattern with pattern particulars ● Mark the pattern outlines properly and cut the components by selecting suitable shears. ● Identify and select the suitable industrial sewing machines for each process of constructing the garment. ● Select suitable needle size and sewing thread according to fabric. ● Make upper and lower threading in the required Industrial Model sewing machines. ● Sew the garments using the Industrial model sewing ● Check the measurements and Quality of the garments and find the defects and stains if any. Correct the defects and remove the stains if any. Press and fold the garment using pressing tools and folding accessories. ● Solve the sewing machine problems with suitable remedies after finding the causes. ● Follow the safe measures and needle guard policy while doing the sewing and other operations

LIST OF TOOLS AND EQUIPMENT(LEARNING RESOURCES)-SEWING TECHNOLOGY (for Batch of 100 Candidates)

A. TRAINEES TOOL KIT

Name of the Tools and Equipment

1. Measuring Tape
2. Seam Ripper
3. Thimble
4. Tailor's Card Scale Triangular
5. Tailors Square Plastic
6. French Curve Set of three
7. Thread Cutter 24"
8. Scale plastic

B. DRAFTING/CUTTING /SEWING ROOM TOOLS & EQUIPMENT

- Scissors
- Pinking Shears
- Leg Shaper Plastic
- Garment Hangers
- Screw Driver
- Table Sharpener
- Pressing Table

- Blanket for padding of Pressing Table
- Rubber mat Size as per requirement
- Sprayer
- Waste Bin Big / Small
- Pattern Punch
- Pattern Notcher
- Pattern Hanging Stand
- Water Tub
- Stand for hanging dresses
- Trial room with arrangements of hanging Dresses
- side mirrors of size 150 cm x 60 cm each
- Electric Automatic steam press
- Sewing Machine - Single Needle Lock stitch Industrial model
- Over Lock Machine 3 Thread
- Zigzag Multi Purpose Machine
- Double Needle Machine
- Button Hole machine
- Button Sewing Machine
- Bar Tack Machine
- Feed off the arm Double Needle
- Machine attachments As required
- Stools
- Drafting Table
- Display Board Covered with glass or Acrylic Sheet 120 x 90 cm
- Instructor Tables
- Instructor Chairs
- Steel Almirah 195x 90 x 60 cm
- Pigeon hole Almirah

- lockers with separate locking arrangements for trainees
- Locks for above pigeon hole
- Wall Clock
- Calculator Desk Type
- White Board with accessories Size as per requirement
- Dummy Lady, Men, Kid

C. THEORY ROOM

- Single desks for trainees with arrangements of keeping Books etc.
- Chairs
- Faculty Table & Chair set
- UPS As required
- Multimedia Projector As required
- White Magnetic Board with Felt
- board & accessories
- Display Board
- Storage Almirah
- Book Shelf
- A/C unit split type as required.

OVERVIEW OF TRAINING PHASES

- Develop Training Strategy
- Plan Training

- Schedule Training Facilities
- Prepare Training Materials
- Conduct Training

Training guidelines and expectations

- Attendance
- Punctuality
- Class participation
- Leaving during a class session should be limited to emergencies.
- Mutual respect shared between instructors and participants is important to the learning environment.

Critical Success Factors

- Dedicated resources – e.g Identification of a training coordinator and formation of a training team
- Support and commitment – Engagement of partners/sponsors and subject-matter-experts in the training process.
- Clear objectives and measures of success – Establishment of clearly defined training objectives to guide training decisions. Understanding the impact – Understanding the changes at all levels of the organization and translating them into appropriate training courses.
- Instructional methods – Identification of the best course design framework that is consistent with the culture, taking into

consideration past experiences, and building a network of technical support.

- Training methods – Identification of the target audience and the best methods of training delivery that are feasible, add value, and are aligned with the stated training objectives.

NB: All other courses offered will follow above guidelines.

OVERALL PROJECT DESIGN OVERVIEW

- **Context and project goal**
- **Project identification, preparation and Appraisal**
- **Project implementation**
- **Project start up**
- **Adjustments / changes to project design**
- **Monitoring and Evaluation**
- **Procurement**
- **Project staff and personnel**
- **Operating performance**
- **Financial performance and disbursements**
- **Organizational performance and development**
- **(management , organization and skills training effectiveness)**
- **Project closure, summative evaluation, reporting .**
- **Feedback and documentation of lessons learnt to inform future projects**

Project impact

- Social Economic
- Psychological
- Communal
- Competency and enhanced competitiveness
- Employment generation
- Health and nutrition
- General livelihood chances
- Resilience enhanced

TARGET BENEFICIARIES

- Out of school boys
- IDPs
- Refuges
- Unaccompanied children
- Teenage mothers
- Boys and girls with disabilities
- Young widows

Age criteria.

14-25 years

PROJECT ADMINISTRATION

PERSONEL

- Project Manager- 1

- Training coordinator -1
- Community outreach and mobilization officers-2
- Sewing skills instructors-5
- Knitting instructors- 5
- Overlock instructors-2
- Communication, transport and logistics manager-1
- Partnership and collaborations-1
- Finance and Accounts- 1
- Procurement- 1
- Facility manager-1
- Secretary/ office assistant-1

11. MATERIALS AND EQUIPMENT NEEDED

Materials and Equipment needed for the Tailoring/sewing training project.

Ref (A)	Item	Quantity (for 20 trainee)	Price CFA franc(approx)
1	Sewing machine	10	13,076x10= 1,30,760 CFA
2	Bordering sewing machine	2	11,70,000x2= 23,40,000 CFA
3	Electrical Zigzag Sewing Machine	3	1,17,000x3=3,51,000 CFA
4	Over lock sewing machine	2	1,46,250 x 2=2,92,500 CFA
5	Chairs	12	1200 CFA
6	Benches	6	10000 CFA
7	Electric iron box	4	50,868 CFA
8	Measuring tape (150m)	12	4,468 CFA
9	Scissors, Accessories, etc	12	18000 CFA

10	Needles, Machine needle, threads	20	20000 CFA
11	Rulers, chalk, bobbins,etc	12	29,880 CFA
12	Clothes materials	-	70,000CFA
13	Training room	-	CAMAAY Headquarters
B	**Personnel**	**person count**	**per month (estimated)**
14	Training teaching	2	160,000x2=320,000 CFA
15	Project manager	1	200000 CFA
16	Consultant	1	120,000 CFA
17	Curriculum developer	1	120,000CFA
	TOTAL		40,70,676





The following websites offer second hand sewing machines and other items for sale in Cameroon.

1. rebuydeal.com
https://www.rebuydeal.com/en/second-hand-for-sale/5120/sewing-machine-feet?country-name=Cameroon&countries-origin=CM

2.https://www.jumia.com.ng/crafts-sewing-machines/

3..https://www.olx.co.za/gauteng_g5042/q-cameroon

Suppliers:

1.Davin PLC
Quartier Bastos, Rue NO 1785, 7090 Yaounde, Buea 00237, South West Cameroon
Contact Person: Roland Onana
Designation: Sales Manager
Phone Number: 237- 650477393
Website: davinplc.com

2. Timberland Limited Company
Contact Details: Head Office- Adjacent Aes Sonel Bafut
Address: P.O. Box 2197 Bafut, Via- Bamenda, North West Region, Cameroon

12. FINANCES: DONORS AND FUNDING

Below is a table illustrating the possible donors that could provide opportunities to the youths in the Anglophone region in Cameroon.

Donors	**Contact Details**	**Other Details**	**Estimated Amount Donor can Provide (CFA Franc)**

Free A Girl (Stop Child Abuse)	• Amsterdam Email- info@freeagirl.nl Phone Number- 023 204 94 00 • New York Email- Evelien.holsken@freeagirl.com • Mumbai Email- Shikha.philips@freeagirlindia.org Phone Number- +91 22 6694 1026	• Between 2012 and 2014 they offered vocational training to 100 underprivileged youths • In areas within the geographical scope of the project- Maruoa, Ambam and Bamenda • Offers both theoretical and practical training courses such as tailoring, painting, hairdressing, etc. • Dropout rates were low	2500000 CFA Franc

Turing Foundation[2]	Email- info@turingfoundation.org Phone Number- +31 (0) 20 - 52 000 10	Has various projects in West and North Africa ● Growing small businesses through apprenticeship training, Pujehun, Sierra Leone, 2020-2022 ● Strengthening the 'sandwich' educational method in rural Cameroon, 2017-2019 ● Vocational Training for women and young people, Dabwe Town, Liberia, 2017-2018 ● Vocational Training for rural communities, River Cess, Liberia, 2014-2016 ● Material for female vocational school, Bandiagara, Mali, 2014-2015	11000000 CFA Franc
Afrikea (fashion company)[3]	N/A	Could donate resources or help teach youths about clothing/ tailoring	1500000 CFA Franc
D'iyanu (African Clothing	Email- info@diyanu.com	Could donate resources or help teach youths about clothing/ tailoring,	1500000 CFA Franc

[2] http://www.turingfoundation.org/ctry_kameroen_uk.html
[3] https://www.afrikrea.com/en

Company) [4]	Phone Number- 484-681-4705		
Embassy of the United States of America	Address: Yaounde, Cameroon Phone: +237 2 22 20 15 00	• The U.S. Embassy is composed of various sections that work to improve political, economic, and cultural relations between Cameroon and the United States • prospective donors offered to the public through the Information Resource Center (IRC), Exchange Programs, Student Advising along with Useful U.S. or for education.	3000000 CFA
Globalhand	United kingdom Contact person: Natalya Kan email:	• Global Hand is a matching service: a non-profit brokerage facilitating public/ private partnership. • prospective donor for poverty alleviation and education	1500000CFA

[4] https://www.diyanu.com/

	nvhanley@cgvuk.org phone: +44(0)20338 97177		

TOTAL ESTIMATED DONOR FUNDS.

Donor one	Free A Girl (Stop Child Abuse)	**Estimated Amount Donor can Provide (CFA Franc**	2500000 CFA Franc
Donor two	Turing Foundation		11000000 CFA Franc
Donor three	Afrikea (fashion company)		1500000 CFA Franc
Donor four	D'iyanu (African Clothing Company)[5]		1500000 CFA Franc
Donor five	Embassy of the United States of America		3000000 CFA Franc

[5] https://www.diyanu.com/

Donor six	Globalhand		1500000CFA
Total			21,000000 CFA Franc

Advantages and disadvantages of the donors:

Advantages	**Disadvantages**
Can be seen as a form of Technical and Vocational Education and Training (TVET) where non formal skills are taught that allow for a trained workforce;	There may be unpredictable challenges/ social events such as Covid- 19 affecting the extent to which businesses can send out their resources.
They are given the opportunity to fully participate in society as responsible citizens.	May be unable to provide resources in the Anglophone region.
If training is successful, they can use it more formally and as something that provides them with economical advantages (e.g. starting a business)	Businesses not having enough resources to help or provide for the group within a sustained time frame.

13. PARTNERSHIPS:

The proposed camaay tailoring training project for 100 – girls and boys severely affected by the anglophone crisis will seek partnerships with organizations such as:

UNICEF: The lead for the WASH, Nutrition, Education clusters and the Child Protection. Contact details:

- Mail Address: UNICEF, P.O. Box 1181 Yaounde, Republic of Cameroon
- Telephone:
- Facsimile: 223.16.53
- Email: yaounde@unicef.org

Reach Out: Reach out Cameroon supports underprivileged groups on Health, Human Rights, Governance and Wealth Creation issues using a community-centred approach and advocacy.

- Contact details: http://www.reachoutcameroon.org
- Address: P.O. Box 88, Buea, South West Region, Cameroon,
- Chief's Street, Wonganga, Small Soppo. P.O Buea, South West Region 9113 Cameroon
- Phone Number: +237 77 40 56 02

NGOs such as MWDA and COHEB who carry out non-formal radio education lessons in the South-West are likely partners in this capacity building tailoring project. They strive for lasting and large scale impact to ensure children, young people and their communities have access to protection, quality, inclusive education, healthy information and services and decent work and entrepreneurship opportunities.

- COHEB Contact number:+237 6 74 90 03 03
- Fairmed and UNHCR -The United Nations High Commissioner for Refugees (UNHCR) and FAIRMED are extending their partnership.

Thereby, both parties are committing to helping refugees for another year in Cameroon's two largest cities of Yaounde and Douala.

- Telephone: +237 6 82 35 58 07
- UNHCR Address:Quarter Bastos Rue NO 1778,7077, Yaounde, Cameroon
- Mailing Address:PO Box 7077, Yaoundé, Cameroon
- Telephone:237 222 029 54
- Facsimile:237 222 105 44
- Email:cmrya@unhcr.org

CARITAS- Caritas Cameroon organises community training courses for the refugees and local communities.

- Address: Conférence Episcopale Nationale du Cameroun (CENC), Mvolyé, Yaoundé, Cameroon
- Telephone:+237 999 78 450
- Fax: +237 774 18 511
- Email: thaddee2011@yahoo.fr/ anata64@yahoo.fr
- Facebook: Caritas Cameroun

Plan International: Plan International Cameroon's programmes and activities bring engaging and uplifting solutions to the issues faced by children and young people, particularly those who are most excluded

- Address: Opposite German Embassy Bastos, P.O. Box 25 236 - Messa, Yaounde, Cameroon
- Phone Number: +237- 222 21 54 58
- Cameroon.CO@plan-international.org

CBC: The Cameroon Baptist Convention (CBC) Health Services is a non-profit, faith based healthcare organization that works to offer holistic care to the vulnerable

- Address: PO Box 1 Bamenda, North West Region, Cameroon
- Phone Number: +237 677 76 47

- Email: piustih@cbchealthservices.org

UN Women: UN Women Cameroon works in four themes- leadership and political participation, economic empowerment, violence against women and national planning and budgeting

- Address: Cameroon Country Office- N° 1067 Immeuble Foul'assi, Nouvelle route Bastos, Rue N° 1775, P.O. Box 836, Yaoundé, Cameroon
- Phone Number: +237 2220 5335
- Fax : +237 2220 0796
- Website: cameroon.unwomen.org



PROPOSAL GROUP 5: TAILORING HEALTH & ESSENTIAL PRODUCTS

Team Leader: Amrashree Mishra

Team Member: Meritxell Parera Saborit

Summary Form

Title of the Project: Teaching skills in tailoring of health and safety products as a prospective income opportunity to young mothers and youth.

Project Theme: Empower young mothers and youth by equipping them with the knowledge of tailoring health and safety products that meet both short term as well as long term requirements and serve as an effective source of income for them.

Location for Project: North West Cameroon

Target Audience: Women in the age group of 15-24 years of age who fall under the category of 'young mothers' as well as youth.

Objectives:

1. Creation of Facemasks
2. Provide sustainable job opportunities, economic independence and raised self-esteem for their entire lifetime
3. Creation of essential supplies for vulnerable school going children

Project Summary:

The key problems to be addressed through this project are-

1. Make young mothers and youth self-reliant and financially independent
2. Create job opportunities for individuals affected because of the Anglophone humanitarian crisis
3. Make health and sanitary products accessible to all.

The project is important to implement because-

1. Sheer great number of displaced persons and the need to meet their health and sanitation needs.
2. Make sanitary products accessible to high rate of adolescent mothers so that their menstrual cycle does not cause a hinderance in everyday life activities.
3. Break stigma around menstruation by making products accessible to bring back female school dropouts in the menstruating age bracket into the education system.
4. Use COVID-19 as an opportunity to create masks and health products which prevent people from the virus and also give employment to the target population.

Partnerships	**Donors & Finances**
1. Minsangi 2. Tailors of Cameroon 3. Creative Bee 4. Sodecoton 5. Buetec 6. Ficelle 7. Inditex 8. H&M 9. MANGO 10. UN Women	1. Brasseries du Cameroon 2. Women Advancement NGO 3. Rural Women Development Center (RuWCED) 4. Integrated Health for All Foundation 5. Recover Foundation 6. Together for Women and Children (TOWOC) 7. Community Centre for Integrated Development (CCID) 8. Cameroon Task Force

PROJECT TITLE

Teaching skills in tailoring of health and safety products as a prospective long-term income opportunity to young mothers and youth, thereby making them self-reliant, economically independent and fostering the spirit of entrepreneurship in them.

GENERAL INFORMATION & TARGET POPULATION

The Republic of Cameroon is a Central African country and the focus for the project proposal.

The population comprises two groups, namely the Anglophones and Francophones. The Anglophones are a minority and off late have been suffering due to the ongoing anglophone humanitarian crisis, that has resulted in the displacement of nearly half a million individuals, and the number of people in need of help has been steadily rising due to the COVID-19 pandemic.

The following table depicts the urgency of the situation.



Source: Cameroon: COVID 19 Emergency Situation Report No. 1 (As of May 18, 2020)

Due to the both the anglophone crisis, coupled up with the COVID-19 pandemic, one observes that the group which has been most affected and forms the largest number of the displaced persons are women and youth.

Through the project, our target audience will be women in the age group of 15-24 years of age who fall under the category of 'young mothers' as well as youth.

In this first pilot, we will aim to bring changes in the lives of 250 persons from the above age bracket.

This target audience comprises 9.5 million (i.e. 40%) of Cameroon's entire population and thus has great scope for future expansion.

Through this project we aim to empower the target audience from North West Cameroon because the adolescent pregnancies thereby indicating the number of young mothers, is significantly higher here with respect to other areas.

CONTEXT AND JUSTIFICATION

Our Project Proposal is to empower young mothers and youth by equipping them with the knowledge of tailoring health and safety products that meet both short term as well as long term requirements and serve as an effective source of income for them.

Our topic of focus in the proposal is of great concern because the world is suffering because of a pandemic that has brought out the importance of focus on health and safety products.

With the demand chain requiring the tailored goods and products immediately, there is great scope for us to work on strengthening the supply chain by involving the young mothers and youth in creation of these products.

Along these lines, the creation of products is divided under two heads namely-

1. Health Essentials (i.e. sanitary napkins, diapers)
2. COVID-19 Essentials (i.e. supplies for hospitals and persons such as masks, bedsheets, pillow covers, hair covers, non-sterile gowns)
3. Creation of essential supplies for vulnerable school going children
   Note: The third point will take over the first one once the COVID-19 pandemic is over to make this project sustainable in the long run

The issue of making health and safety products is of extreme importance because of the following reasons.

1. High number of displaced persons
   From a recent report by the United Nations[1], it was observed that there are 1,266,962 people affected. Hundreds of thousands need water, sanitation and hygiene services.

2. Extremely high rate of adolescent mothers who do not have access to basic health and hygiene products
   In a recent research[2] it was found that adolescent girls constitute 23.2% (5.4 million) of the total Cameroonian population. By 2011, 25% of adolescent girls in Cameroon had already begun their reproductive life.
   In another research[3] it was observed that since it is a common practice in Cameroon that the husband looks after the wife, women are seldom educated and hence have no economic opportunities for themselves.

3. High rate of school dropouts
   In a United Nations' document[4] it was noted that because of long durations and stretches of school closures, tens of thousands of children are out of school. In these challenging times, the youth is faced with uncertainty about the future and hence it becomes imperative to equip them with skills so that they can earn enough for leading a dignified life. Another factor strongly playing a role in school dropouts is the taboo around menstrual hygiene.
   UNICEF reports that in countries where menstrual hygiene is taboo, girls in puberty are typically absent for 20% of the school year. Most girls drop out at around 11 to 12-years-old, and miss school because they are not educated about their periods, and their need for safe and clean facilities is not prioritized.

4. Rising awareness about the importance of health products in the general populace
   Considering the structural weakness of Cameroon's health care system and limited access to WASH services of large parts of the population, the country is ill prepared[5] to contain and respond to the pandemic.

If the issue is not addressed, the lives of more than 3 million individuals would directly come under stake.

At this moment, the words of Margaret Mead serve as an important clarion call. She said, "Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has."

Hence it becomes our moral duty to help in any and every way to uplift and bring to par the lives of the affected individuals. This can happen when people step up and take charge to bring changes around.

OBJECTIVES

The end goal of our project proposal is to make young mothers and youth self-reliant, economically independent and equipped with skills that will help them to lead a dignified life of respect with a constant and stable income option at their hands which they can experiment with, expand and eventually be their own boss after being trained in the skill of tailoring health and safety products. They will be the main beneficiaries to derive benefits from the skill of tailoring.

Hence our objective is twofold, aiming to equip young mothers and youth with the skills to create-

1. Health Essentials (i.e. sanitary napkins)
2. COVID-19 Essentials (i.e. supplies for hospitals and persons such as masks and hair covers)
3. Creation of essential supplies for vulnerable school going children
   Note: The third objective will take over the first one once the COVID-19 pandemic is over to make this project sustainable in the long run

The goal will be achieved by organising women into small self-help groups with one leader who is already knowledgeable in the field to train people. The principle of 'Each one, Teach one' shall be implemented in full swing.

Self Help Groups (SHGs) are an excellent platform to boost rural economy and production. They are popular in India and can be easily adopted in Cameroon.

They (SHGs) can tie up with the local hospitals, NGOs, community leaders, international organisations, handwashing stations and government ministries amongst others, to sell their produce and thus have a source of income for themselves.

As quoted by one of the officials of the World Health Organisation, "This (COVID-19) virus may never go away." Facemasks, the first shield in the fight against COVID-19 is short in supply. Hence, tailoring masks will provide a livelihood to these persons.

As there is acute shortage and high demand, production of safety essentials such as non-sterile gowns, pillow and bed covers will remain high in the country.

This fact needs to be tapped and be utilised as a two-way road to-

a) Help improve access to healthcare essentials
b) Serve as a job opportunity for the target population

The objectives will-

i) Make them financially independent.
ii) Promote gender equality and equity.
iii) Give sustainable livelihoods.
iv) Incorporate leadership and accountability skills in them

Thus, the two specific objectives for the project are-

The specific objectives for the project are-

1. **Creation of Facemasks**

   As mentioned earlier, facemasks are the first shield in the fight against COVID-19 and also short in supply. Through this project we aim to empower directly 250 women who shall work to produce 6000 facemasks (twenty-four masks per person during a six-hour shift), thereby kickstarting the supply for mass mask production in Cameroon.

2. **Provide sustainable job opportunities, economic independence and raised self-esteem for their entire lifetime**

   Therefore, we aim to empower all youth attending the workshop program, so 90% of them would create a small enterprise, or come together in Self Help Groups to start their businesses and diversify into other tailoring options such as sewing bed sheets, pillow covers, curtains, hair covers, and other essentials.

3. **Creation of essential supplies for vulnerable school going children**
   Every school going child requires the access to basic necessities like uniforms and bags. Additionally, items such as body towels and bedsheets are also important essentials needed by a child.
   Hence the products which we will aim to produce in this section are
   - Skirts
   - Shirts
   - Shorts
   - Tunics

   Note: The third objective will take over the first one once the COVID-19 pandemic is over to make this project sustainable in the long run

By such endeavours, women and youth will be empowered. Empowering one generation will lead to a prosperous and economically stable future.

OUTCOMES AND ACTIVITIES

An outcome-based timeframe has been created for the conduction of tailoring workshops. Their minimum time period is 4 weeks which can be extendable depending upon the teaching of tailoring of new products.

WEEK 1

Day	Activity
Day 1	Ask the select participants of the target population (TP) to introduce themselves and have a warm up session with them.
Day 2 & 3	Give the TP an introduction to tailoring over a period of two days. YouTube videos like these may be shown to motivate them to take up stitching.
Day 4	Brief up the TP with the importance of tailoring and teach them how tailoring is an effective skill for business.
Day 5	Give them an overview of the upcoming weeks' timeline.

Source: Author of the Proposal

WEEK 2

Day 1~5: Teach basic stitches such as how to make a hem and so forth. From now on, handling of equipments will be taught as well. Some important stitches' descriptions are mentioned below-

- Cross stitch: It is commonly used for decorative purposes, the cross-stitch is X-shaped and arrayed like tiles.
- Whipstitch: The thread spirals around the edge of one or both pieces of fabric.
- Running stitch: The thread runs straight along the fabric, going up and down with visible spacing between stitches on each side of the fabric.
- Ladder stitch: As the name implies, this stitch goes to the right, up, to the left, up and repeats
- Backstitch: Similar to the running stitch, except that the thread doubles back so that there is no visible spacing between stitches

Relevant images depicting these stitches have been attached in the Annexures.

WEEK 3

The practicing of stitching can be continued from Week 2 but starting from Week 3, each day can have extra hygiene educating sessions which will cover the following ideas as mentioned in the table below-

Day	**Activity**
Day 1	Disease Prevention: Target population will be taught how good hygiene lowers risk for diseases and illness commonly spread through viruses and bacteria. Good hygiene is key to preventing infection when wounds and skin irritation are present.
Day 2	Social and Professional Acceptance: Ideas of how children who practice good hygiene can avoid being bullied and ashamed of their periods at school, will be imparted to the target population. The stigma around menstruation will be addressed.
Day 3	Higher Confidence and Self-Esteem: Target population is taught how being clean and well-groomed can help one feel more confident and comfortable both physically and mentally. Feeling dirty, oily, and non-fresh not only puts one's physical health at risk. It can also trigger negative emotions of discomfort, irritability, and anxiety.
Day 4	Pain Prevention: It will be taught how practicing good hygiene can prevent one from developing painful diseases and infections. They will be made aware of how suffering from chronic pain can reduce overall quality of life and even lead to co-morbid disorders, such as obesity and painkiller addiction. Good hygiene can help one stay in good overall health so that they can avoid experiencing pain caused by certain medical conditions.
Day 5	Understanding Good Hygiene: They will be taught how good hygiene is crucial to good overall health and wellness because it helps lower the risk for disease, illness, and medical conditions caused by the effects of poor hygiene.

Source: Author of the Proposal

*These special sessions on menstrual health can be organised in collaboration with **NGOs** working towards women's health and **UN Women**.*

WEEK 4

This will be the Production week. From now on, target population will be taught each product to tailor after they have had a command on the basic stitches. Since four basic products are to be taught-

1. Sanitary Napkins
2. Face Masks
3. Towels
4. Hair covers

Therefore, each product will be given a three-day duration-
Day 1: Learn how to stitch
Day 2: Practice the Stitch
Day 3: Practice the Stitch
Day 4: Make the final product

From now on, people are divided into groups. Each group tailors one kind of product so there should be at least 4 groups.

There can be as many sub-groups as necessary, depending on how many members conform each group (the smallest, the easiest to teach). For instance: Sanitary napkins group A/ sanitary napkins group B. Each sub-group should have a leader and an external person who supplies material.

However, it is to be noted that the target population shall be given the choice to extend their training period (by learning more products apart from the ones they have been allotted through grouping i.e. the remaining three) or they may start to specialise in the tailoring the product which is taught to them.

A detailed timeline after the group division is given below-

Day	**Activity**
Day 1	The very first teaching lesson can start with an accurate video viewing. After it, the team leader can add some information and the whole group can discuss the task. It is the right moment to solve questions and give plenty of answers.
Day 2	A reference person for each group starts distributing the fabrics. The leader of the group teaches the others how to sew the products. They all can start practising. If the leader finishes tailoring a sample of the product, it can be given to the members of the group, so they can see the final result and compare the product with theirs.
Day 3	The practice can continue. The team leader of every group (or sub-group) keeps teaching the others. If more materials are needed, an external person (one for each group or sub-group) can supply them.
Day 4	The practice can continue. The team leader of every group (or sub-group) keeps teaching the others. If more materials are needed, an external person (one for each group or sub-group) can supply them.

Day 5	The practice can continue. The team leader of every group (or sub-group) keeps teaching the others. If more materials are needed, an external person (one for each group or sub-group) can supply them.

Source: Author of the Proposal

At the end of four weeks the women will be adept in tailoring and can be given the following options-

1. Start working independently by forming Self Help Groups (this will promote the idea of entrepreneurship and start-ups)
2. Collaborate with Fair Trade to sell out the masks and hygiene products to local communities and hospitals
3. Introduces jobs for young mothers to stand economically independent with using their tailoring skills
4. Continue working under CAMAAY

SKILLS

The strike of COVID-19, the inevitable consequences of globalization, has definitely taught the world the importance of hygiene and health essentials shall be protected as human rights. Therefore, we believe the training of equipping health essential products to young girls and boys are primarily necessary as the products are lacking in Cameroon. Beyond that, they learned people shall cooperate with each other and do not discriminate by any of the cases. Therefore, the skills that young girls and boys will learn during and at the end of the project are going to be the following.



COMMUNITY PARTICIPATION AND VISIBILITY

As we are aiming to tie up with local hospitals, NGOs, community leaders, international organisations, handwashing stations, government ministries, the communities can employ the target population in order to participate in producing health essential products. In order to achieve our aims and visions, the group can promote the program with encouraging activity

plans and visual marketing strategies. It will be efficient to promote NGOs, local hospitals and charities to cooperate.

We will also stick flyers and posters to roll in admissions and ask for women to register for the tailoring programme. These will be lucid, easily understood and be distributed with the help of NGOs, through religious institutions and community leaders.

MONITORING & EVALUATION PLAN

The funding can be done by online donation through CAMAAY website, and UNICEF women. As it is difficult to collect the fund in Cameroon only. Thus, it would be helpful to team a funding volunteer to collect the fund on a media platform through fundraising as explained in the subsequent sections.

In order to ensure the proposal to reach its goal, the group shall not just focus on the production of health essential products but also how they are being sold and trade in the market, to see whether they are fairly being done. Thus, it is necessary to have fair conditions to see whether the structure of supply and demand occur. The major risk factors that could result in the project not delivering the expected results could be lack of teamwork and unfair trade in the external market. Educating young girls and boys the tailoring skill is surely the primary objective, but the more important goal is helping them to stand as individuals who have enough knowledge about hygiene to pursue financially independent, also building team works to solidify that they have more than hope to structure their lives.

In order to minimize the risks, it is important to group people into small numbers as well as match them by their age. People sharing similar age surely conduct efficient communication as they pretty much have similar learning knowledge, skill, adaptability, and mindset. Thus, mixing genders in age groups will bring better communication.

MANAGEMENT: STRATEGY AND ORGANISATION

Groups should be led by a person who can teach young people and help the others if needed.

During the COVID-19 crisis, in Barcelona there were many groups of people -especially women- who sewed protection products like masks or gloves. They were usually composed by 15 to 20 women who tailored between 800 and 1,000 masks per day. Some of them didn’t have any leader because all of their members already knew how to tailor these products. But in this case of this project proposal, we believe that it is important to have a reference person.

These Spanish groups also had an external person (one for each group) who was in charge of purchasing and handling materials and equipment. This person was also responsible for sterilizing all the tailored products before distributing them among hospitals. We aim to replicate this management methodology in our management strategy.

To sum up, the organization could be as follows:

- 1 team for each product (or sub groups if needed)
- 4 experts in tailoring (or as many as sub groups) leading the team
- 4 external collaborators (or as many as sub groups) assisting the team (purchasing materials when needed, distributing products, etc.)

Uniforms	**School bags**	**Bedsheets and Handkerchiefs**	**Hair-covers**
3 experts in tailoring various parts of uniforms. One expert for each item namely- skirts, shirts and shorts who teaches the whole group and leads the team	1 expert in tailoring school bags, who teaches the whole group and leads the team	The person tutoring for hand towels can also tutor for bedsheets, who teaches the whole group and leads the team	1 expert in tailoring hair covers, who teaches the whole group and leads the team
Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person	Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person	Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person	Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person
1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them	1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them	1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them	1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them

Source: Author of the Proposal

Sanitary napkins	**Hand towels**	**Masks**
1 expert in tailoring sanitary napkins, who teaches the whole group and leads the team	1 expert in tailoring hand towels, who teaches the whole group and leads the team	1 expert in tailoring masks, who teaches the whole group and leads the team
Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person	Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person	Rest of the group If there are too many people, there can be sub groups. Each sub group should have an expert and an external person
1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them	1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them.	1 external person. Maybe from CAMAAY or from another NGO collaborating with the project. He/She should be in charge of purchasing the materials and distributing the products. He/She should also be aware of the group's needs and supply materials when the group runs out of them

Source: Author of the proposal

The task can last for longer durations as since these are essential health products required by hospitals, schools or citizens need these tailored products. Additionally, making supplies for school going children will keep the project sustainable in the long run.

COMMUNITY ENGAGEMENT STRATEGIES

1. Incentivise endeavours of women by offering them salaries once the project starts to produce a sustained amount of income.
2. Offer personality development classes
3. Create a creche within the space so that young mothers can bring in their children and leave them in safe and secure hands
4. Provide lunch as a part of the mid-day meals for the target population so that they loo
5. Out of the seven-day week wherein 5 are fixed with learning, on the sixth day allow them to tailor whatever they feel like to so as to foster creativity

MATERIALS AND EQUIPMENT NEEDED

The following materials and equipments could be useful to tailor our health and safety products:

1. Cotton fabrics
2. Mask filter
3. Elastic bands
4. Scissors
5. Sewing thread
6. Tape Measure
7. Clips
8. Sewing machines
9. Irons
10. Paper
11. Pen
12. Chalk
13. Waist Bands

The annexures comprise of videos showing how to tailor these products along with photographs for the tailoring reference of some of the products.

With reference to fabrics and machinery suppliers, we suggest the shops, associations and companies enlisted below.

Sr. No	Name	Information	Contact
1	MINSANGI	**MISANGI** is an online clothing platform based in Douala, Cameroon that could be a material supplier or might know any local company who can supply materials. They can provide us with experts in tailoring who can teach the teams or can collaborate with the project in some other way (maybe by donating the materials). They are experts in masks and hair covers, amongst other products.	Phone number: +237 6 53 77 20 24 Email: https://bit.ly/2N4lvP9
2	**Tailors of Cameroon**	**Tailors of Cameroon** which is a platform that meets people/clients with tailors. They mainly work for 'haute couture' but could be contacted in case	Website: https://bit.ly/2N62rQx Contact: https://www.facebook.com/

		they could collaborate with the project (providing us with experts or donating materials, etc.)	TailorsOfCameroon/about/?ref=page_internal
3		**SODECOTON** is a company created by the Cameroonian Government in 1974 to manage die cotton. It organises the production and marketing of cotton in the country.	Website: https://www.cdcgroup.com/en/about/ Email: csmith@cdcgroup.com Phone number: +27 (0)11 302 4600
4		**Buetec** is a Cameroonian company specialized in tailoring clothes. During the COVID19 crisis, they are sewing facemasks too.	Website: http://buetec-broderie.com/ Email: buetec@buetec-broderie.com Phone numbers: (237) 233 470 139 / (237) 673 439 000 / (237) 678 994 639
5		**Ficelle** is a Cameroonian company with expertise in the field of uniform manufacturing. It is also a leader locally and one of the major suppliers to the CEMAC region.	Website: http://www.ficellebroderie.com/ Email: info@ficellebroderie.com Phone number: (237) 6 96 99 94 47
6		**Embroidery Order:** Cameroon household sewing computerized embroidery machine	Website: https://bit.ly/2YKVBFw Email: order@wonyo.com Phone number: +86-755-26611896 Whatsapp:+86-13828875559
7	**UK Sewing Machines Appeal for Cameroon, Africa**	It is a community group on Facebook that works for the procurement of sewing machines.	Website: https://bit.ly/3eeVUPu

FINANCES: DONORS AND FUNDING

Companies and non-governmental organisations in the field can contribute to the project by donating money or materials.

Sr. No	Name	Information	Contact
1	Groupe SABC **Brasseries du Cameroon**	From research it was found that most of the companies in Cameroon are banks or airlines. Hence, they have nothing to do with tailoring or the public health sector. Nevertheless, one that could be contacted is **Brasseries du Cameroon**, a brewing company participated 8.8% by Heineken and with the Prime Minister as major shareholder. It sponsors sports and it has a Corporate Social Responsibility. Hence it can be approached.	Phone number: 00 237 233 42 91 33 Address: 77, Rue du Prince Bell BP 4036 Douala Cameroun Website: https://lesbrasseriesducameroun.com/fr
2	FOUNDATION FOR WOMEN'S ADVANCEMENT **Women Advancement NGO**	Foundation for Women's Advancement is an independent non-profit organization chartered in the United States in 2008. The foundation funds educational programs Cameroon that provides professional skills and training, high school/college scholarships, character development, and more.	https://www.womensadvancement.org/cameroon Email:info@womensadvancement.org Phone number: +1 888.399.5170
3	RuWCED Making a difference **Rural Women Development Center (RuWCED)**	It is a local NGO promoting women rights, health and rural development in Cameroon. Approaching this NGO can be fruitful for our proposal	https://ruwced.org/index.php/contact-us Email: info@ruwced.org Phone number: +237 6 81 74 05 38

4	**CAMEROON TASK FORCE**	The Cameroon Task Force partners with the people of Kribi to improve their health and educational opportunities. Over the years, the Task Force has supported many activities, from building and expanding a Vocational Training Center, to providing dormitories for high school students, meeting facilities for educators, and classrooms to conducting emergency trauma training for healthcare professionals. In 2012, 2015 and 2017 Cameroon Task Force organised sewing workshops.	Website: https://cameroontaskforce.org/ Email: stjohn@gci.net Phone number: (907) 344-3025
5	**Community Centre for Integrated Development (CCID)**	CCID is a non-profit organisation based in the South West Region of Cameroon. It was established in 2016 to advance the rights of communities, women, girls and young people while strengthening community leaders and community-based organisations to respond to the needs of indigenous people. In order to realise this mission, CCID supports integrated development initiatives in the areas of gender equality and equity, sustainable livelihoods, participatory leadership, governance and accountability.	Address: P O Box 1505 Molyko, Buea. South west Region Cameroon Email: info@comuceid.org Phone Number : (+237) 674 432 435 / 670 044 614
6	**Together for Women and**	Together for Women and Children (TOWOC) is a non-governmental, not-for-profit organisation, working in Cameroon with children, youth, parents, the government and intergovernmental bodies to promote community welfare. Founded in 2017, the organisation works to identify and fulfil the needs of women	Address: BP 20646 Yaoundé,Cameroon, Mobile:(+237) 675206180 Email: info@towoc.org https://www.towoc.org/contact.php

	Children (TOWOC)	and children, with specific emphasis on rural and underprivileged communities through participatory approaches.	
7	**Integrated Health for All Foundation**	It is a local NGO promoting health among the population in Cameroon	PMNCH | Integrated Health for All Foundation (IHAF) Email: inquiries@ihafcam.org Telephone number: +237 33194916
	Recover Foundation	It is a Spanish NGO conformed by doctors and nurses already based in Cameroon. It gives materials, talent and grants to the health sector and supports local organizations.	Phone numbers: (+34) 91 411 09 68 - (+34) 91 049 67 31 Email: info@fundacionrecover.org Website: https://fundacionrecover.org/covid-19-te-necesitamos/

An agreement can be exchanged with the NGOs and CAMAAY can handle them some tailored material in exchange for their donations/collaboration. Or, we could both participate in the project by CAMAAY providing sewn products and the NGOs take up the charge of providing fabrics or sterilizing and distributing the products.

Finally, another way to get financial support can be through **fundraising**. The following link leads to a crowdfunding community which connects companies, donors and non-profit organisations in almost every country, included Cameroon. Link: https://bit.ly/3eb0z54

INTERNATIONAL ORGANISATIONS TO BE APPROACHED FOR FUNDING

Sr. No	Name	Information	Contact
1	The Sewing Machine Project	**The Sewing Machine Project** is a non-profit organisation promoting the donation of sewing machines, fabric and supplies.	Website: https://thesewingmachineproject.org/ Form: https://thesewingmachineproject.org/contact-us/
2	AMERICAN PATCHWORK & quilting	**All People Quilt** is a tailoring-specialized organisation. We are not sure they can donate fabrics, but they must have lots of sewing-related contacts. Plus, they advise about where to donate unwanted fabric scraps	Website: https://www.allpeoplequilt.com/ Email: info@apqshop.com Phone number: 1-888-636-4478 (https://www.allpeoplequilt.com/how-to-quilt/organization/where-to-donate-unwanted-fabric-scraps)
3	SEWmuchHOPE	**Sew Much Hope** provides sewing machines to refugees in the US and others in need abroad to foster self-reliance and help end generational poverty.	Website: http://sewmuchhope.org/ Email: sewmuchhope101@gmail.com Phone number: (801) 706-0301
4	SEWING DOC	**Sewingdoc.com** is an organization that gathers broken, old sewing machines and repairs them in order to be donated.	https://www.sewingdoc.com/donations https://www.sewingdoc.com/pickup-service Phone number: (770) 676-6333
5	GLOBAL INNOVATION FUND	**Global Innovation Fund** is a non-profit innovation fund headquartered in London that invests in the development, rigorous testing, and scaling of innovations targeted at improving the lives of the world's poorest people.	Website: https://www.globalinnovation.fund/ Contact: https://www.globalinnovation.fund/contact/

PARTNERSHIPS

Sr. No	Name	Information	Contact
1	MINSANGI	MISANGI is an online clothing platform based in Douala, Cameroon that could be a material supplier or might know any local company who can supply materials. They can provide us with experts in tailoring who can teach the teams or can collaborate with the project in some other way (maybe by donating the materials). They are experts in masks and hair covers, amongst other products.	Phone number: +237 6 53 77 20 24 Email: https://bit.ly/2N4lvP9
2	Tailors of Cameroon	**Tailors of Cameroon** which is a platform that meets people/clients with tailors. They mainly work for 'haute couture' but could be contacted in case they could collaborate with the project (providing us with experts or donating materials, etc.)	Website: https://bit.ly/2N62rQx Contact: https://www.facebook.com/TailorsOfCameroon/about/?ref=page_internal
3	CREATIVE BEE	Creative Bee Foundation has been helping women weavers in India produce washable masks made of organic cotton. Collaborations can be achieved with them to virtually teach the nuances of tailoring to our target audience.	Email: design2@creativebee.in, binakrao@creativebee.in Number: +91 6303157791
4	Buetec	Buetec is a Cameroonian company specialized in tailoring clothes. During the COVID19 crisis, they are sewing facemasks too.	Website: http://buetec-broderie.com/ Email: buetec@buetec-broderie.com Phone numbers: (237) 233 470 139 / (237) 673 439 000 / (237) 678 994 639

5		Ficelle is a Cameroonian company with expertise in the field of uniform manufacturing. It is also a leader locally and one of the major suppliers to the CEMAC region.	Website: http://www.ficellebroderie.com/ Email: info@ficellebroderie.com Phone number: (237) 6 96 99 94 47
6		The United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women, is a United Nations entity working for the empowerment of women for nearly a decade.	Tel: +1 646 781-4400 Fax: +1 646 781-4444 Website: www.unwomen.org Mailing address for postal delivery: Name of addressee UN Women Room # and phone extension United Nations Secretariat 405 East 42nd Street New York, NY 10017-3599

On the other hand, many companies could give talents or fabrics. The ones which we have identified are enlisted below, with details.

These companies would be very keen in collaborating with our project because they could publish it on their websites or even in some media, so it can benefit their own perception. Hence it will not only bring CAMAAY into limelight through global leaders in tailoring but also help us for future collaborations. Many companies have a 'Corporate Social Responsibility' (Corporate Social Responsibility is a popular concept practiced by companies in India. This novel thought can be applied to countries across the globe) under which they take up actions driven to impact positively the environment or some specific social groups. Thanks to this, the companies could be very interested in collaborating with our project.

The companies identified which can serve the purpose are enlisted below.

Sr. No	**Name**	**Information**	**Contact**
1.	INDITEX	**INDITEX:** it is a Spanish multinational clothing company headquartered Galicia. Inditex, the biggest fashion group in the world, operates over 7,200 stores in 93 markets worldwide.The company's flagship store is Zara, but it also owns the chains Zara Home, Massimo Dutti, Oysho, Bershka, Pull and Bear, Stradivarius and Uterqüe.	Address: Edificio Inditex. Av. Diputación s/n. 15143 - Arteixo. A Coruña - Spain Telephone number: +34 981 185 400 Website: http://www.inditex.com
2.	H&M	**H&M:** It is a Swedish multinational clothing-retail company known for its fast-fashion clothing for men, women, teenagers and children. As of November 2019, H&M operates in 74 countries with over 5,000 stores under the various company brands, with 126,000 full-time equivalent positions. It is the second-largest global clothing retailer, just behind Spain-based Inditex.	Address: H&M Hennes & Mauritz AB. Mäster Samuelsgatan 46A. SE - 106 38 Stockholm, Sweden Telephone number: -46 8 796 55 00 E-mail: info@hm.com Website: https://hmgroup.com/about-us/contact-us.html
3.	MANGO	**MANGO:** It is a Spanish clothing design and manufacturing company, founded in Barcelona. It has over 16,000 employees.	Telephone number: +34 938 602 222 E-mail: press@mango.com Website: https://press.mango.com/en/corporate_775

BUDGET PROPOSAL

TABLE 01: CONTRIBUTIONS OF BENEFICIARY(IES) COMMUNITY(IES) AND PROPOSING ORGANISATION (NGO)

Sources of Community Contribution	**Type (cash/in kind)**	**Committed/ Projected**	**Value in CFA Francs**
Community Centre for Integrated Development (CCID)	In kind (talent/ collaborators)	Projected	16,398.925 CFA Francs
Together for Women And Children - TOWOC	In kind (talent/ collaborators)	Projected	16,398.925 CFA Francs
Recover Foundation	Cash / in kind	Projected	65,834.69 CFA Francs
Rural Women Development Center (RuWCED)	In kind	Projected	16,398.925 CFA Francs
Women Advancement NGO	In kind	Projected	16,398.925 CFA Francs
UN Women	In kind	Projected	16,398.925 CFA Francs
Total of Community Contribution			**1,47,829.315 CFA Francs**

Source: Author of the Proposal

TABLE 01 CONTINUED

Sources of proposing organisation contribution	**Type (cash/in kind)**	**Committed/ Projected**	**Value in CFA Francs**
MINSANGI	Materials/talent/cash	Projected	65,595.70 CFA Francs
Tailors of Cameroon	Materials/talent/cash	Projected	65,595.70 CFA Francs
SODECOTON	Materials/cash	Projected	65,595.70 CFA Francs
Buetec	Materials/ talent/ cash	Projected	65,595.70 CFA Francs
Ficelle	Materials/talent/cash	Projected	65,595.70 CFA Francs
INDITEX	Materials/cash	Projected	196,787.10 CFA Francs
MANGO	Materials/cash	Projected	196,787.10 CFA Francs
Total of proposing organisation contribution			**721,552.70 CFA Francs**

Source: Author of the Proposal

TABLE 02: OPERATIONAL COSTS

Sr. No	Item	Quantity (Number)	Cost (CFA Franc)
1.	Announcements	1.Facebook Announcements[6] 2.Printable pamphlets (Quantity: 100)	1)12,230 CFA Francs (Monthly internet charge by mobile internet provider Orange Cameroun) 2)Basic printout charges
2.	Staff Cost	Minimum 8 experts in tailoring (or as many as sub groups) leading the team Minimum 4 external collaborators (or as many as sub groups) assisting the team (purchasing materials when needed, distributing products, etc.)	The workshop will be done on a voluntary basis by the project heads until a significant income is generated from the project. Once there is a set regular flow of income, the volunteers may be provided with stipend for their services.
3.	Fixed Services Cost	The machinery shall be stored in the community centre of CAMAAY. However if there is a need to expand the scope of the project, an external community centre might be taken up on rent.	0 CFA Francs
4.	Machinery Spends	120 handheld irons will be used for a six-hour shift.	540 CFA Francs
5.	Office Costs	This includes internet charges for tutoring the target population. Other expenses regarding stationary such as pen and paper has been covered under Table 3.	48920 CFA Francs
Total Estimated Cost			**61,700 CFA Francs** (excluding printout charges of pamphlets)

Source: Author of the proposal

TABLE 03: ESTIMATED PRODUCTION COST: EQUIPMENTS AND MATERIALS

Sr. No	Item	Pieces Required and Total Cost (CFA Franc)	Cost per piece (CFA Franc)	Prospective Source for purchasing
1	Handheld Irons	Pieces needed: 120 irons Total Cost: 6,96,600 CFA Francs	5805	https://bit.ly/2UIsHVz
2	Sewing machines	Machines needed: 255 Total Cost: 2,07,23,850 CFA Francs	81,270	https://bit.ly/3fj1e4k
3	Scissors	Pieces needed: 260 Total Cost: 54,340 CFA Francs	208.98	https://bit.ly/2MWAx9x
4	Elastic Bands	Pieces needed: 600 yards Total Cost: 13,24,200 CFA Francs	2,207 (15 yards)	https://bit.ly/37BO3ZN
5	Sewing Threads	Pieces needed: 427 Total Cost: 14,55,063 CFA Francs	291.63	https://bit.ly/3d9IhzX
6	Tape measures	Pieces needed: 300 Total Cost: 4,380 CFA Francs	14.58	https://bit.ly/3ftMCz9

7	Clips	Pieces needed: 500 Total Cost: 7,805 CFA Francs	17.41	https://bit.ly/2B7px6C
8	Paper	Pieces needed: 1600 boxes Total Cost: 464,392 CFA Francs	290.25 (one box)	https://bit.ly/3fnp8vD
9	Pens	Pieces needed: 720 Total Cost: 4,248 CFA Francs	5.83	https://bit.ly/2UJLWhv
10	Chalk	Pieces needed:1000 Total Cost: 2,920 CFA Francs	2.92	https://bit.ly/30JWJfo
11	Cotton Fabric	Pieces needed: 1000 metres Total Cost: 116,655 CFA Francs	116.65 (one metre)	https://bit.ly/2BauZpc
12	Mask Filter	Pieces needed: 10 kg Total Cost: 1,45,818 CFA Francs	14581.62 (one kg)	https://bit.ly/3fom8iD
13	Waist Band	Pieces needed: 1500 yards Total Cost: 8,805 CFA Francs	5.87 (per piece)	https://bit.ly/3eqkSLP
Total Estimated Cost:				**25,10,100 CFA Francs**

Source: Author of the Proposal

Endnotes:

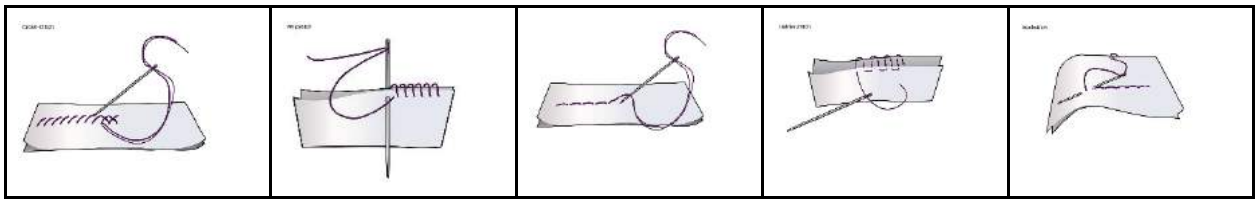
1. As of May 2020, there are 1,266,962 people in need, including 437,513 IDPs (Internally Displaced Persons). Around 351,000 IDPs and 372,000 people need water, sanitation and hygiene services.
2. Research by Agbor, Valirie & Mbanga, Clarence & Njim, Tsi. (2017), it was found that, "adolescent girls constitute 23.2% (5.4 million) of the total Cameroonian population, 44.5% of whom reside in rural areas. About 84% of the married. By 2011, 25% of adolescent girls in Cameroon had already begun their reproductive life; 21% of whom had at least a child and 4% were pregnant for their first time. In addition, the proportion of adolescent girls who had already begun their reproductive life was remarkably elevated in the rural (34%) compared to urban areas (18%)."
3. In another research on child marriage by Achu Frida Njiei and Norah Aziamin Asongu, it was observed that since it is a common practice in Cameroon that the husband looks after the wife, women are seldom educated and hence have no economic opportunities for themselves. Hence both of these researches show the pressing need to target girls in their reproductive age.
4. In an article published by the United Nations Office for the Coordination of Humanitarian Affairs, it was noted that because of long durations and stretches of school closures, tens of thousands of children are out of school. With nothing to look forward to until the conflicts subside and the situation gets back to normal. In these challenging times, the youth is faced with uncertainty about the future and hence it becomes imperative to equip them with skills so that they can earn enough for leading a dignified life. Another factor strongly playing a role in school dropouts is the taboo around menstrual hygiene.
5. UNICEF is supporting the Ministries of education to establish conditions for safety and protection of children from infection before schools reopen on 1 June for 1,200,000 exam goers. To support the national response efforts, UNICEF handed over to the Ministry of Public Health a consignment of Personal Protective Equipment (PPE) comprising 5,680 coverall protection, 6,950 non-sterile gowns, 2,450 N95 masks, 7,850 surgical masks. Taking these statistics into account, there exists a humongous scope for tapping into mass production of masks and other medical equipment.
6. As per recent data, 23 % of Cameroon's population uses Facebook (as of 2019). Small announcements about the workshop can be shared there to rope in more people to attend them. Source for the information: https://www.internetworldstats.com/africa.htm

ANNEXURES

Useful links for tailoring of products:

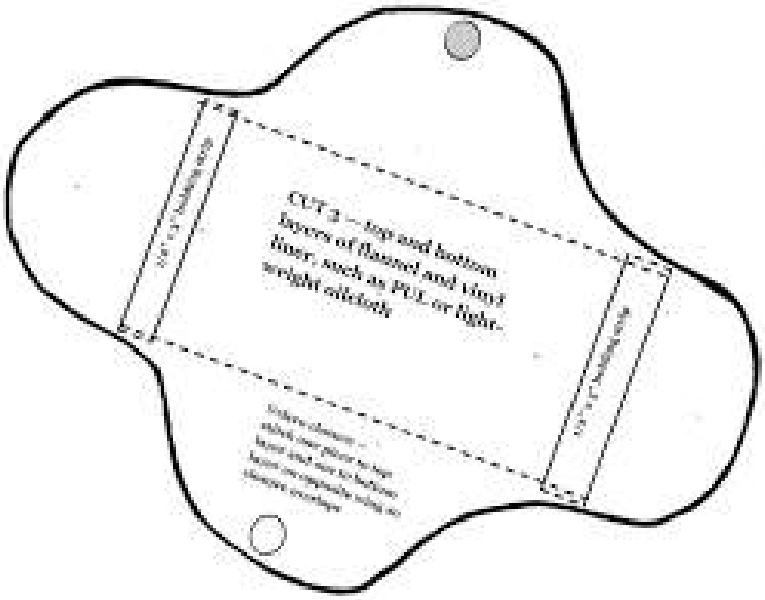
1. https://www.youtube.com/watch?v=LVMQPqy_Ly8 (sanitary napkins)
2. https://www.youtube.com/watch?v=fARCN8Ay6V4 (hand towels)
3. https://www.youtube.com/watch?v=S9RWII2-5_4 (masks)
4. https://www.youtube.com/watch?v=tmPnQFkigYs (hair covers)
5. https://www.youtube.com/watch?v=_4BaaNxADz4 (skirts)
6. https://www.youtube.com/watch?v=Z4VbqCOgtfU (shirts)
7. https://www.youtube.com/watch?v=fCywaSuVQ-s (tunics)
8. https://www.youtube.com/watch?v=6w-rHhbswfE (shorts)

Stitching styles details:



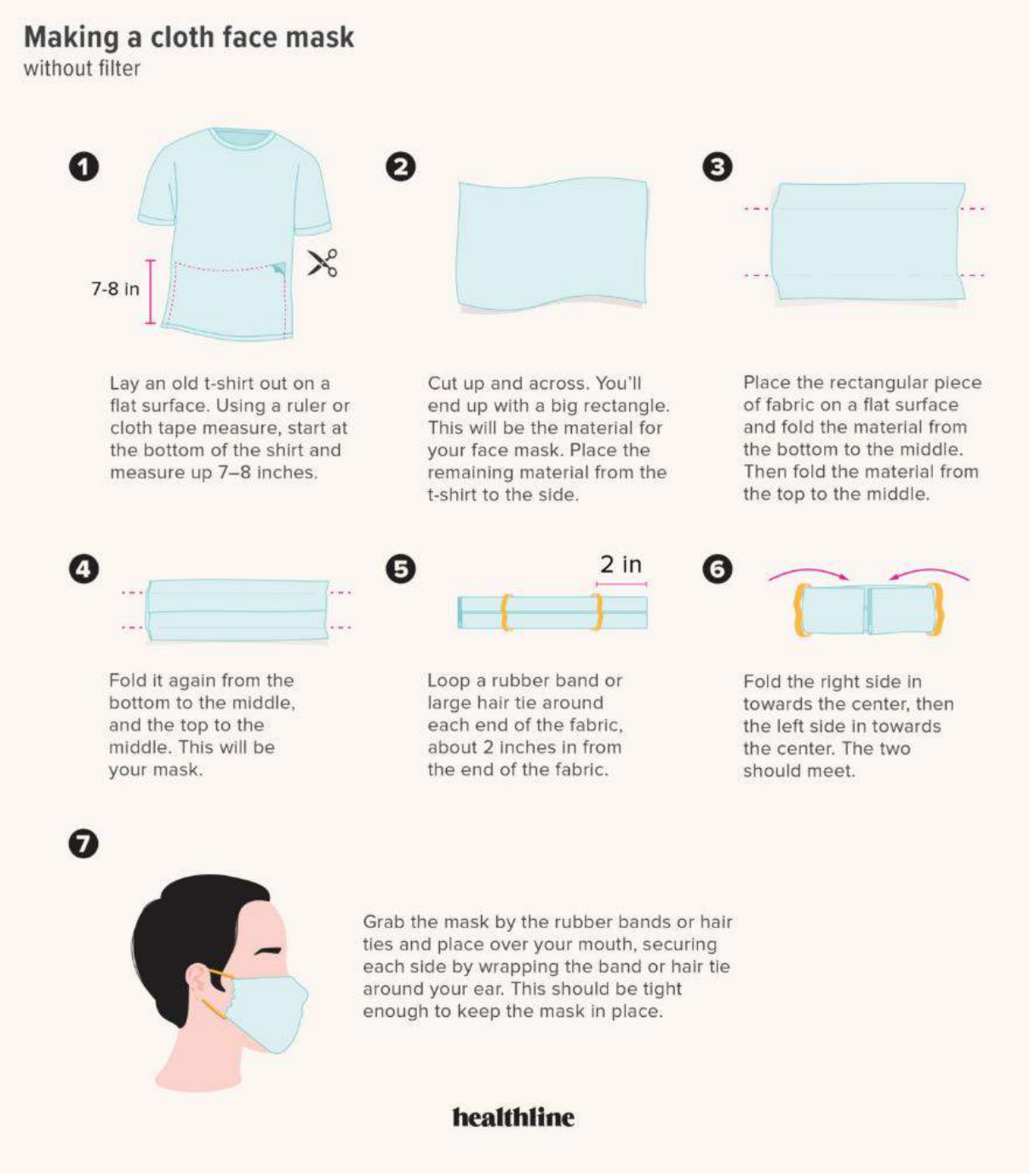
The following images depict step by step instructions on how to sew safety and health products:

1. SANITARY NAPKINS

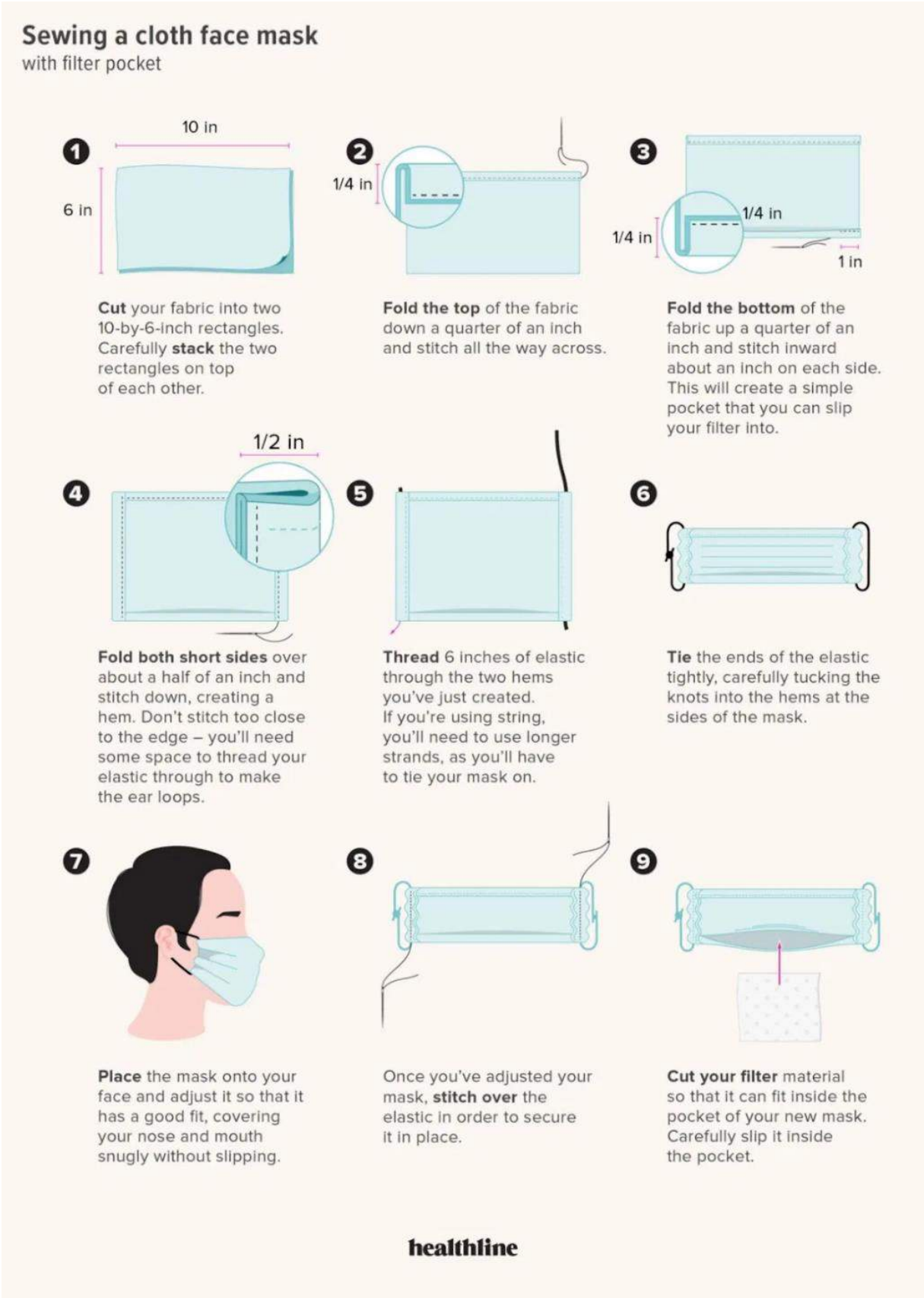


Source: www.godschild.org

MASKS



Source: www.healthline.com



Source: www.healthline.com

Cameroon Association of Active Youths (CAMAAY) Policy Proposal

Mechanics & Bike Repairs as an Income Generation Opportunity for Youth

By Sarah Tashman & Samriti Maharjan

Objectives

To develop employment opportunities through providing equipment and training in the mechanic and bike repair industries for girls and boys displaced by the Cameroon Anglophone crisis.

Project Summary

This project will provide equipment, training, and networking opportunities for boys and girls, age 15-19, interested in the mechanic and bike repairs industry. Our target community is the North-West and South-West regions of Cameroon, with a specific emphasis on largely populated cities such as Meme, Fako, Wouri, Mezam, and Manyu.

Donors for Materials/Finances:

- International Labour Organization: https://www.ilo.org/pardev/donors/lang--en/index.htm
- Agence Française de Développement: https://www.afd.fr/en/finance-projects
- The International Centre for Technical and Vocational Education and Training: https://unevoc.unesco.org/home/UNESCO-UNEVOC+-+What+we+do
- Africa Development Bank Group: https://www.afdb.org/en
- Embassy of Japan in the Republic of Cameroon: https://www.cmr.emb-japan.go.jp/itprtop_en/index.html
- French embassy in Cameroon: https://cm.ambafrance.org/-English-

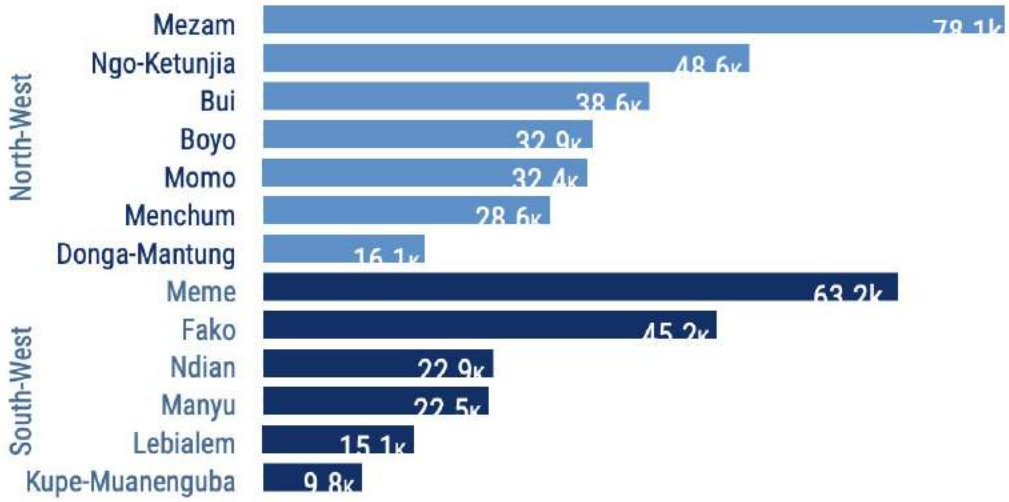
Potential Partnerships:

- Wheels 4 Life: https://wheels4life.org/
- Bicycles for Humanity: http://bicycles-for-humanity.org/
- Re-Cycle: https://www.re-cycle.org/
- Pedals for Progress: https://www.p4p.org/
- Agence Française de Développement: https://www.afd.fr/en/finance-projects
- The International Centre for Technical and Vocational Education and Training: https://unevoc.unesco.org/home/UNESCO-UNEVOC+-+What+we+do
- Africa Development Bank Group: https://www.afdb.org/en

PROJECT IMPLEMENTATION SITES AND TARGET POPULATION:

The target population is based in the West, North-West, and South-West boundaries of Cameroon. Specifically, our policy is aimed towards helping

- Those displaced by the Anglophone crisis
- Young mothers and young boys aged 15 to 19
- English speaking citizens generally inhabit this region; however, the program will be open to all displaced boys and girls – regardless of language.
- There will be no educational requirements for this course, however, students with some education history will likely benefit from the program more.
- To be chosen for the program, students must show active interest, drive, and passion for the subject.
- The program will be implemented in cities, as displaced citizens tend to agglomerate in these areas. Cities such as Meme, Fako, Wouri, Mezam, and Manyu will be targeted for large populations and accessibility.



Source: (OCHA Humanitarian Snapshot, 2020)

CONTEXT AND JUSTIFICATION:

The Anglophone Crisis, also known as the Ambazonia War or the Cameroonian Civil War, has forced more than half a million people to flee their homes throughout Cameroon. The areas most impacted by this violence are the North-West and South-West regions, with cities

such as Meme and Fako in the South-West and Mezam and Ngo-Ketunjia in the North-West facing the highest number of internally displaced persons. Approximately 44.5% of the displaced population are children, with 96,472 being girls and 95,031 being boys (OCHA, 2020). These children and young adults have experienced immense trauma, displaced without proper education or training to help them transition into the Cameroonian job market. Moreover, the population's human capital levels are severely depleted, as many students were forced to stop school or training because of the civil war. With this in mind, the returns to education in Cameroon are extremely high. Students who complete secondary general school or some type of technical education earn as much as 40.3% more than their counterparts (Sosale & Majgaard, 2016, p. 70).

In order to assess this growing problem throughout the region, our project aims to provide skills, training, and employment opportunities for those disadvantaged and displaced by the crisis. By focusing specifically on mechanics and bike repairs, we seek to establish training programs for girls and boys looking to improve their vocational skills and overall human capital levels. With proper funding, support, and facilitation, the program can improve the overall skill levels of those affected and ease the long-term externalities of the war.

- Firstly, the program will provide essential materials and equipment necessary for students to begin their training and education in mechanic and bike repair.
- Secondly, by establishing partners throughout the North-West and South-West areas, the program will reach out to local teachers, business owners, and specialists to facilitate classes and tutorials. Using local community members can allow students to learn the most important foundations of the discipline from those who are practicing in their area.
- Thirdly, the program will establish networking systems, either through the local volunteers or apprenticeships, for students to implement their skills as soon as they graduate. Having community members as teachers of the program can increase job prospects and better respond to market demands.

OBJECTIVES

The overall objective of the project is to improve human capital levels and skill sets of young adults displaced by the Anglophone crisis. By providing students with tools and equipment, classes, and networking or apprenticeship programs, this initiative can expand the labor market for the mechanic and bike repairs industries.

Specific objectives:

1. To provide supplies, equipment, and resources necessary to establish bike and mechanic repair vocational programs for 200 youth, divided into 20 groups, throughout the

North-West and South-West areas. Our main beneficiaries will be the young boys aged 15-19 participating in the programs, who will gain valuable skills and abilities to further their employment opportunities.

2. To provide weekly classes, theoretical courses, and workshops to teach participants mechanic and bike repair skills. This is to improve their employment prospects, while also increasing the human capital levels of the area. By contacting 5-10 local business owners, training schools, and community officials, a partnership can be established in which trained mechanics and workers teach these vocational skills to students in their areas. Depending on the size and funding of the program, community members can volunteer their time, while also marketing their own businesses throughout the program

3. To arrange 2 contacts for each youth graduate of the program, easing their access to employment opportunities. By using local automobile businesses or training facilities, a built-in network can be created between students and teachers. Once students have graduated from the program, they will have created relationships with community members who can help their job search.

Main expected results (indicate quantities desegregated in terms of men, women, youth, people with disabilities)

1. Short-term results: A 90% increase in mechanic and bike repair skills for all participants of the program. By the completion of the program, all students should know essential mechanics and bike repair skills, such as changing a flat tire or jump-starting an engine.

2. Medium-term results: Increased employment opportunities and networking systems used by graduates of the program. 100% of participants will receive contacts for employment, generating up to 40.3% greater employment prospectus for graduating students (Sosale & Majgaard, 2016, p. 70).

3. Long-term results: An 5% increase in capital levels and skill sets of boys in girls in the North-West and South-West regions. (200 students x 40.3% = 4.9% increase).

OUTCOMES AND ACTIVITIES

The immediate outputs of this program will be an increase in the skills of participants, with knowledge in the mechanics and bike repairs industries. Our outcomes are the establishment of a networking system, in which graduates can seek employment opportunities or apprenticeships. This will increase the employment rates of the areas,

leading to an increase in the general supply of the workforce and in the demand of the population. With the proper institutions in place, this program could potentially impact the long-run human capital accumulation levels and unemployment levels of the North-West and South-West regions of Cameroon. To ensure that students receive enough attention and that materials are used efficiently and effectively, the program will run two different groups throughout the week.

Program Groups - Bike Repairs

Grouping Number	**Class Day**
Group 1	Tuesday
Group 2	Thursday

*Classes are once a week for an hour and a half

Program Groups - Mechanic Repairs

Grouping Number	**Class Day #1**	**Class Day #2**
Group 1	Monday	Wednesday
Group 2	Tuesday	Thursday

*Classes are twice a week for an hour

Program Schedule - Bike Repairs

	Week 1	**Week 2**	**Week 3**	**Week 4**
Objective 1	First aid training & How to fix & properly inflate a flat tire (Annex 1)	How to inspect & clean a bike chain (Annex 4)	How to adjust bike brakes (Annex 7)	How to replace a cassette (Annex 10)
Objective 2	How to change brake pads (Annex 2)	How to “true” a wheel (Annex 5)	How to adjust a derailleur (Annex 8)	How to replace handlebars (Annex 11)
Objective 3	How to replace a broken spoke	How to fix & reattach a broken chain	How to replace a freewheel & cassette	How to replace cranks

	(Annex 3)	(Annex 6)	(Annex 9)	(Annex 12)

Program Schedule - Mechanic Repairs

	Week 1	**Week 2**	**Week 3**	**Week 4**	**Week 5**	**Week 6**
Objective 1	Introduction & first aid training	How to change spark plugs (Annex 16)	How to replace windshield wipers (Annex 19)	How to fix a manual transmission (Annex 22)	How to clean a carburetor (Annex 25)	How to repair air conditioning (Annex 28)
Objective 2	How to change an engines oil (Annex 14)	How to change a car battery (Annex 17)	How to change & replace brake pads (Annex 20)	How to fix an automatic transmissions (Annex 23)	How to repack & replace wheel bearings (Annex 26)	How to replace air filters (Annex 29)
Objective 3	How to change & replace a flat tire (Annex 15)	How to replace headlights & taillights (Annex 18)	How to jump-start an engine (Annex 21)	How to clean a car engine (Annex 24)	How to check & replace brake fluid (Annex 27)	How to remove exterior scratches (Annex 30)

SKILLS

By offering a hands-on learning environment, students will gain technical skills in bike repairs and the essentials of mechanics. Students will understand an excellent knowledge of motor technology, practical skills on motor bike repairing as well as ability to solve problems. Participants will develop their soft skills like good communication skills, critical thinking skills, developing close focus and attention towards work and independent working with minimum guidance.

The graph above shows the specific technical skills participants will develop throughout the training period. Participants will also gain precision skills from the workshops they participate in, increasing their attention to detail and analytical thinking skills.

COMMUNITY PARTICIPATION AND VISIBILITY

Despite this demographic advantage, youth in Cameroon has been facing several challenges, compromising their socio-economic potentials. Some of these challenges include unemployment, poverty, and lack of access to basic social security services.[1]Young people are enthusiastic individuals who have abundant energy to invest in. The growing trends of young people developing interest in motor mechanics and riding bikes indicate that mechanic and bike repair skills development training will help them generate income as well as play a role model to other youth in the society. Indeed, young people, from this training, will develop their creativity and technical skills in motor mechanics and repairing bikes. Moreover, this project will also help them in developing their interest in further studies through their continuous learning habit from this training.

Community leaders will motivate and inspire young people to learn skills during the crisis in the following reasons:

· Young people help the community's people through their skills in repairing and servicing motor engines and bikes.

· Young people will use their skills in generating income which will support their family's economic growth.

· They will also build their interest in further study in motor mechanics in support of their career development.

Throughout this project, community leaders will encourage the participation of especially young girls and other young people from marginalized communities.

Furthermore, community leaders will coordinate with the local media and financial institutions for the source of funding to the project. This can be facilitated through local radio stations, new channels, and community meetings. Banners and fliers will be distributed throughout the targeted areas, and information about the program will be posted on targeted social media platforms (Facebook, Twitter, Instagram).

MONITORING & EVALUATION PLAN

A regular monitoring will take place to track the progress against the expected project results in a timely manner. Stage one of the monitoring will take place once a month, conducted by the project leader. The leader will provide suggestions for adjustments in the project strategy, as necessary. During each weekly meeting, the project leader will conduct assessments of each team member's objectives, goals, and progress. Stage 2 consists of team members turning in a

[1] Cameroonian Youth on Ending Poverty: It's about bridging the gap skill-The World Bank

monthly progress report, explaining their results and problems. Stage 3 will be a final evaluation will be conducted by an external evaluator at the end of the project. This evaluation will assess the effectiveness of the project implementation in terms of achievement of its planned results.

Monitoring and Evaluation Timetable

Stage	Time-Period	Conducted By	Objective
1	Monthly	Project Leader	Project leader will conduct assessments on team members' work and provide suggestions or changes. This is to ensure that the team is staying on progress and that the program is running successfully
2	Monthly	Team Members	Team members will turn in monthly progress report updating the project leader on their results and difficulties
3	Conclusion of Project	External Evaluator	The external evaluator will assess the effectiveness and achievement of the program

The project exit strategy and its implementation will ensure the sustainability of the project. Moreover, the increased knowledge and skills on motor mechanics and bike repairing will provide a long-term benefit to the youths and local people of the Anglophone community. Young people will build their passion in mechanics which will further help them build their career in mechanical engineering. Promotion of technical services skills will develop the financial and social development of the community. A strong focus will be placed on the coordination with the key stakeholders including community leaders, local government, financial institutions and other development actors working in the project area.

Risk Assessment:

Project Activities	Risks	Mitigation Measures
Provide training and vocational education to young girls and boys on motor mechanics and bike repairing	Lack of awareness on gender equality	Influence young people on their awareness of gender equality with support from local coordinators and community leaders

	Household work and childcare responsibility could hamper young mothers to enroll in training	Establish flexible time for training as necessary.
	Financial constraints	Coordinate with development partners and automobile companies for financial support
	Different interest in skill development	Inspire young boys and girls to build their career development in motor mechanics and bike repairing

Team Roles & Responsibilities:

1. **Project Leader** - Oversees that the team meets its monthly goals and objectives. All decisions and changes within the program must be approved by them.
2. **Head of Operations** - Facilitates weekly meetings, contact between team members, and creates meeting objectives.
3. **Head of Finance & Budgeting** - Creates program budget, including allocating funds for materials and equipment, marketing, and payment of teachers.
4. **Head of Fundraising** - Contacts potential investors, loan opportunities, and grants. Transfers funding to head of financing and budgeting.
5. **Head of Partner Organization & Facilitation** - Contacts potential partner organizations to facilitate equipment donations.
6. **Community Liaisons (2)** - Contacts community members, leaders, and local business owners to find teachers and experts to run the program. Responsible for marketing the program to potential students throughout targeted areas.
7. **Bike Repair Experts (3)** - Teaches the bike repair program, creates program syllabus, and compiles list of employment opportunities and potential businesses.
8. **Mechanic Repair Experts (5)** - Teaches the mechanic repair program, creates program syllabus, and compiles list of employment opportunities and potential businesses.
9. **Logistical Support (4)** - Helps other team members complete their tasks and ensures the success of the program.
10. **Funding Committee (2)** - Supports the Head of Finance and Budgeting and provides logistical support.

MANAGEMENT: STRATEGY & ORGANIZATION

Phase 1: Equipment Accumulation and Funding

Phase 1 will establish the fundamental building blocks of the program. By initiating funding through potential investors and partners, the program's first step will be to compose a list of essential materials and equipment needed, as well as a potential budget. The time period for completion should be approximately 1 months.

Phase 2: Local Market Research and Outreach

By establishing networks on the ground in Cameroon, this project will contact locally owned mechanic shops, bike repairs, and vocational schools to create a faculty for the program. The curriculum and length of the program will be decided by experts in the community, pending approval. This phase requires the most amount of time, as relationships need to be created with local community members.

To ease this process, workers can contact both government and non-government organizations in the areas such as:

- Groupement Interprofessionnel des Artisans (GIPA)
- The Ministry of Employment and Vocational Training (Ministère de l'Emploi et de la Formation Professionnelle) (MINEFOP
- Vocational Training Centres of Excellence (Les Centres de Formation Professionnelle d'Excellence)
- Sector Vocational Training Centres (Les Centres Sectoriels de Formation Professionnelle)
- Centres for Training Professionals (Les Centres de Formation aux Métiers)
- Apprenticeship Centres (Les Centres d'Apprentissage Professionnel)
- Accelerated Public Vocational Training Centres (Les Centres Publics de Formation Professionnelle Rapide)
- The National Employment Fund (Le Fonds National de l'Emploi)
- The National Observatory of Employment and Vocational Education (L'Observatoire National de l'Emploi et de la Formation Professionnelle (ONEFOP)

Phase 3: Networking and Apprenticeship

Once a student completes the program, community leaders and local workers will help students network employment opportunities. With local business owners and community members participating as teachers or mentors, students will have access to local labor markets and employment prospectus. Teachers can recommend students to businesses, provide potential apprenticeship, or advise students on starting their own business.

Phase 1 & Phase 2 Planning and Implementation Schedule

	Month 1 (Phase 1)	**Month 2 (Phase 1)**	**Month 3 (Phase 2)**	**Month 4 (Phase 2)**
Tasks	- Creation of team - Assign roles & positions - Contact potential partners - Begin financing program (fundraising, grants, loans)	- Contact local community leaders - Contact local business owners - Finalize funding & partner organizations	- Find teaching facility - Create & sign contracts with teachers/mentors -Recruit & screen candidates	- Buy materials, equipment, and supplies. - Advertise program throughout community - Finalize program syllabus
Required Team Members	- Project Leader, - Head of Operations - Head of Finance & Budgeting - Head of Fundraising -Head of Partner Organization & Facilitation	- Project Leader - Head of Operations - Head of Fundraising - Head of Partner Organizations & Facilitation - Community Liaisons	- Project Leader - Head of Operations - Community Liaisons - Logistical Support - Bike & Mechanic Repair Experts	- Project Lead - Head of Operations, Head of Finance & Budgeting - Community Liaisons - Logistical Support - Mechanic & Bike Repair Experts

*Meetings are twice a week (or more if needed) for four months

MATERIALS AND EQUIPMENT NEEDED:

Bike Repair Tools:

- Allen Wrench Set (2-12mm)
- Open End Wrenches (6-17mm)
- Spoke Wrench
- Torque Wrench (¼" and ½")
- Tube and Tube Patch Kit
- Pump (Hand or Electrical)
- -Tire Levers
- -Bike Lock
- -Chain Repair Tool
- -Repair Stand
- -Chain Cleaner
- -Needle Nose Pliers

General Mechanic Tools:

- Impact Wrench
- Torque Wrenches (¼" and ½")
- Socket Set
- Spanner Set
- Screwdriver Set
- -Tire Pressure Gauge & Inflator
- -Pry Bar
- -Wire-Stripper
- -Jumper Cables
- -Pliers Set

Potential Bike Suppliers:

- Wheels 4 Life: https://wheels4life.org/
- Bicycles for Humanity: http://bicycles-for-humanity.org/
- Re-Cycle: https://www.re-cycle.org/
- Pedals for Progress: https://www.p4p.org/
- Africa Project: https://bicyclewarehouse.com/pages/africa-project

Potential Mechanic Suppliers:

- Mechanic Tools Warehouse: https://www.mechanicstoolswarehouse.com/
- Wholesale Auto Supply Co: https://www.wascoonline.com/

FINANCES: DONORS AND FUNDING

Organizations such as Wheels 4 Life, Bicycles for Humanity, Re-Cycle, and Pedals for Progress all provide bikes to communities in need in developing nations. Additionally, Re-Cycle and Pedals for Progress also administer local mechanic training programs, maintenance, and repair skills. Working with these organizations to, firstly, provide the necessary equipment for the facilitation of the program, but also create training and maintenance programs.

The funds could be made through applying in the open call for proposals to the grassroot organizations in Cameroon. Funding could potentially be provided by the International Labour Organization's grant programs, the Agence Française de Développement's grants and loans, and the International Centre for Technical and Vocational Education and Training (a subsection of the UN Educational, Scientific, and cultural Organization) grant and funding initiatives. Below are the few agencies and links provided for grants to the grassroot organization in Cameroon through the proposal call.

Embassy of Japan in the Republic of Cameroon
Website: https://www.cmr.emb-japan.go.jp/itprtop_en/index.html
Address: 1535, Rue 1828, Bastos-Ekoudou, BP 6868, Yaounde
Phone: +237 2 22 20 62 02
+237 2 22 20 65 85
Call for proposal link: https://www.cmr.emb-japan.go.jp/files/000502748.pdf

French Embassy in Cameroon
Website: https://cm.ambafrance.org/-English-
Address: Plateau Atemengue BP 1631
Phone : (00 237) 222 22 79 00
Call for proposal link:
https://cm.ambafrance.org/Call-for-proposals-2020-Innovative-Projects-from-Civil-Societies-and-Coalitions

International Labour Organization-

- Website: https://www.ilo.org/pardev/donors/lang--en/index.htm
- Phone: +41.22.799.7239
- Email: PARDEV@ilo.org

Agence Française de Développement-

- Website: https://www.afd.fr/en/finance-projects
- Phone: +33 1 53 44 31 31

The International Centre for Technical and Vocational Education and Training-

- Website: https://unevoc.unesco.org/home/UNESCO-UNEVOC+-+What+we+do
- Phone: +49 228 8150-100
- Email: unevoc(at)unesco.org, webmaster

Africa Development Bank Group -

- Website: https://www.afdb.org/en
- Phone: +225 2026 3900

Wheels 4 Life -

- Website: https://wheels4life.org/.
- Address: Wheels4Life P.O. Box 21
  Laguna Beach, CA
  92652 USA

Bicycles for Humanity -

- Website: http://bicycles-for-humanity.org/

Re-Cycle -

- Website: https://www.re-cycle.org/
- Phone: +44 01206 617 865
- Address: Unit 8 The Grove Estate
  Colchester Road
  Wormingford
  Colchester
  Essex, CO6 3AJ

Pedals for Progress -

- Website: https://www.p4p.org/
- Phone: +1 908 638-4811
- Address: PO Box 312
  High Bridge, New Jersey
  08829-0312

POTENTIAL PARTNERSHIPS:

Potential partnerships can be created both internationally and in the affected areas of Cameroon. These partnerships can be used to provide funding, materials, and resources to affected regions and those displaced. Within Cameroon, partnerships with local business, training centers, and community leaders can provide the teachers and mentors needed for this program and possible employment opportunities for graduates.

Cameroon Based Partnerships:

- GAP Motors:
  - Website: https://www.facebook.com/gapmotors9/
  - Address: Aéroport, BP: 415 Douala, Cameroon

- GROUP NCY Motors Cameroon
  - Website: group-ncymotors.com
  - Phone: +237 6 96 93 27 56
  - Address: Yaoundé, Cameroon 13491

- Tradex SA
  - Website: www.tradexsa.com
  - Phone: +237 233 43 63 75
  - Address: Tradex SA BP 1468
  DOUALA - CAMEROUN,
  BP: 1468 Douala, Cameroon

- ASTA (Automotive Service Training Academy)
    - Website: asta.autohaus-cameroon.com
    - Phone: +237698727658
    - Address: 15512 Akwa Douala, Cameroon

- NEWTECH-Training
    - Website: www.newtech-training.com
    - Phone: +237674 94 64 27
    - Address: Bonaberi Petit pont besseke
      00237 Douala, Cameroon
- Fred Auto Services
    - Website: fas.com
    - Phone: 671889015

International Partnerships:

- Wheels 4 Life-
    - Website: https://wheels4life.org/.
    - Address: Wheels4Life P.O. Box 21
      Laguna Beach, CA
      92652 USA

- Bicycles for Humanity
    - Website: http://bicycles-for-humanity.org/

- Re-Cycle
    - Website: https://www.re-cycle.org/
    - Phone: +44 01206 617 865
    - Address: Unit 8 The Grove Estate
      Colchester Road
      Wormingford
      Colchester
      Essex, CO6 3AJ

- Pedals for Progress
    - Website: https://www.p4p.org/
    - Phone: +1 908 638-4811

- Address: PO Box 312
  High Bridge, New Jersey
  08829-0312

Agence Française de Développement-

- Website: https://www.afd.fr/en/finance-projects
- Phone: +33 1 53 44 31 31

The International Centre for Technical and Vocational Education and Training-

- Website: https://unevoc.unesco.org/home/UNESCO-UNEVOC+-+What+we+do
- Phone: +49 228 8150-100
- Email: unevoc(at)unesco.org, webmaster

Africa Development Bank Group -

- Website: https://www.afdb.org/en
- Phone: +225 2026 3900

POTENTIAL BUDGET:

1. **Production Costs**

Production Costs (CFA Francs)	**Tools (Approx per student)**	**Equipment (Approx per student)**	**Total (Approx per student)**	**Total (100 Students per Group)**
Bike Repairs	56,596.80 CFA	63,598.47 CFA	120,195.27 CFA	12,019,527 CFA
Mechanical Repairs	125,446.52 CFA	37,925.69 CFA	163,372.22 CFA	16,337,222 CFA

2. **Operational Costs**

Operational Costs (CFA Francs)	**Banners/Flyers**	**Radio Marketing**	**Total**
Bike Repairs	144,689.80 CFA	173,627.76 CFA	318,317.56 CFA
Mechanical Repairs	144,689.80 CFA	173,627.76 CFA	318,317.56 CFA

3. **Staff Costs**

Position	**Salary (CFA Francs)**
Project Leader	45,000 CFA per month
Head of Operations	40,000 CFA per month
Head of Finance & Budgeting	40,000 CFA per month
Head of Fundraising	40,000 CFA per month
Head of Partner Organization & Facilitation	40,000 CFA per month
Community Liaisons (2)	Volunteer Workers
Bike Repair Experts (3)	Community Volunteers/Local Business Owners
Mechanic Repair Experts (5)	Community Volunteers/Local Business Owners
Logistical Support (4)	Volunteer Workers
Funding Committee (2)	Volunteer Workers

Total for 1 month: 205,000 CFA **Total for 4 months: 820,000 CFA**

4. **Fixed Service Costs**
   Approx 583,500 CFA per month (subject to rent prices)
   Approx 2,334,000 CFA for entire program

5. **Office Costs**

Paper	**Miscellaneous Supplies**	**Total**
57,875.92 CFA	115,751.84 CFA	173,627.76 CFA

6. **Contingency Costs**

Type of Cost	**Percentage of Cost**	**Total**
Production Cost	10%	2,835,674 CFA
Operational Cost	5%	31,831 CFA
Staff Costs	10%	82,000 CFA
Fixed Service Costs	5%	116,700 CFA
Office Costs	5%	8,681 CFA

Total Contingency Costs: 3,074,886 CFA

TOTAL PROGRAM COST (APPROX): 35,395,897 CFA

Funding & Contributions

Type of Contribution (Community, Partnership, Organization)	***Type (cash/bank transfer/donation)***	***Committed or Projected?***	***Value in CFA Francs***
Community - Government Leaders/ Regional Authorities	Cash or Bank Transfer	Projected	1,458,750 CFA
Community - Small Business Owners/Local Experts	Cash or Bank Transfer	Projected	1,458,750 CFA

Organization - UN	Bank Transfer	Projected	8,752,500 CFA
Organization - The International Centre for Technical and Vocational Education and Training	Bank Transfer	Projected	2,917,500 CFA
Organization - Agence Française de Développement	Bank Transfer	Projected	2,917,500 CFA
Organization - Africa Development Bank Group	Bank Transfer	Projected	2,917,500 CFA
Partnership - Wheels 4 Life	Donations (Equipment/Materials)	Projected	1,458,750 CFA
Partnership - Bicycles for Humanity	Donations (Equipment/Materials)	Projected	1,458,750 CFA
Partnership - Re-Cycle	Donations (Equipment/Materials)	Projected	1,458,750 CFA
Partnership - Pedals for Progress	Donations (Equipment/Materials)	Projected	1,458,750 CFA

Total Community Contribution: 2,917,500 CFA

Total Organization Contribution: 17,505,000 CFA

Total Partnership Contribution: 5,835,000 CFA

TOTAL FUNDING : 26,257,500 CFA

ANNEX

Annex 1- Fixing a flat tire: https://youtu.be/eqR6nlZNeU8

Annex 2- Replacing brake pads: https://youtu.be/6RQ9UabOIPg

Annex 3- Replacing a broken spoke: https://youtu.be/J9OgdG-5QjM

Annex 4- Inspecting and cleaning a bike chain: https://youtu.be/JZ-gJVzUCRs

Annex 5- Truing a wheel: https://youtu.be/tP3uAy1YQpQ

Annex 6- Replacing a bike chain: https://youtu.be/rWchudX-Tqs

Annex 7- Fixing brakes: https://youtu.be/hg6s596PPRY

Annex 8- Fixing a derailleur: https://youtu.be/UkZxPIZ1ngY

Annex 9- Replacing a freewheel: https://youtu.be/T_vRbBRPr3c

Annex 10- Replacing a cassette: https://youtu.be/7-MYHOpzT5A

Annex 11- Replacing handlebars: https://youtu.be/Ir-Or1xszMQ

Annex 12- Replacing cranks: https://youtu.be/cPQyQnNdews

Annex 13- General Bike Maintenance: https://www.bikeride.com/guide/

Annex 14- Changing a car's oil: https://youtu.be/O1hF25Cowv8

Annex 15- Replacing a flat tire: https://youtu.be/joBmbh0AGSQ

Annex 16- Changing spark plugs: https://youtu.be/g2lPAUBk2ek

Annex 17- Changing a car’s battery: https://youtu.be/R5Xa6eMAriQ

Annex 18- Replacing headlights: https://youtu.be/8YELn24WZ5U

Annex 19- Replacing windshield wipers: https://youtu.be/4mOm2u9YqwA

Annex 20- Replacing brake pads: https://youtu.be/y6HxORx0g-g

Annex 21- Jump starting an engine: https://youtu.be/iI1o2hNy2hE

Annex 22- Fixing manual transmission: https://youtu.be/al08aGQTkFk

Annex 23- Fixing automatic transmission: https://youtu.be/yd7L1kRcHBE

Annex 24- Cleaning an engine: https://youtu.be/PRSoRkM8GcM

Annex 25- Cleaning a carburetor: https://youtu.be/NWCKvU2FmDc

Annex 26- Replacing a wheel bearing: https://youtu.be/fe_WtKIKlYA

Annex 27- Replacing brake fluid: https://youtu.be/V5O_pbC8R2E

Annex 28- Repairing air condition: https://youtu.be/rulXlnG2Unk

Annex 29- Replacing air filters: https://youtu.be/RdXVxbd59es

Annex 30- Removing scratches: https://youtu.be/2nYF46P7B2c

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CAMEROON ASSOCIATION OF ACTIVE YOUTHS (CAMAAY)

SUSTAINABLE AGRICULTURAL DEVELOPMENT

INCOME GENERATION FOR FAMILIES

SREEJITH PATHMARI
(Team Lead)
Team 8

PROJECT COORDINATORS

JUSTIN PHILIPPE RANUDA
RODERICK

Project title

Income generation for families through Sustainable Agricultural Development

Project Theme

To develop a sustainable livelihood plan to revitalize the displaced communities and generate ways to earn passive incomes for each family. Communities consist of;

- Women(26-50 years)
- Men (26-50 years)
- Youth (17-25 years)
- Students deprived of education (9-16 years)
- Differently Abled Persons (no age bar)

Objectives

- Adoption of **Organic Agricultural production strategy** and thereby override the impediments of communities to be food secure.

- To encourage and emphasize organic farming by the way of **encouraging compost maneuvers** in the domestic and institutional level as against chemical fertilizers and pesticides. This will also enhance the production of safe to eat food products. **(Waste Management Unit)**

- To create a **market for locally produced** products and promotion through single window platform **(Farmers Association)**

- To **generate passive incomes for displaced communities;** especially for young mothers and unaccompanied children.**(Through Women's Wing and Students Wing)**

- **Impart education and empowerment** through experience and to develop a scrupulous youth community for the future of Cameroon.

- **Overhaul the disparity in food supply** and ensure the self sufficiency of communities being displaced. **(UN SDG 2)**

Project summary

Our project works as a catalyst to the agricultural sector in Cameroon, where we adapt some perennial strategies to improve the livelihoods of displaced communities. Our mission to empower, revitalize and make themselves self-sufficient through Organic Agriculture. We here address vulnerability in the agriculture sector that impedes the growth i.e. Lack of awareness, Lack of Financial aid, and high cost of production, price fluctuations, and reduced demand for local products, Unemployment and climate changes.

Thus, our pilot study will focus on training different segments of communities to do agriculture and make themselves sufficient to cope with these vulnerabilities. Primary focus on high yield crops like Maize, beans, groundnuts, huckleberry, rice, cassava and tomatoes in the North West region in Cameroon, but flexible for adaptation to other regions too. Because we could see that place in the North West more number of people are being displaced; specifically **271,167** (as per UN OCHA report)[1] out of **450K** in aggregate. During the process of the project will impart education, awareness and create opportunities for making passive income through agriculture and its value added products.

Donors for Materials/Finances

Funding organizations

- Umsobomvu Youth Fund (UYF)
- National Development Agency (NDA
- Industrial Development Corporation (IDC)
- Eskom Development Foundation
- Free State Development Corporation (FDC
- Anglo American
- SA Breweries
- Khula Enterprise Finance Ltd
- Social Development
- ABSA Bank
- Standard Bank
- First National Bank
- Development Bank of Southern Africa
- One Acre Fund
- World Concern International

Agricultural Training Organizations

- Ministry of Agriculture and Rural Development (MINADER)
- The National Program for Agricultural Extension and Research (PNVRA)
- Chamber of Agriculture Cameroon
- Institute of Research for Agricultural Development (IRAD)
- Forum for African Women Educationalists (FAWE)
- NGO Welthungerhilfe (Agro Action Allemande
- OXFAM NOVIB

Agricultural Equipment Suppliers

- AGRIPAK GROUP
- KANU EQUIPMENT
- AGRI SUPPLIES
- FARM TENDER
- AFRICAN WILD NUTS FARMERS GROUP CIG
- Abakwamex
- African Consumers & Services Sarl
- Agric Cameroon Ltd
- Agro Investment Group

Waste management

- Cameroonian Hygiene and Sanitation Company (Hysacam)
- INCINER8 International
- INCINER8 International
- ISWA - International Solid Waste Association

Irrigation

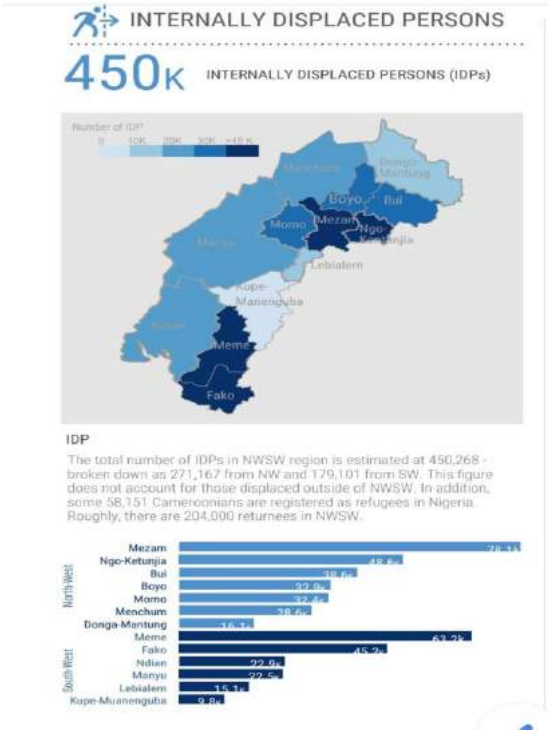
- Center for International Agriculture Cooperation
- Project Maji
- WaterAid
- The Water Project

1. PROJECT TITLE

Sustainable Agricultural Development through Community Engagement.

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

As per the latest report published by United Nations Office for Coordination of Humanitarian Affairs (UN OCHA) says, more than 450K IDPs (Internally Displaced Persons) has been reported since crisis inception; North West Region 271,167; South West Region 179,10; and more than 200K fled to neighboring region West, Littoral respectively. Out of those figures, 55% of IDPs are women, with children constitute 44.5% (96,472 girls, 95,031 boys)[2]. As we could see that Cameroon extensively depends on agriculture, say more than 70% of the total population and in rural areas it comes more than 90% have dependency on agriculture. Similarly, Cameroon constitutes 60% of the population under the age of 25, which means it has great potential to grow further (www.indexmundi.com)[3]. Furthermore, if we take the GDP status, agriculture contributes 14.42% (2018 EST.)[4], and stands as progressive sector of Cameroon's economic development.



(Source: UN OCHA Humanitarian Snapshot- see the reference section)

Considering aforesaid details our project would benefit an equal proportion of men and women (one of our objectives to ensure gender parity). Our project's pilot study will focus on 1000 households (with anticipation of average 4 persons in a family) selecting process based on following phases;

1. Segregation of total number of persons based on household; schools segments can be grouped by class basis (like combination of students age 9 -16 years). (**Segregation phase)**

2. Selection of Project Volunteers Executives (PVE) from communities (North West Region) criteria for selection of executives must be considered;

- Education in agriculture (previous experience)
- Secondary education,
- Age 18 -30 years
- Inclusion of tribal people (to ensure the communication gap)
- Gender parity(equal number of men and women)

3. Selected executives will be grouped and each group consists of 6 persons (3 men & women each). Plan to select 50 such groups (i.e., 300 PVEs)

4. Each volunteers group will undergo training in three level **Community Demonstration Farm Training** in Waterbodies Construction, Cultivation Training and Waste Management etc. (3 level - 45 days)

- Waterbodies Construction Training - 15 days
- Cultivation Training- 15 days
- Waste Management - 15 days

5. After training, each group will be given 20 households and one class of students group (each group 30 students approx); so in our case, if we are given training for 50 executive groups then a total of 1000 households and 600 students get training through executives. (As per pilot study)

6. Each group placed in different areas based on the household allotted to them.

7. T and V analysis (Training and Visitation) will start after three level training and report preparation every week by each PVEs.

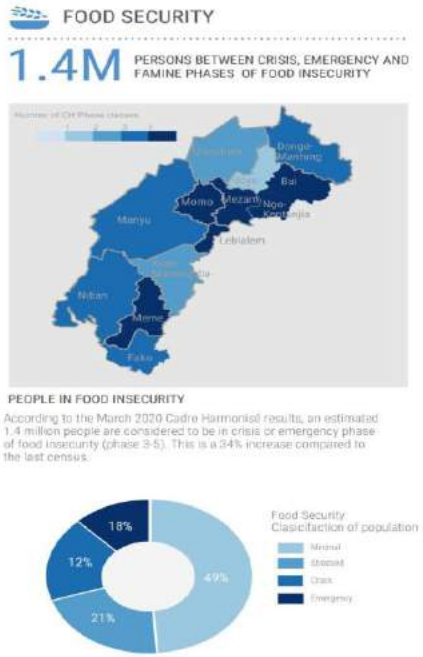
Exceptional benefits of these group working;

- Cost effectiveness (all PVE will be undergone as an internship in a project, thus expenditure on large communities will be minimum).
- Benefits of group dynamics (irrespective of gender can contribute equally).
- Shared use of expensive equipment.
- For Women, will be socially acceptable in society, become more persuasive in leadership and communication.

3. CONTEXT AND JUSTIFICATION

Issues to be rectified and **opportunities** to be explored through this project;

1. Ensure Food Security by adapting Organic Farming and increase availability of foods.
2. Reduce Agricultural vulnerability through resilient strategies.
3. Reduce unemployment through extensive training in both youth and women.
4. Single Window Platform helps Agriculture to be organized, avoid price exploitation.
5. Enhance local production and reduce over dependence on imported products.
6. Employment generation through self sufficiency in agriculture.



(Source: UN OCHA Humanitarian snapshot see reference section)

It has been clearly stated in the United Nations OCHA report, there are 1.4 million people being deprived of adequate foods and vulnerable to crisis. Although, out of those 18% are considered to be in an emergency situation and measures have to be implemented in New York minute[5]. Thus, enough and sustainable production at the local level has to be promoted in addition to international assistance.

Adoption of sustainable strategy in agriculture and creation of farmers association would be viable options to foster the perennial production. Through the single window platform or an association could reduce the risk of revenue loss and farmers can easily find a market for goods produced. Similarly, trained youth farmers will be the team leader to oversee the production and operations of the association. Whereby we could create substantial employment opportunities for both women and men's in society.

Innovative key aspects:

- **Farmers Association (**Project Volunteers Consortium)
- **Project Volunteers Executives**
  (Youth 17-25, Womens 26-50, Men 26-50)
- **Agri-Student's Wing (**9-16)
- **Micro Finance & Donors Relations Wing (**Project Volunteers Consortium**)**

Farmers Association

Farmers Association functions as a consortium of Project Volunteers Executives which is formed solely for promoting harvested crops by community farmers. Volunteer will carry out entire functions of Farmers Association.

Project Volunteers Executives

A group of trained volunteers who oversee the entire operations of project in consonance with Project Coordinator. Which consits of people from different age groups as mentioned.

Agri-Student's Wing

Activities of students Wing will be managed by PVE groups and outputs solids via Farmer's Association. Student wing members ages must be **9- 16**, the process of doing any implementation or activity will be composed of mixed genders every activity as per crops cultivation operations. Any children under this age bracket with physical/mental disabilities will be given a suitable task or job.

Micro Finance & Donors Relations Wing

Micro Finance body functions through small deposits collected from farmers and pump back to the community through crop loan and other financial assistance. Project Coordinators and together with Volunteers can manage these activities and external funding too.

4. OBJECTIVES

1. Achieve uninterrupted production by adopting resilient strategies in agriculture. Promote organic farming by initially focusing on 1000 households *(as per pilot study).*
2. Revitalize the displaced communities, *(Women 26-50, Men 26-50, students 9-16, youths 17-25 and differently abled persons with no age bar)* by imparting awareness, education and make themselves self-sufficient in Agricultural development.
3. Creation of copious employment opportunities in youth girls, boys, married women and differently abled persons. And also self sufficiency in financial needs.

Expected results of objectives mentioned

1. Organic farming is considered as a viable agriculture not only to enrich the health of communities but also to generate passive income for families. Initially it would benefit 1000 households (anticipation of 4 members in a family) with a total of 4000 people. Thus the target population will be the combination of different age groups.

    - Initial benefits for 1000 households (4000 family members)
    - 300 youths (total of 50 PVE groups with 6 executives each)
    - Initial benefits to 600 students to being involved in agriculture.

2. Organic Agriculture is advantageous because it requires less financial inputs (which were a major challenge to the local people), while placing more reliance on human and natural resources, thus moving farmers towards sustainable agricultural practices. Our trained PDE explains communities on how to effectively utilize available resources to them. Through Shared use of expensive equipment could save expenditure heavy investment on machines. Other qualitative results might benefits;

    - Awareness about innovative farm machines.
    - Crop Insurance awareness. (Beneficial to Women and differently able)
    - Train farmers to be resilient to vulnerabilities related to agriculture i.e., to cope up with climate change trained PVEs assist them in doing crop rotation, multi cropping strategies.

Table 1. Identification and ranking of crops and income of the sales of crops before and after the use of organic manure

Before the use of organic manure				After the use of organic manure					
Crops	Quantity	unit price	total	Quantity	unit price	total	Qty change	income change	% change
Corn ***	8	18000	144000	30	18000	540000	22	396000	73.33
Beans ***	4	20000	80000	25	20000	500000	21	420000	84.00
Groundnuts ***	10	25000	250000	30	25000	750000	20	500000	66.67
Huckleberry***	2	20000	40000	10	20000	200000	8	160000	80.00
Rice **	5	18000	90000	12	18000	216000	7	126000	58.33
Cassava **	3	15000	45000	10	15000	150000	7	105000	70.00
Tomatoes **	8	5000	40000	15	5000	75000	7	35000	46.67
Pumpkin **	20	2000	40000	33	2000	66000	13	26000	39.39
Cocoyam **	3	20000	60000	5	20000	100000	2	40000	40
Yams **	3	15000	45000	3	15000	45000	0	0	0
Sweet potatoes**	2	8000	16000	2	8000	16000	0	0	0
			850000			2658000			

5

(Source: Journal of Advances in Biology & Biotechnology (see reference)

3. At this phase, communities could utilize their surplus time to engage in diversification of their income. **For Women** could produce value added products from crops. i.e., in Cameroon Cassava can be utilized for producing Garri (tapioca), boboloh, fufu and also dry chips. And they can utilize the same platform to sell these value added products. Thus in long run it would help to employ more than 80% of DIP women to be engaged in these self sufficient production (as per UN OCHA out of total DIPs 70% are women)

Similarly, Farmers association would employ **Project Volunteers** to oversee the production and control logistics thereby more than 60% youths can be utilized their skill to get better coordination (as per UN OCHA Report out of total DIPs youth covers more than 60% including deprived students). Also homemade foods can create demand in the local market. If a group of **women and differently abled persons** can start making local foods and can be delivered in neighboring places. Finally, the Microfinance wing enhances the production by providing crops loans and subsidies to buy quality seeds etc. (beneficial to all wings).

5 OUTCOMES AND ACTIVITIES

Following are the main earmarked activities which could impact the communities in a perennial level.

1. **Community engaged Organic Farming**
2. **A Farmers Association (**group of Project Volunteers)
3. **Project Volunteers** (to oversee operations of project together with Project Coordinator)
    - Youth Volunteers (17-29)
    - Women Volunteers (30-50)
    - Men Volunteers (30-50)

4. **Agri-Students Wing 6 - 16** (to do school level farming with the assistance of Farmers Association)
5. **Micro Finance and Donors Relations Wing** (to manage micro loans and funding operations)

Selection of Project Volunteers Executives (PVE) (as mentioned from different age groups of communities. Selected PVEs from communities will go through training sessions as follows;

- Water Bodies Construction Training - 15 days
- Cultivation Training- 15 days
- Waste Management - 15 days

After training, each PVE group will be given 20 households and one students group (each group 30 students approx); so in our case, if we are given training for 50 executive groups then a total of 1000 households and 600 students get training through an initial phase. (As per pilot study).

Short Term Outputs

1. In the short run by engaging in Organic farming, communities get fresh and pesticides free yields. Which necessarily make them self sufficient and reduce the dependency on outside assistance.
2. Short term finance can be raised through collective investment from farmers.
3. As we know that most Cameroonians have been engaged in agriculture since earlier times, thus their expertise could make an impact on producing higher yields.
4. Creation of the youth wing would motivate and divert the young men and women to be engaged in productive activities.
5. Deprived students can enhance their skills by keeping engaged in community programs and they could earn more practical knowledge than what they were used to get in schools.
6. Women's and Differently Abled Persons' wings help to produce self required products for their own purposes and if surplus they could earn extra income.

Medium Term Outcomes

Although farming is not a daily activity, they could utilize their valuable time to livelihood activities such as poultry farm, piggery etc. Diversification, also the bio waste could be useful for organic farming.

- Bio waste collection unit
- Poultry farming and piggery
- Value added product selling (household women)
- Youth wing can take classes for students to do productive agriculture.

All these above mentioned diversified activities could create major outcomes at perennial level.

Long Term Impacts

1. Farming activities will be coordinated through creation of Farmers association.
2. Price parity will be fixed through association, so overstocking and understocking can be reduced.
3. Women empowerment can be achieved through extensive training programs and overdependence will be reduced in families.
4. Students will be trained from a grassroots level, this will enable them to understand and show them the process of growing food before you are able to cook it.
5. Farmers association will act as a local governing body in particular areas, whereby people get quality inputs, real-time information and awareness.
6. Agri startups can contribute innovative ways to promote agriculture in Cameroon.

Possible setbacks for this project

1. Unstable situations in areas i.e., civil conflicts necessitates to displace again.
2. Water bodies availability or irrigation opportunities.
3. Funding sources
4. Climate changes

Resilient strategies to overcome setbacks

1. Unstable situations in areas i.e., civil conflicts necessitates displacing again.

- Awareness programs
- Enable local government participation
- Introduce Crop Insurance- to support farmers yield

2. Water bodies availability or irrigation opportunities.

- Overhaul the existing water sources
- Creation of underground sources (help of NGOs and local governments)

3. Funding sources

- International Fund for Agricultural Development (IFAD) - *a specialized agency of the UN to support rural communities to do sustainable agriculture.*
- The Youth Agro Pastoral Entrepreneurship Program, a US$ 72 million program by IFAD - *to support innovative agro pastoral projects and startups.*
- The Global Agriculture and Food Security Program (GAFSP) was launched in 2010 by the G20 countries.
- Department of International Development UK funding schemes for developing countries (*This initiative offers grants and/or technical assistance of the value between £200,000 and £600,000*).
- Food and Agricultural Organization's Sustainable Development Goals schemes.

4. Climate changes

Sometimes lack of irrigation or shortage of rainfall, soil erosion could impact the yields produced. There are some resilient strategies to cope up with;

Vulnerability Analysis or Resilient Solutions for Sustainable Agriculture

This can be achieved through two phases;

- Intervention phase
- Awareness phase

Intervention phase:

In the initial phase we try to adapt some resilient strategies to curtail the vulnerability i.e., climate change or lack of irrigation etc.

- Renewable Energy usage for irrigation i.e., Solar Pumps
- Drip irrigation
- Sprinkler irrigation
- Inter cropping
- Multiple cropping
- Crop rotation

Awareness phase

Lack of awareness about developments in the agriculture sector creates redundancy and less productivity among farmers. Hence, during this phase proper awareness has to be imparted. Specifically about the effectiveness of sustainable agriculture.

- Awareness about crop insurance
- Climate resilient policies of government
- Creation of young farmers wing
- Real data providing system
- Creation of a startup wing to promote agricultural startups.

Strategies to meet funding needs unless beyond external funding;

- **Micro Finance Body (a subsidiary of FA)**

This body will act as a financial service provider in which they collect small savings from member farmers; the purpose is to give back to the community through micro agriculture loans. This practice would help us to meet short term financial and can reduce dependency on external funding sources.

- **Women's consortium**

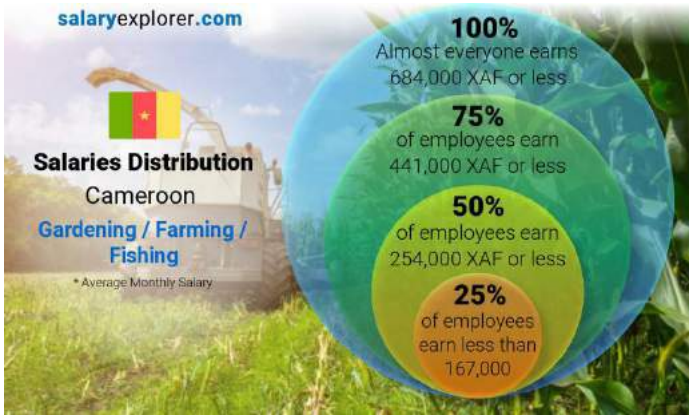
Here the association of women can form a consortium where they collect monthly savings from each member household; then shall be useful for development of their farming needs, production etc.

- **Students Consortium**

Every school can maintain a savings account either in each school separately or be with the Farmers Association. Later when funds request arise in respective school they could utilize it (only for Agricultural purposes)

Income projections

A person working in Gardening / Farming / Fishing in Cameroon typically earns around 270,000 XAF per month. Salaries range from 116,000 XAF (lowest average) to 684,000 XAF (highest average, actual maximum salary is higher). (*Data from salaryexplorer.com)*[6]



(Source: salaryexplorer.com)

This is the average monthly salary including housing, transport, and other benefits. Salaries vary drastically between different Gardening / Farming / Fishing careers.

Thus our project could achieve much more than mentioned income through diversification as mentioned i.e., selling of value added products and training of other households about unique ways of making particular products etc.

6 SKILL

Social empowerment

Through our community engagement programs youth girls and boys who are deprived of education could learn and make living for their families, which redirect them from unstable conditions that they have been facing.



(Picture Courtesy: UNICEF)

Entrepreneurship development

Cameroonians have already been to agriculture since their ancient times, though through extensive training in school level may help them to choose their career goals easily and foster them to exploit more opportunities.



(Picture Courtesy: afrika-news.com)

Rural Employment

Displaced communities can practice household farming and develop an earning capacity from grassroots level.



(Picture Courtesy: IFAD International Fund for Agricultural Development)

Students Empowerment

By adopting agriculture at school levels, enable students to be productive in academics and in life too. Working as community students will learn skills of team work, problem solving, disaster management and Agricultural development.



(Picture Courtesy: foodtank.com)

Organized Societal development

Through farmers association youths get trained on how to manage a team, operations and a single window platform cater the group of farmers to be coordinated, ensuring the market for their produce.



(Picture Courtesy: futuresplatform.com)

Women's empowerment

Young mothers can diversify their valuable time to do value added services i.e., homemade snacks from cops, garri from Cassava and sell it in an open market.



(Picture Courtesy: The New Times)

7 COMMUNITY PARTICIPATION AND VISIBILITY

- **Agri-Students Wing -** specializes in school level demonstration farming and promotes produced goods through farmer's association. This would help students aged from 9-16 to be engaged in co- curricular activities and therapy improve their skill in wide angles.

- **Agri-Youth Wing -** consists of a group of youth volunteers specialize in promotion of locally produced vegetables, fruits and organic waste management and operations of other sub Wings. Training will be given in Community Demonstration Farming..

- **Agri-Women's Wing** - consists of women volunteers specializes in promotion of Kitchen Garden farming and value added products production. Training will be given in Community Demonstration Farming..

- **Differently Abled Person's Wing** - consist of volunteers engaged in production of value added products from crops and marketing through Farmers Association. Youth wing and Women's wing together control this wing. Training will be given in Community Demonstration Farming..

Advertisement Strategies

- On social media the hash tag would be *#operationplantlovenothate #plantlovenothate*

    - This could be used to bring attention to the crisis that the country is currently facing in terms of displacement.

    - It could also be used as a method of collecting donations. The hash tag would be shared, and it could show someone cultivating their own plants and garden while also giving them the opportunity to donate via Gofundme or other money raising platforms.

- We could reach out to **fraternities** and **sororities** and see if they would be willing to host philanthropy events to support the cause.

    - Reaching out to organizations that have homelessness or food insecurity as their national philanthropies would be best however most organizations would be willing to raise money for a project like this if asked.

- Reaching out to companies like Starbucks that have philanthropy of the month and seeing if they would be willing to use our organization. This would be a great way to raise funds and bring visibility to the cause.

- **GoFundme -** an online funding platform to raise funds for projects, events for free of cost.

8. MONITORING AND EVALUATION PLAN

The projects plan monitoring can be done through following hierarchy;

- Farmers Association (FA)
- Project Volunteers Executives
- Agri-Students Wing
- Microfinance and Donors Relations Wing

Strategies to meet funding needs unless beyond external funding;

Micro Finance Body (a subsidiary of FA)

This body will act as a financial service provider in which they collect small savings from member farmers; the purpose is to give back to the community through micro agriculture loans. This practice would help us to meet short term financial and can reduce dependency on external funding sources.

Women's consortium

Here the association of women can form a consortium where they collect monthly savings from each member household; then shall be useful for development of their farming needs, production etc.

Students Consortium

Every school can maintain a savings account either in each school separately or be with the Farmers Association. Later when funds request arise in respective school they could utilize it (only for Agricultural purposes)

Risk factors involved

- Civil crisis is the major impediment *(can be reduced through awareness)*
- Local funding availability and regional schemes (this project could be source)
- Over Dependence on imported products weaken the local products. (Promotion through farmer's association)
- Lack of centralized coordination between farmers (creation of farmers association)

9. MANAGEMENT: STRATEGY AND ORGANISATION

Time Frame for the Project divided into two phases;

1. **Pilot Study 45 days (Community** Demonstration Farming)

- Water Bodies Construction Training - 15 days
- Cultivation Training- 15 days
- Waste Management - 15 days

2. **Implementation Phase**

In this phase once Community Demonstration Farming ends, the trained PVE groups will be alloted 20 households and students group (30 nos) for each group. And PVEs will manage entire activities with help of Project Coordinator. So here we have 50 PVE groups and 20 households and 30 students for each groups will be given. Total benefits would go to 1000 households and 1500 students during pilot study.

- T & V Analysis (Training and Visitation) - every weekend days by Project Coordinator
- Final Submission of Pilot Study -(after final T & V reports being submitted for reviewing under CAMAAY)

(Note: Anticipated time may vary according to donors' response and availability of funding.)

Responsibilities of Stakeholders

Farmers Association

- CAMAAY will be the prime controller of Association
- Project Volunteers Executives coordinate operations
- Project Coordinator will also be a part.
- Donors Relations
- Micro Financial services management

Project Volunteers Executives

- Manage the operations of subsections activities like, women wings, student's wings and coordinate them under a single canopy.
- Organic Waste collection and processing.
- Water Bodies management

Student's wing

- Selected representatives in students would oversee the functions of student farmers.
- Students will be grouped as per crops cultivation.
- Final operations will be managed by PVEs

10. MATERIALS AND EQUIPMENT NEEDED

Materials required for following functions

1. Water bodies creation materials (borehole, or public irrigation facilities)
2. Quality seeds
3. Farming equipments and Fertilizers
4. Vehicles (logistics purpose)

(Note: equipment details and sponsorship information are in progress)

11. FINANCES: DONORS AND FUNDING

One Acre Fund

Primary Work: Creating networks to support smallholder farmers.

The NGO implements a basic four-step plan:
1) Provide an $80 seed and fertilizer loan, 2) Deliver these goods to the farmer,
3) train farmers in sustainability techniques to improve farm profitability, and
4) increase market access and improve storage to help farmers sell their goods.

HQ MAILING ADDRESS
One Acre Fund
80 Broad Street
Suite 2500 New York, NY | United States 10004

PRIMARY CONTACT AND GENERAL INQUIRIES
admin@oneacrefund.org
Website: http://www.oneacrefund.org

World Concern International

Primary Work: Global relief and development for people facing extreme poverty, including food security, farming support, clean water, and job training

WORLD CONCERN HEADQUARTERS
19303 Fremont Ave N
Seattle, WA 98133
United States

Phone: (800) 755-5022
Fax: (206) 546-7269
Email: info@worldconcern.org
Website: http://worldconcern.org

DONOR REPRESENTATIVE
Contact Person: Kristin at (800) 755-5022.

InterAction

In partnership with recipient governments, the International Fund for Agricultural Development (IFAD) mobilizes billions in loans and grants to support programs and projects in rural areas empowering people to grow more food, better manage their land and natural resources, learn new skills, start small businesses, build strong organizations, and gain a voice in decisions that affect their lives. All IFAD projects are country-led and country-owned.

Address:
1400 16th Street NW, Washington D.C.

Contact Person: Lisa Peña
Director, Policy, Budget and Appropriations
lpena@interaction.org
+1 202-667-8227

Table 2: **OTHER SOURCES**

NAME OF INSTITUTION	TYPE OF FUNDING	ADDRESS & CONTACT DETAILS	INFORMATIONS
Umsobomvu Youth Fund (UYF)	GRANT	P.O Box 982 Halfway House 1685 Public Prosecutor Building 82 Kellner Str. Westdene BFN 9300 **National Office** Tel: 011 651 7000 Fax: 011 805 9709 **Free State Office** Tel: 051 400 8301 Fax: 086 603 0500 www.youthportal.org.za	*Grants offered to youth projects only (18-35yrs) *Provides funds for production inputs only. *Does not fund Poultry Production **Micro loans: R1000-100 000** Offered to black South African males (18-35 yrs) and women (of any age) who are, or plan to be very involved in business **Documents**. ● Application form ● Business plan ● Copy of ID ● Proof of residence ● Will be required to undergo credit check

National Development Agency (NDA	GRANT	Postnet Suit 131 Private Bag X 01 Brandhof 9324 Sanlam Building Zastroon Str Office 209 **National Office** Tel: 011 718 5500 Fax: 011 403 2514 **Free State Office** Tel: 051 430 2024 Fax: 051 403 2024 www.nda.org.za	**Funds existing and new projects** **2 types of funding** 1. request for proposals for new projects- advertised in newspapers 2. programme formulation- for existing projects **Documents**. - Copy of registration certificate - Business proposal - Copy of ID
Industrial Development Corporation (IDC)	LOAN	**National Office** Tel: 011 269 3000 www.icd.co.za P.O. Box 784055 Sandton 2146 19 Fredman Drive Sandown RSA	Agro-processing, value adding and projects under controlled environment e.g. hydroponics. **Special Funding** 1. Risk Capital Facility- provided to BEE and previously disadvantaged groups. 2. Support Programme for Industrial Innovation **<u>Three schemes</u>** **Product Development Scheme-** financial assistance for small, very small and micro enterprises. **Matching Scheme- f**inancial assistance for SMEs in the form of a grant of up to 50% of the qualifying cost incurred during the technical development stage, to a maximum of up to 1,5 million per project. **Partnership Scheme-** financial assistance provided in the form of conditionally repayable grant of 50% of qualifying cost incurred during development activity with a minimum grant amount of 1,5 million per project, repayable on successful commercialization of the project.
Eskom Development Foundation	TRAINING	P.O. Box 356 Bloemfontein 9300 Free State Office 051 404 2492 www.eskom.co.za/csi	No longer assists with production inputs and equipment. Assists with training on business, financial management, e.t.c Training is conducted on request. **Documents** - Copy of signed constitution - Copy of latest bank statement - Copy of registration certificate - SARS tax/exemption/clearance certificate - Copy of latest annual report or 12 months progress report - Copy of the latest audited financial statement (if any) - Municipal map showing erf number location of the premises from where the project operates - At least two letters of support from local organizations that

			know the project/business e.g. local authority, municipality or
Free State Development Corporation (FDC	LOAN	P. O. Box 989 Bloemfontein 9300 Fedsure House Third Floor Maitland Str. **Free State Office** Tel: 051 448 6772 www.fdc.co.za	Provides loans to qualifying entrepreneurs for start-up capital, expansion capital and bridging finance. **Micro Loans** -Loans granted are a minimum of R50 000 & may not exceed R20 000 -Interest charged will be Prime Bank Rate (PBR) less 3.5% -The repayment period may not exceed 36 months Support on agro-processing only. -FDC provides equity in businesses that lack collateral but have the potential for growth and profitability. **Needed documents** Proof of registration Copy of ID Business plan
Anglo American	GRANT	The Manager P.O. Box 61587 Marshalltown 2107 National Office Tel: 011 377 7330 011 638 9111 fax: 011 638 3221 www.angloamerican.co.uk	Poverty alleviation projects -Community development projects A proposal must be submitted to Anglo American for grant applications.
SA Breweries	SPONSOR	CSI Coordinator SA Breweries P.O. Box 274 Bloemfontein 9300 Free State Office Tel: 086 172 2256 www.sabreweries.com www.sabkickstart.co.za	A written request for sponsorship must be submitted. Kick-start Competition- it's a project aimed at instilling a culture of entrepreneurship among young people between the ages of 18 & 35 by promoting business awareness through training, providing grants as start-up & providing mentorship & assistance during the setting up phase of the business. Competition usually opens in May of each year. **Documents** - Application form - Business plan - Copy of ID - CV's of business team members - Latest annual financial statements & latest management accounts (only if business is already operating).
Khula Enterprise Finance Ltd.	SECURITY FOR LOAN	7 Elizabeth Str LM Building Ground Floor Bloemfontein Free State Office Tel: 051 430 2778/3203 Fax: 051 430 0949 Toll Free: 0800118815 www.khula.org.za	**Land Reform Empowerment Facility (LREF)** Khula LREF is a programme funded by the department of Land Affairs & the European Union, administered by Khula Enterprise Finance Ltd. **LREF Mortgage Loan Facility** This facility helps entrepreneurs to acquire ownership of agricultural land under the following conditions:

			Loan Size: limited to R600 000 per individual from previously disadvantaged backgrounds. **Loan Redemption Period:** up to 20 years, depending on the repayment ability of the project. **<u>LREF Equity Share Scheme</u>** The scheme is where by both the land reform beneficiaries & private sector partners purchase equity in a land-based enterprise under the following conditions: **Loan Size:** limited to R400 000 per individual from a previously disadvantaged background. **Loan Redemption Period:** up to 20 years, depending on the repayment ability of the project. **<u>Khula Indemnity Scheme</u>** Provides financial assistance to people who wish to start or expand small to medium sized businesses but do not have security to support facilities provided by financial intermediaries. **<u>Khula-Start Programme</u>** Gives loans to women groups in rural areas. Individuals select themselves into groups of 3-10 members & need to meet the criteria set for group participation. Loans are disbursed on an incremental basis from R300- R3500 per member. The group decides based on activity of individual businesses how much each member gets & will subsequently stand surety for the full amount owed by the group as a whole. **Documents** - Business plan - Copy of ID - Copy of registration certificate
Social Development	GRANT	PRP Thusanong Building P. O. Box 695 Bloemfontein 9300 Free State Office Tel: 051 403 2200 www.socdev.gov.za	Funding is given to at least a group of 5 members.The group must have a constitution, and then Social Development will assist in registering the group as a non-profit organization (NPO). **Documents** - Registration form - Two copies of the organization's founding documents i.e. a constitution & a deed of trust or a memorandum & articles of association.
ABSA Bank	LOANS/ EQUITY LOANS	P.O. Box 323 Bloemfontein 9300 Free State Office Tel: 051 401 0585 Cell: 082 419 6027 www.absa.co.za	**Production Credit** Short-term loan that enables the farmer to pay for agricultural inputs Normal loan requirements. Prime Rate: 15% **Documents**

			- Comprehensive business Plan - Copy of ID - Copy of registration certificate -- Application form.
Standard Bank	LOAN	Bloemfontein Provincial Office P.O. Box 1586 Bloemfontein 9300 Free State Office Tel: 051 404 3460 Fax: 051 404 3208 Cell: 083 391 8686 www.standardbank.co.za	**Agricultural Production Loan** Short-term loan that enables the farmer to pay for agricultural inputs. Loans must be paid back in full at the end of each season (at the latest a year after it was taken up). Loan limit depends on the risk profile, assessed by taking into account any other medium-long term loan the farmer has. Loan ceiling apply whether the farmer is medium or high risk. **Medium-term Loan** This type of loan is suitable for capital expenses and is paid off in the monthly installments over two to seven years, sometimes longer. The interest is linked to prime. The amount of the loan, the interest rate & the farmer's repayment plan depend on how much collateral the farmer has & the value of the assets the farmer wants to buy. **Documents** - Comprehensive business Plan - Copy of ID - Copy of registration certificate -- Application form
First National Bank	LOAN	88 Maitland Street P.O. Box 244 Bloemfontein 9300 Free State Office Tel: 051 505 3271 Cell: 082 338 6190 www.fnb.co.za	**Agric Short-Term Loan** Available in the form of a fluctuating overdraft, this loan is aimed at farmers or farming businesses operating as proprietors, partnerships, close corporations, companies, trusts & cooperatives. It provides the working capital for day-to-day expenses & to purchase items necessary for production. - This loan is normally repaid after the harvesting season. - Interest rates are linked to prime **Documents** - Budgets & cash flow forecasts are required to support loans & to work out the maximum amount required. - Existing mandate forms are required to open account for partnerships, close corporation, companies, e.t.c - copy of ID
Development Bank of Southern Africa	GRANT LOAN	P.O. Box 1234 Halfway House 1685 Headway Hill 1258 Lever Road Midrand National Office Tel: 011 313 3911 Fax: 011 313 3086	Provides grants for feasibility studies and BEE initiatives. Provides loans for infrastructural & rural development and commercially viable projects.

		www.dbsa.org	
Kagiso Trust			
Department of Agriculture		Private Bag X250 Pretoria 0001 Private Bag X02 Bloemfontein 9300 National Office Tel: 012 319 7553 Free State Office Tel: 051 506 1449 Tel: 051 506 1550 Fax: 051 448 6138 www.nda.agric.za	**Food Security** Provides vegetable packs (5 different seeds, LAN, fertilizer), to individual households and production inputs to established groups. **CASP** Provides post-settlement support to the targeted land reform beneficiaries & to other producers who have acquired land through private means & are, for example, engaged in value-adding enterprises domestically or involved in export. **MAFISA** <u>Short Term Agric Production Loans</u> Purchase of production inputs To be repaid within 12 months except for perennial crops, which might take a maximum of 24 months. **Equipment** Purchase of loose tools, small irrigation pumps & equipment, sprayers, e.t.c. To be repaid within 12 months. **Livestock** Purchase of cattle, sheep, goats, pigs e.t.c. To be repaid within 60 months. **<u>Conditions</u>** Max. of R100 000 per individual applicant Interest rate: 8 % per annum (compounded) Money paid to suppliers. Savings mobilisation. **Documents** - Comprehensive business plan - Copies of ID documents of members - Copy of marriage certificate (where applicable) - Proof of address or GPS coordinate reading - Proof of rights of access to land- title deed, lease agreement, PTO - Market contact where available - Stock card/branding certificate (where applicable) - Proof of water rights (where applicable) - Bank statement (where applicable) - Registration certificate for LDV's & tractors - Memorandum of agreement in respect of membership & technical support offered by commercial farmer/agric-company - Assessment report from the extension officer/mentor/DFI field officer.

12. PARTNERSHIP

Partnership can be made in following areas;

1. Farm Training in schools (partnering with NGOs in farming assistance)
2. Waste Management training (Waste management companies)
3. Irrigation facilities making(NGOs, and local firms in construction)
4. Local supermarkets (to sell households value added products, vegetables etc.)
5. Awareness events (educational professionals)

Table: 3

Agricultural Training	**Ministry of Agriculture and Rural Development (MINADER)**	**MINADER Mail Sub-Directorate:** +237 222 23 26 55 **MINADER IT cell:** +237 222 22 97 02 Email: celtiqueminader@yahoo.fr **MINADER Communication Cell:** +237 222 22 64 62 **Head office:** Cameroon Address: BP 1060 City Yaoundé **Contact person:** Office Phone:+237 3222 5166
	The National Program for Agricultural Extension and Research (PNVRA) To support agriculture extension programs. Part of the Ministry of Agriculture and Rural Development.	Same as above
	Chamber of Agriculture Cameroon	**Address** BP 287 Yaounde,Cameroon **Telephone**: +237 3 999 81 31 / 3 223 14 96

		Fax: +237 3 222 35 20
	Institute of Research for Agricultural Development (IRAD)	**CONTACT** B. P. 2123, Messa-Yaounde, Republic of Cameroon. Tel/Fax.: (237)22 22 33 62/22 22 59 24 Email: irad@iradcameroon.org http://www.iradcameroon.org
	Forum for African Women Educationalists (FAWE) **Primary Work:** Education advocacy	**FAWE Regional Secretariat** FAWE House Chania Avenue, Off Wood Avenue Kilimani, PO Box 21394-00505, Ngong Road, Nairobi, Kenya**.** +254 20 77 30537 /+254 20 25 97919 /+254 714 60 6629, +254 20 3874150 fawe@fawe.org **FAWE West Africa sub-Regional Office (FAWE-WASRO)** s/c Université Cheikh Anta Diop Institut Fondamental d'Afrique Noire (IFAN) BP 206, Dakar Sénégal +221 77 614 12 28 +221 77 614 12 28
	NGO Welthungerhilfe (Agro Action Allemande)	Deutsche Welthungerhilfe e.V. Friedrich-Ebert-Str. 1 53173 Bonn Tel.: +49 (0) 228-2288 0 Fax: +49 (0) 228-2288 333 Email: info(at)welthungerhilfe.de **Head office in Bonn** Friedrich-Ebert-Str. 1 53173 Bonn Germany How to find us in Bonn (PDF)

	OXFAM NOVIB	Oxfam Novib Postbus 30919 2500 GX The Hague Telephone: 070-3421777 EricPrinzen, eric.prinzen@oxfamnovib.nl or 070 342 17 72
Farming Equipment Suppliers	**AGRIPAK GROUP**	Whatsapp Support 24/7- +971 55 882 5067 Other No. +971 54 425 0361 +971 54 425 0361 Email:mrkt@agripakgroup.com https://agripakgroup.com/
	KANU EQUIPMENT **https://www.kanuequipment.com**	Stephen Smithyman (C.E.O) stephen@kanuequipment.com +27 (0) 83 630 2301 Thierry Nicolas (Head of Business Development) thierry@kanuequipment.com +33 (0) 6 10 35 94 63 Nenad Sestan (International Sales Support) international@kanuequipment.com +41 26 913 00 11 +41 78 721 78 57 Gwen Marchadour (Cameroon) cameroun@kanuequipment.com +237 691 396 065
	AGRI SUPPLIES **https://www.agrisupplies.co.za**	Email: agri-supplies@salmates.co.za Telephone No. (+27)836270972 (+27)0837020357 Fax: (+27) 13 741 2738
	FARM TENDER **https://www.farmtender.com.au**	Sales Paul Grayling 0447 068 082 Jackie Elliott 0400 808 550 Shane Ruyg 0447 922 604 Mike Pickard 0429 677 636
	AFRICAN WILD NUTS	B.P 987 AKWA. DOUALA,

	FARMERS GROUP CIG	LITTORAL REGION DOUALA,, 00237 Cameroon Fax: +237-237-322294233 TELEPHONE : (+237) 679993866FAX: (+237) 322294233 EMAIL: wildnutsfarmersgroup@salesperson.net http://wildnutsfarmersgroup.nation2.com
	Abakwamex	Kwen Bamenda Bamenda, 00237 Cameroon Tel: 00237651427940
	Adamu Fertilizers	43 ave bonanjo douala douala, 00237 Cameroon Tel: 0023799729376
	African Consumers & Services Sarl	7223 Douala Cameroon Tel: 237660191255
	Agric Cameroon Ltd	bolifamba Mile 16 SWR , 00237 Cameroon Tel: 002370097858304 Fax: +00237-00-97858302
	Agro Investment Group	Boulevard du General Leclerc, Littoral, BP 5103 Douala Cameroon Tel: 23796845811
Waste Management Companies	**Cameroonian Hygiene and Sanitation Company (Hysacam)**	General Management Headquarters: Cameroon - Douala Industrial Zone. Bassa BP. 1420 Douala Cameroon contact@hysacam-proprete.com Tel: +237 233378087 Fax: +237 233378090
	INCINER8 International	Unit 2, Canning Road Industrial Estate Canning Road, Southport PR9 7SN United Kingdom Tel: +44 (0) 1704 884020 Email: info@inciner8.com
	Kane & Abel Ltd.(Cameroon)	Knikbloem 13 3068 AD ROTTERDAM

		The Netherlands Tel:+ 31-648012984 ako1@kane-en-abel.com
	ISWA - International Solid Waste Association	General Secretariat Stationsplein 45 A4.004 3013 AK Rotterdam The Netherlands Telephone: +31 10 808 3990 Email: iswa(at)iswa.org
Irrigation facilities Training	**Center for International Agriculture Cooperation**	Email: Cinadco@moag.gov.il Phone: 03 9485760
	Project Maji	+233 20 646 8930 wieke@projectmaji.org
	WaterAid	233 Broadway, Suite 2705 New York, NY 10279 Donor Support welcome@wateraidamerica.org
	The Water Project	Mailing Address The Water Project P.O. Box 3353 Concord, NH 03302-3353 Telephone +1 (800) 460-8974 (Toll-free from U.S. & Canada) +1 (603) 369-3858 (Direct) Email support@thewaterproject.org

Project Implementation Staff Cost

Salaries range for a person working in Cameroon is typically from 91,691 XAF (minimum salary) to 309,212 XAF (highest average, actual maximum salary is higher). This is the total monthly salary including bonuses. (Source: paylab.com)[7]

Table: 4

Position	**Salary (XAF Per Month)**
Project Coordinator (in charge of project)	150,000
Project Volunteers Executives (50 group 6 members each)	Volunteers
Labors • Driver (Pick up & Tractor)	 95,000
Gross Payroll for one month	**245,000.00**

Materials Cost

Table 5

Particulars	**Expected Costs**
Farming Equipments:	
TRACTOR	
• **New**	8,700,000
• **Used**	5,800 000
Farm Pick up Vehicle	
• Used	1,902,500 (per truck)
Shovel	
• Laying	11,000
• Trenching	16,800
Rake	
• 6 Teeth	3,050
• 16 Teeth	3,200
Sprays	
• Garden Sprayer	11,500
• Compress Hand Sprayer	1,910
Scythe	9,700
Sickle	920

Cultivator/tiller	38,860
Boots	4,200
Digging Trowel	1,500
Wheelbarrow	53,000
Garden Mattock	920
Maize Sheller	107,000
Axe	1,600
ORGANIC FERTILIZERS • Fish Emulsion • Cow Manure • Bat Guano • Cottonseed Meal • Bone Manure (Note: Quantity required can be fixed during the implementation phase)	 90 XAF Per KG 160 XAF Per KG 170 XAF Per KG 160 XAF Per KG 80 XAF Per KG (Price may vary according to time and source of procurement)
SEEDS • Maize • Soybean • Hazelnuts • Rice • Cassava • Tomatoes (Note: Quantity required can be fixed during the implementation phase)	 92 per kg 305 per kg 2,660 per kg 190 per kg 1,900 per kg 1,370 per kg (Price may vary according to time and source of procurement)
STATIONARY COST	150,000
GROSS MATERIAL COST (If we include new Tractor) (Note: quoted cost is total figure of mentioned items, it might vary with number of items required)	**11,015,960**
GROSS COST (If we include used Tractor)	**8,115,960**

Contributions of beneficiary(ies) community(ies) and proposing organisation (NGO)

Table 6

Sources of proposing organisation contribution	Type (cash/in kind)	Committed or Projected?	Value in CFA Francs
Umsobomvu Youth Fund (UYF)	Bank Transfer	Projected	2,320,000
National Development Agency (NDA)	Bank Transfer	Projected	2,320,000
Anglo American	Bank Transfer	Projected	2,320,000
Development Bank of Southern Africa	Bank Transfer	Projected	2,320,000
One Acre Fund	Bank Transfer	Projected	1,595,000
The Rufford Foundation	Bank Transfer	Projected	1,595,000
World Concern International	Bank Transfer	Projected	1,595,000
InterAction	Bank Transfer	Projected	1,595,000
Total of proposing organisation contribution			**15,660,000**

REFERENCES

1- Source: UN OCHA Humanitarian Snapshot Report- (Published on 10th May 2020)

https://reliefweb.int/report/cameroon/cameroon-humanitarian-snapshot-north-west-and-south-west-regions-april-2020

2- UN OCHA Humanitarian Snapshot Report- (Published on 10 May 2020)
https://reliefweb.int/report/cameroon/cameroon-humanitarian-snapshot-north-west-and-south-west-regions-april-2020

3- Source: Cameroon Demographic Profile 2019
https://www.indexmundi.com/cameroon/demographics_profile.html

4- Source: Cameroon: GDP share of agriculture
https://www.theglobaleconomy.com/Cameroon/Share_of_agriculture/

5- Source: UN OCHA Humanitarian Snapshot Report- (Published on 10th May 2020)
https://reliefweb.int/report/cameroon/cameroon-humanitarian-snapshot-north-west-and-south-west-regions-april-2020

6- Source: Gardening / Farming / Fishing Average Salaries in Cameroon 2020
http://www.salaryexplorer.com/salary-survey.php?loc=37&loctype=1&job=29&jobtype=1

7- Source: Salary positions in Cameroon
https://www.paylab.com/cm/salaryinfo

2020









Cameroon's wooden products: Personal economic independence for the youth who dropped-out of school

THIS PROJECT PROPOSAL AIMS TO GENERATE INCOME THROUGH ENHANCING YOUTH WOODWORK SKILLS.

ANA GAMERO PONCE DE LEÓN

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SUMMARY FORM

Cameroon's wood product designs to reach personal economic independence and create a sustainable plan for school drop-out youth population in North-West, South-West, and West regions.

Project Theme: Wood Work

Objectives

The project vision is to create a youth woodworking program that teaches technical, entrepreneurial, and cultural skills to create self-employment opportunities and promote Cameron's designs to produce wooden spoons and boxes in targeted areas, and sell it locally and abroad in a sustainable way.

Project Summary

The justification of the project is based on the high school drop-out rate, which is caused by the financial shortage that most families suffer which forces the youth to work without a considerable income; and help their families in domestic labour; in the case of women; the main cause is early pregnancy. Hence, this situation leaves youth without technical or academic skills.

This project proposal's main purpose is to give training to 100 young boys/girls aged 14-19 years old; who wish to acquire technical skills in wood production; this will serve as an income-opportunity for them; as they will be able to sell it. The execution period is 6 months. Those 100 Young women-men graduating from the training sessions in wood products will be considered for the sustainability plan using the same facilities and installation in a different schedule. Please, see section 8.1 Sustainability Plan for Youth.

This paperwork aims to create a sustainable project, therefore, after these 6 months, there will be a sustainable plan that allows youth to have continuous guidance on production after the execution period. Moreover, the project team will advise on how to create a small enterprise in the long-term (24 months); where they can explore more woodworking techniques and sell products locally and abroad.

PHASE 1 : ENGAGEMENT	***PERIODS IN MONTHS***					
ACTIVITIES	*1*	*2*	*3*	*4*	*5*	*6*
1. Theoretical Training	X					
2. Practice Training		X	X			
3. Production			X	X	X	
4. Sales					X	X
5. Graduation						X
PHASE 2 : SUSTAINABLE	***PERIODS IN MONTHS***					
ACTIVITIES	*7*	*8*	*9*	*10*	*11*	*12*
1. Production & Complementary Training	X	X				
2. Sales & Complementary Training		X	X	X	X	X

Source: Author of the proposal

Donors for Materials/Finances:

- ERLA & Humanitarian Innovation Fund's
- The Partnership for Transparency Fund (PTF)
- The United Nations Trust Fund on Family Activities.
- Cameron Timber Forest Exploitation Ltd
- Altendorf GmbH

Budget: Tentative overall budget: **60,634,611 CFA**

Partnerships:

- Himalayan Institute
- INNOVA Wood
- Ateliers Blackshades

1. **TITLE: "Cameroon's wood handcraft production to reach personal economic independence"**

2. PROJECT IMPLEMENTATION SITES AND TARGET POPULATION

- **Geographical Scope of the project:** North West region, South West region, and West Regions. Highlighted areas: Bamenda, located in the North-West of Cameroon, would be used as a pilot city to explore the project scope and to be later on replicated in the 3 areas mentioned above.
- **Target population:** 100 Young women-men for training, aged between 14-19 years old; and 100 for the sustainability plan. Please, see 8.1 Sustainability Plan for Youth.
- **The time frame of execution period the project training and sales:** 12 months.

The situation of target population: In 2016, a crisis in the North West and South West regions started, when the government cracked down on protests by their Anglophone minority, escalated into a fully-fledged conflict in 2018, triggering 459,000 displacements. Another 26,000 new displacements associated in 2019. (Internal Displacement, 2020). The Anglophone crisis, as any political conflict raises the question about current education enrolment and current social problems among the youth population. Evidence of this is given by UNICEF (2020) that states that the completion rate for primary education was 76% in 2015 (72% for girls), and 78% of those continued (77% for girls) on to lower secondary education nationwide. In the northern regions, the average transition rate is 47% (43% for girls). Current situation is almost the same.

A study conducted by the University of Yaoundé shows the following:

- The main reason is that parents are reluctant to spend money on their daughters' education and that they should be meant for marriage and reproduction. The national adolescent pregnancy prevalence in Cameroon is 14.2%. Hence, each year, several girls become pregnant and leave school (Hali Access, 2015)
- Secondly, girls were engaged in domestic chores and had to take care of their siblings.
- Girls found themselves in financially constraining circumstances.
- A small percentage of girls believed that they were not capable to study nor good for school, while others claimed that religious practices- beliefs are also a barrier.

Young men also have to leave school to generate some income for their families. An interesting output is given by Amit and Dyck (2012), that state that many African boys consider that school does not provide real-life skills that can many money, paid benefits, and secure income.

This project proposal aims to support the population involved in the data presented above. Young men and women that dropped out of school and are looking to become economic independent by learning woodworking skills.

3. CONTEXT AND JUSTIFICATION

As a consequence of more than three years of violence and instability in the North-West and South-West regions, more than 855,000 children out of school, UNICEF warned in November 2019. (UNICEF, 2019).

Due to the current pandemic, and COVID-19 cases in Cameroon, on June 7th, confirmed cases stood at 7908. (World meters, 2020). The economic situation from many families has been threatened, and there are limited safety conditions to generate income.

- **Proposal Justification:**

The proposal identifies that education data and specifically, low school enrolment and high percentages of drop out of school rates leave youth without any technical or academic skills that could improve their lifestyle. Hence, unemployment rates in the country could also fall. In 2019-2020, the unemployment rate in Cameroon was 4.3%. (World Population Review, 2020).

- **Main theme:**

The main theme of this project proposal is creating employment opportunities for youth who drop out of school and are willing to develop woodworking skills. This paperwork will focus on the production of woodwork and painting, and the creation of training guidance so youth could create self-employment.

- **Products:**
  - Wooden spoons: (Please see Annex 1)
  - Wooden boxes: (Please see Annex 2)

It is important the enhance of the Cameroonian culture. Therefore, the products mentioned above will be decorated with ethnical patterns, such as figures that are part of Cameroon's culture; green, red, and yellow colors will be used in allusion to the Cameroonian flag.

The project is innovative as it suggests a new activity that can improve youths' lives by creating new employment opportunities by learning basic woodworking skills. Besides, this proposal highlights the importance of Cameroonian culture.

4. OBJECTIVES

The overall objective of the project:
The project vision is to create a youth woodworking program that teaches technical, entrepreneurial, and cultural skills to create self-employment opportunities and promote Cameron's designs locally and abroad.

Specific objectives:

1. Youth need to learn basic woodworking skills; such cutting wood, sharpen a chisel or a wood, plane, to produce around 200 wooden spoons and 200 boxes per participant, for 3 months (first stage: Production time frame) and to learn safe use of woodworking tools and related items.
2. Youth will develop an appreciation for woodwork, painting, creativity, and be aware of 4-10 Cameroonian ethnic designs.
3. Youth need to learn selling techniques and have knowledge of marketing strategy to promote their work in Cameroon and potentially abroad; and to create a sustainable plan that generates sales (200 wooden spoons /wooden boxes) at the following price: 200 Price per wooden spoons (1740 CFA) and wooden boxes (2920 CFA).

Main expected results:

1. 90% of the young boys and girls have to master woodworking techniques, tools and have to be fully aware of security implementations in the work environment.
2. Proudness of Cameroonian culture and art, 85% of youth attending the program would have to develop their designs.

3. Youth wood hand-craft products are aimed to be sold to the main West, North-west and South-west regions of Cameroon, with a potential vision to be sold abroad in the long-term.

5. OUTCOMES AND ACTIVITIES

Time Frame of execution activities: 6 months for the PHASE 1 and 6 months for PHASE 2. Please, see Annex 2.

WEEK 0: A really important step is to order 3 weeks in advance the materials and equipment needed for the project. During the first week of the project; the Logistics Manager along with his team has to ensure that inventory is complete. (Please, check Section 10: Management)

<table>
<tr><td colspan="2">OUTCOME 1: Master woodworking techniques, tools and be aware of safe implementation protocols. Decoration should be also considered.

After delivery on materials is ensured we can start with the execution activities:
It is important to note that the mode of instruction for the woodworking skill area would be by tutorial, laboratory work/ practical as deemed appropriate for each piece of work.

100 participants will be divided into groups of 10; 10 members in each team.</td></tr>
<tr><td>ACTIVITY 1:

Hold an Initial Tutorial workshop:

WEEK 1</td><td>1.1 Indications will be given on what the project objectives -scope.

1.2. Participants will be screened and quickly interviewed. A total of 100 youth should be recruited.

Criteria to follow:
Ratings will be assigned as a 1-5 scale:
1 – Candidate is not engaged not has sufficient time to attend the project
2 – Demonstrates availability but does not seem interesting in the woodwork
3 – Demonstrates interest in woodwork and shows commitment
4 – Demonstrates above average level of interest; gives some previous experience in working in technical skills or handmade activities
5 – Candidate has some previous experience and shares some ideas and inquiries, that show that it is committed to being part of the project; additionally, the individual expects to help her/his teammates.
*Only candidates that are in 3,4,5 scale will be recruited.</td></tr>
<tr><td>ACTIVITY 2: THEORY TUTORIALS

WEEK 2

4 days per week. 2 hours per day.

Minimum hours required: 25</td><td>2.1 Introduction to Basic woodworking facilities and techniques. Please, see the links provided below.
2.2 Machines and tool presentations, the uses of each item will be explained.
2.3.Safety Precautions in the wood workshop will be exposed and a safety leaflet would be created and exhibited in the classroom during the 6 months. <u>* Following activities, will have 5 min safety share session*</u>
2.4 Evaluations:
- A final theory exam will be held after Week 2.
2.5 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please See table Activity 2.5 Criteria below)</td></tr>
</table>

ACTIVITY 3: PRACTICAL SESSIONS WEEK 4- WEEK 11 3 days per week, 2 hours per day. Minimum hours required: 30 hours of practice. 20 hours of supervised practice	3.1 Basic practical classes to identify wood types: willow, cherry, birch, lime, and alder. 3.2 Sawing a piece of wood manually. 3.3 Learn how to use a table saw and band saw machines 3.4 Basic practical with cutting wood sticks with the following exact dimensions and using machinery. 3.5 Teach how to carve out the bowl of the spoon and use carving knives. 3.6 Teach how to perform the basic right-angled cut. 3.7 Shape Handles and surfaces for the box. 3.8 Master how to chop out joins and be able to build items using joints: Do it yourself and machinery attachments. 3.9 Evaluations: Individual practical evaluation will be held by the end of Week 6. As a final evaluation on Week 10, youth is required to produce one wooden spoon and one wooden box. **(Please see, ANNEX 1: Table A: wooden spoons Steps and ANNEX 2: Table B: Wooden boxes steps)** 3.10 Groups mid-term evaluation after finalizing the week 10. Each team member has to master one technique and contribute to the team. 3.11 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please See Table Activity 3.11 Criteria below)

Table Activity 2.5 Criteria:

Criteria	1	2	3	4	5	Comments/ Observations
Complete understanding of every project's requirements						
Identify wood types and machinery names/ functionality through pictures.						
Knowledge of various hand tools, drill bits, the drill press, hand drills, band saws uses, and safety instruction when using it.						
Differentiate the process and materials for each product; wooden spoons and wooden boxes.						

Table Activity 3.11 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
Knowledge of the various tools for milling, sanding, boring, cutting machines/ techniques and how to operate them safely						
Prepare and set up machines; Ability to safely operate woodworking machines, including milling machines and saws.						
Knowledge of various woods and cuts. ; hardness, color, warping, knots, cracks, grain patterns, etc.						
Knowledge of the different cuts; curved, straight, and how to cut a mortise or tenon and dovetail joints						
Understanding the various materials used in finishing.						
Performs all the steps required to produce wooden spoons and boxes. (Please see, table A: wooden spoons Steps and Table B: Wooden boxes)						
Final product quality standards						

The complete process of wooden spoon production and steps: Please, see the ANNEX 1: Table A: Wooden Spoon: Steps and Table B: Wooden Boxes Steps.

Final Products at this stage:	
 **Source: My Blue Print**	 **Source: Woodshop Diaries**

Support research for workshops tutorials: Please, See Appendix 1

OUTCOME 2: **Besides, technical work, this project aims to promote Cameroonian culture by adding decoration painted patterns and designs on wooden products. 85% of attendants aim to develop 4-10 designs.**	
ACTIVITY 4: THEORY TUTORIALS WEEK 13, 2 hours for 2 days. Minimum hours required: 4 hours.	4.1 Brainstorming regarding creativity and Cameroonian culture. 4.2 Hold activities that show Cameroonian designs. For example: Introduce some patterns designed by famous entrepreneurs. 4.3 Explore the creativity and colors matching, painting techniques on wood will be exposed. 4.4 Evaluations: A theory exam will be held at the end of Week 13. 4.5 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please see Table Activity 4.4 Criteria below)
ACTIVITY 5: PRACTICAL SESSIONS WEEK 13 3 days per week, 2 hours per day. Minimum hours required: 30 hours of group practice. 20 hours of supervised practice	5.1 Trainees will be given papers to do draft designs. 5.2 A practical workshop will focus on painting techniques on wood and how to get the best results. 5.3 Trainees will be given simple pieces of wood, to practice their designs on it. 5.4 Faulty wooden items will be used to practice painting designs. **Please, see the ANNEX 3: Table C: Wooden Spoon Painting: Steps and Table D: Wooden Boxes Painting.** 5.5 After conducting quality assurance, the best wooden pieces will be given to trainees for them to paint on them. 5.6 Evaluations: - A practical exam will be held at the end of Week 13. Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please See Table Activity 5.7 Criteria below)

The complete process of wooden spoon production and steps: Please, see the ANNEX 3: Table C: Wooden Spoon Painting: Steps and Table D: Wooden Boxes Painting.

Final Products at this stage: Designs vary	
 **Source: Pinterest**	 **Source: Pinterest**

Table Activity 4.4 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
Recognizes the culture of Cameroon						
The participant can understand the concept of color matching						
Elaborates on some ideas and pattern designs.						

Table Activity 5.7 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
Has the ability to copy designs shown on paper.						
Develops its creativity by adding trends and forms in the design.						
Able to create own designs and advice on trends.						
Able to paint on wood with any difficulty.						

OUTCOME 3: **Youth have to developed entrepreneurial techniques to successfully sell rate of 70% of their items in North-west, South-west regions and West-regions in Cameroon; and in the long-term abroad.**	
ACTIVITY 6 Develop Small Enterprise concepts and strategies. WEEK 14-WEEK 15 4 days per week. 2 hours per day. Minimum hours required: 25	6.1 Project costing presentations will be given to youth attendees. 6.2 Selling techniques and steps will be taught. 6.3 E-commerce techniques and websites will be discussed, such as ETSY for international distribution. 6.4 The evaluation will be taken weekly. 6.5 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please, see Table Activity 6.5 Criteria below)
ACTIVITY 7: Market survey sessions at local wood shops.	7.1 Youth should do market survey research and identify wood local shops. 7.3 Youth should visit at least 1 different woodworker's shop 7.3 During the shop visits, they find out how much they sell the products and to get feedback from the seller at the shop.

WEEK 16 4 days per week. 2 hours per day. Minimum hours required: 25	7.4 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please, see Table Activity 7.4 Criteria below)
ACTIVITY 8 Simulation of Small Enterprise - Practical assessment: WEEK 16-24 3 days per week, 3 hours per day. Minimum hours required: 15 hours of group practice. 5 hours of supervised practice	8.1 A simulation of an enterprise will be held, where participants will work on administrative roles, sell products, and produce income from those sales; under the supervision of team leaders. 8.2 They will elaborate on costs and sales forecasts; according to their results. 8.3 Team leaders should conduct a criteria evaluation; 5 is the highest score. (Please, see Table Activity 8.3 Criteria below) **8.4 A graduation ceremony will be held after completing all the activities mentioned above. Certification will be given.**

Table Activity 6.5 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
A clear understanding of the final product features						
Understands costs and budget principles						
Understand selling and marketing techniques						
Has a general idea about the shipping cost and logistics						

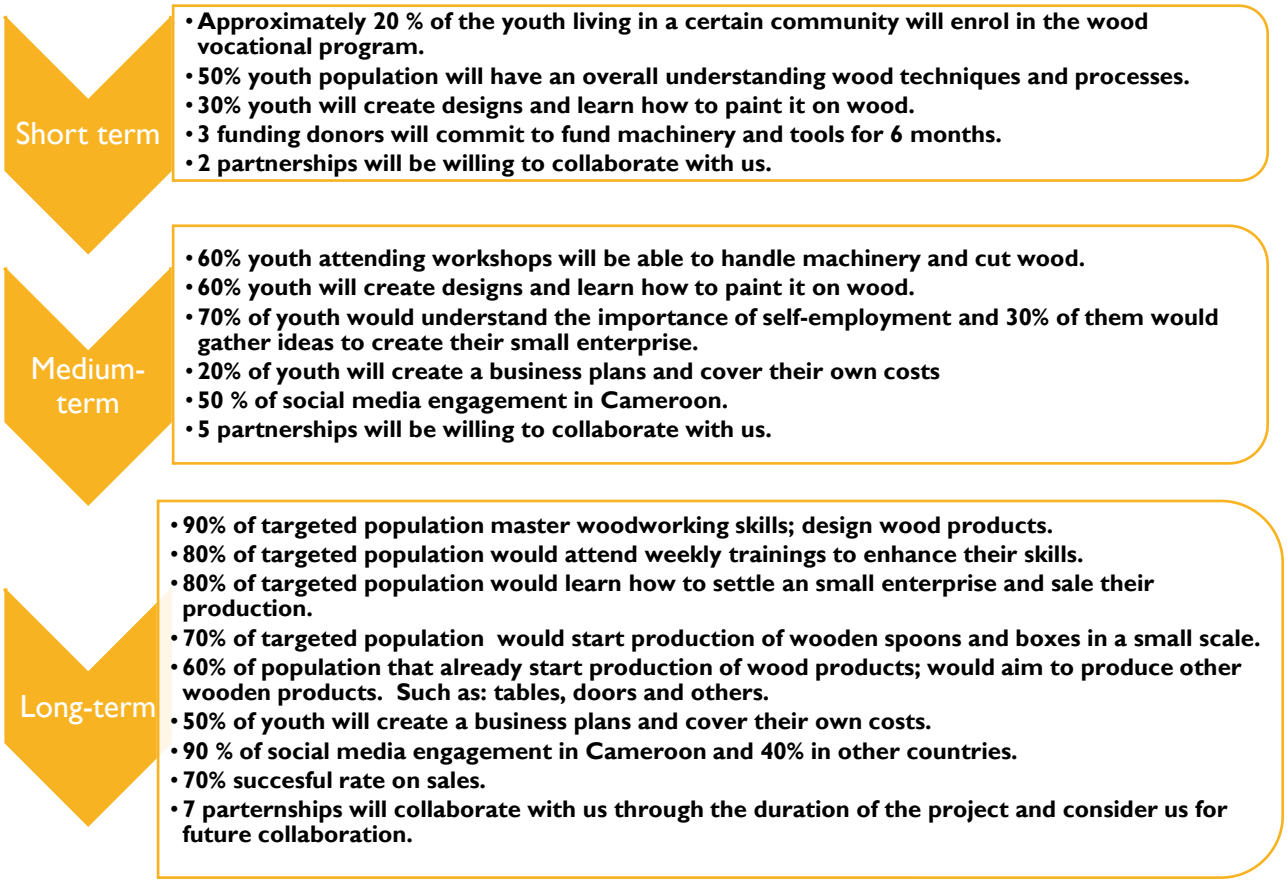
Table Activity 7.4 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
Visit woodworker shops were appreciated and got insightful information						
Able to sell and expose the product correctly to customers						
Understand selling and marketing techniques						
Visit woodworker shops and got insightful information						
Able to sell and expose the product correctly to customers						
Understand the concept of a small enterprise and can generate income on a small scale.						

Table Activity 8.3 Criteria

Criteria	1	2	3	4	5	Comments/ Observations
Understand the concept of a small enterprise and can generate income on a small scale.						
Able to elaborate costs production and sales forecasts						
% of income resulting from sales.						
Able to tackle risks and reach breakeven.						

- **EXPECTED RESULTS**



6. SKILLS DEVELOPED THROUGHOUT THE PROJECT

Technical Skills:

Sawing wood skills	Arm-hand steadiness skills
Handling band saw machines	Reaction time
Painting skills	Fine tune
Craving wood skills	Multitasks skills
Wood designing skills	Inspecting skills

Operational Skills:	Soft-skills during wood workshops
Monitoring and Planning skills	Attention to detail
Delivery puntuality skills	Tenancious
QA QC skills	Self-assured
Troubleshooting skills	Perserverance and Responsible
Equipment maintenance skills	Entrepreneurial

7. COMMUNITY PARTICIPATION AND VISIBILITY

The project seeks to ensure community participation through the following activities:

1. Contacting community leaders/elders of each village/ district, to spread the voice about the woodworking workshops and give us feedback when needed.
2. Promote some artwork in schools through promotional banners and posts them on the streets. Information updates to the population should be given as well through flyers.
3. **Certification and completion ceremony to attract other members of the village to join the program.**
4. Organize events/expositions to show the woodwork of our youth population; so they can show to the community their handcraft while promoting the program.

The project would use more accessible channels outlined below.

Woodworking blog/Social Media	Influencers	Radio Stations and Online newspapers	Global Giving Fundraising.
Create a WordPress blog that shows the work and progress of the vocational program in Cameroon. This can be later shown in social media channels; the project aims to create accounts in Instagram @cameroonianswoodwork and,Facebook: CAMAAY-Cameroonian woodwork.	Contact influencers interested in woodwork art and ask them to post on their page or stories, content regarding our project. Examples in Instagram: @ateliers_blackshades @woordworkcraft, @woodworkinginhome, @woodwork_enthusiast @woodworking_maniacs.	Radio station diffusion: Creative content would be created such as small podcasts. Examples: Cameroon Tribune o	Apply and boost appearance on the website list of projects; where users can donate. The project would have visibility and this project could be shared on social media. Note: CAMAAY already is part of it however, the appearance of the website should be on Social Media.

8. MONITORING & EVALUATION PLAN

This part of the project is proposing the following methods:

1. Monitor and evaluate our objectives through date resources and indicators:

Data Source	Description	Indicators
CAMAAY and UN Administrative Data	Quantitative information compiled from education data.	% of young boys and girls willing to participate in the project. % of that population has been benefited from this project proposal.
Wooden workshops evaluation data	-Information gathered evaluations and feedback during the wood workshops offered in the vocational program	% of young boys and girls passing the exams and practical tests. % of young boys and girls mastering a wooden technique. % of young boys and girls being able to manage a wooden technique with assistance. % of young boys and girls being able to use machinery.
Wooden workshops focus group data	-Focus groups would assess the concerns of teenage women, unemployed men.	What are the main challenges that youth is facing during the wood workshops? Do they feel that the skills thought during this project to generate income for their families are enough? What are their suggestions? How could their needs be better addressed?

2. Monitor activities to ensure they have developed accordingly to the project proposal & Sustain project results beyond the funding program.

TIME FRAME: 1st-2nd months.

Plan / Method	Actions/Steps
Ensure that the project proposals scope, the mission has a high level of results.	-Internal staff, such as the CAMAAY team, along with team leaders should guide other stakeholders to reassure the compromise of the project and commitment of the youth population in the vocational program.
Developed constantly new goals and objectives	-Make sure our initial model of the project proposal is updated and sustainable. Track progress and outcomes of project and response in the community. This can be measured through, drop-out rates.

TIME FRAME: 2nd – 3rd months.

Research internal and external partnerships/stakeholders. Focus on: Small wood shops; local carpentry shops.	-Keep engaging the community, communication channels, and management in CAMAAY and the target community -Solicit ideas from partner NGO's with similar objectives supporting entrepreneurs and experts within the wood field. -Pursue local carpentry shops to advise the CAAMAY management team/ volunteers which can be helpful to community members pursuing face masks businesses.

TIME FRAME: 3rd – 4th months.

Build relationships with stakeholders and explore funding opportunities (Wood Exporters)	-Approach conference organizers/speakers regarding Cameroon situation and crisis; to create a group of people with similar interests that can help our mission. -Engage internal funding within CAMAAY. -Organize events, woodwork seminars, with community leaders and their team to create an organizational culture and identity. -Invite the local press.
Pursue a sustainable program cost and fundraising plan.	-Clarify finances, check balances, and cost-effectiveness of wood production. -Identify current spending and how this could be improved. -Select methods and teams for fundraising and resource gathering for the year. -Gather more volunteers that could apply other one fundraising method such as organizing events or create a gran writing program to attract donors.

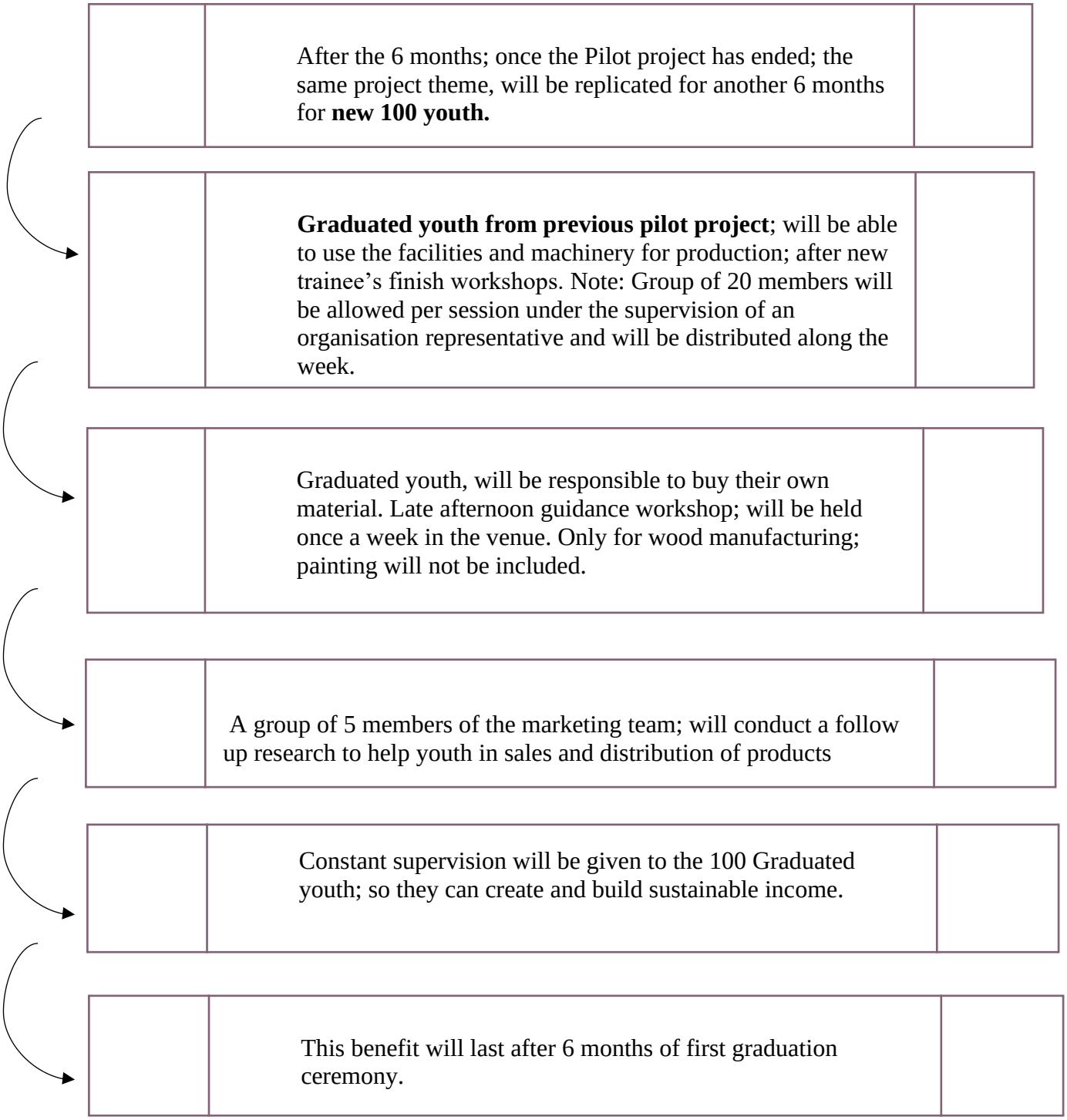
TIME FRAME: 5th-6th months.

Cultivate stakeholders and funding opportunities	-Invite all stakeholders to expand our vision and build a small club for further projects in woodworking. -Offer business wood suppliers, visibility of their products, which would improve their Corporate and Social Responsibility Image.
Follow up	Formalize CAMAAY's volunteers and offer opportunities to continue involvement in part-time positions within the organization. Gather contacts of team members, in case further opportunities arise in the project or if there is any doubt regarding the project implementation.

8.1 SUSTAINABILITY PLAN FOR THE YOUTH

The project proposal aims to keep supporting graduate students; and also invite new young boys and girls to be part of the project. Therefore, the following sustainability plan is suggested. **Please, see Annex 2.**

Time frame: 6 months. (After Graduation)



Monitoring Team performance according to Sustainability Plan: A based point-methodology. See rank scale below: This should be conducted 3 times during the project; which means every 2 months; for 6 months.

Criteria	1	2	3	4	5	Comments/ Observations
The project team gathers funding sources correctly, responds to them regarding enquires, and submits weekly reports.						
The project team identified challenges or obstacles to train you in wood. Moreover, team leaders are also tackling risk by implementing mitigation plans.						
The project team is correctly following financial strategies to gather funding sources and overcome shortages in the budget.						
The project team holds training sessions to adjust the plan according to the circumstances and formulate lessons learned.						
The project team is in close contact with the equipment and materials supplier. Most importantly, there is no shortage of materials for the workshops. Our machinery is functioning correctly?						
The project team contacts small businesses to give training to youth.						
The project leaders are following the sustainability plan mentioned above for a long-term plan for what they want to accomplish.						

Source: Author of this proposal.

*Rank scale:

Empty box: Team has not started the task.

1= The team has a draft to start the task

2= The team has initiated a plan and is gathering resources to implement it.

3= The team has begun to take the first steps to implement the task.

4= The team has made great progress in implementing the task.

5= The team has expertise in completing the tasks and expectations have been met.

Requirement: The minimum score in total to consider that participation is efficient is: 28.

RISKS

- Lack of engagement/ enrollment by youths: Some communities are skeptical about learning an unknown activity or they may feel that is not going to be beneficial to them.

Mitigation: As stated before in the activities scheduled, there will be a previous workshop tutorial to explain fully the project objectives. Moreover, during this workshop, there will be a screening process to recruit 100% commitment youth.
We could also mitigate these risks by giving a close approach to local communities with the help of the community leaders/representatives.

- Drop out of the woodworking program: This risk is probably one that has high probabilities to become a real situation. As it has been addressed in POINT 2: TARGET POPULATION. Parents are reluctant to spend money on their daughters, they feel it is better to get married, some others they feel that their time is better used by doing domestic work and help their family. Hence, we will face the same beliefs during the project and it should be considered that some individuals might drop the program.

Mitigation: Our monitor methodologies mentioned above, will be regularly conducted to keep a close track of attendance and to address concerns of the attendees.

There would be a team that specifically controls the engagement and commitment of the youths enrolled in the program. This team will ensure to keep close contact with them and also with their families.

- Accidents during the practical workshops: It is always a possibility that while manipulating craving knives and cutting wood machines, there could be an accident and someone could be injured.

Mitigation: Safety protocols will be put in place during the theoretical workshops and also practical ones. However, we will have a medicine assistant kit and a First Aid team member during the practical sessions, in case, an accident occurs.

- The socio-political crisis generated by the Anglophone problem.: This is without a doubt the main risk during our project. Evidence of this is given by the Crisis Group Organisation (2020), which states that the socio-political crisis began in October 2016 in the Anglophone Northwest and Southwest regions mutated into armed conflict at the end of 2017. There is a risk that a village suffers attacks under these military forces; that can result in injured citizens and kidnaps of the youth population.

Mitigation: The project team needs to be fully aware of any dialogue or changes between the parties so, be aware of news and measures to take contingency plans can be put in place, such as putting the community in a safe place to avoid kidnaps for military forces; and coordinate with leaders the best way to do so.

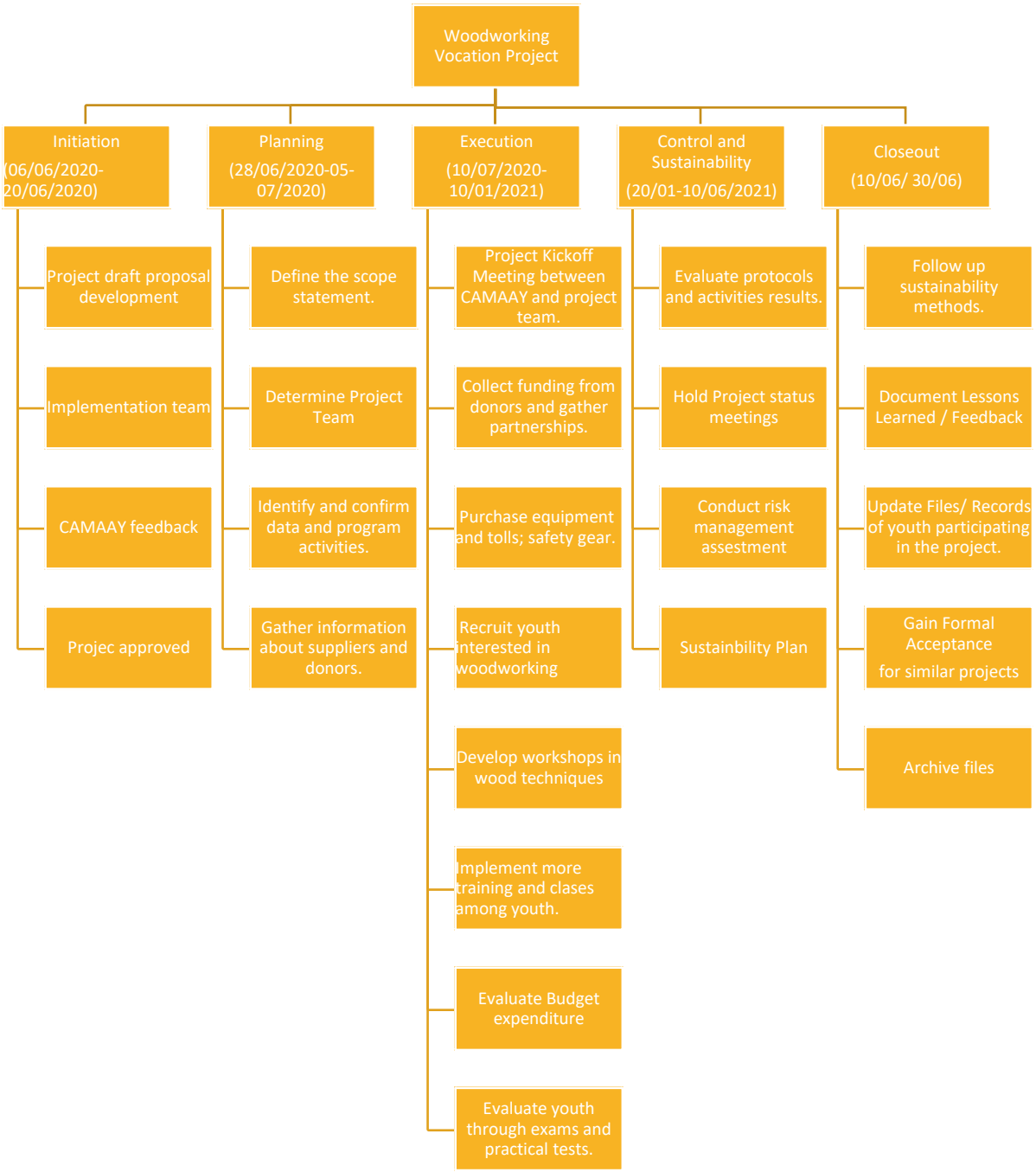
- Poor inter-community's connectivity /Transport issues: Some villages or towns where our target population lives, maybe isolated, or transport connectivity may not be as efficient. This could be a problem for some youths wanting to attend our workshops.

Mitigation: Screen participants that live in more remote areas and assign them a partner that can keep this person up to date and assist them during the class. If attendees miss many classes, we will create a compensatory class to strengthen the content that they have missed. The project team needs to be also aware of transportation information, strikes and for every class

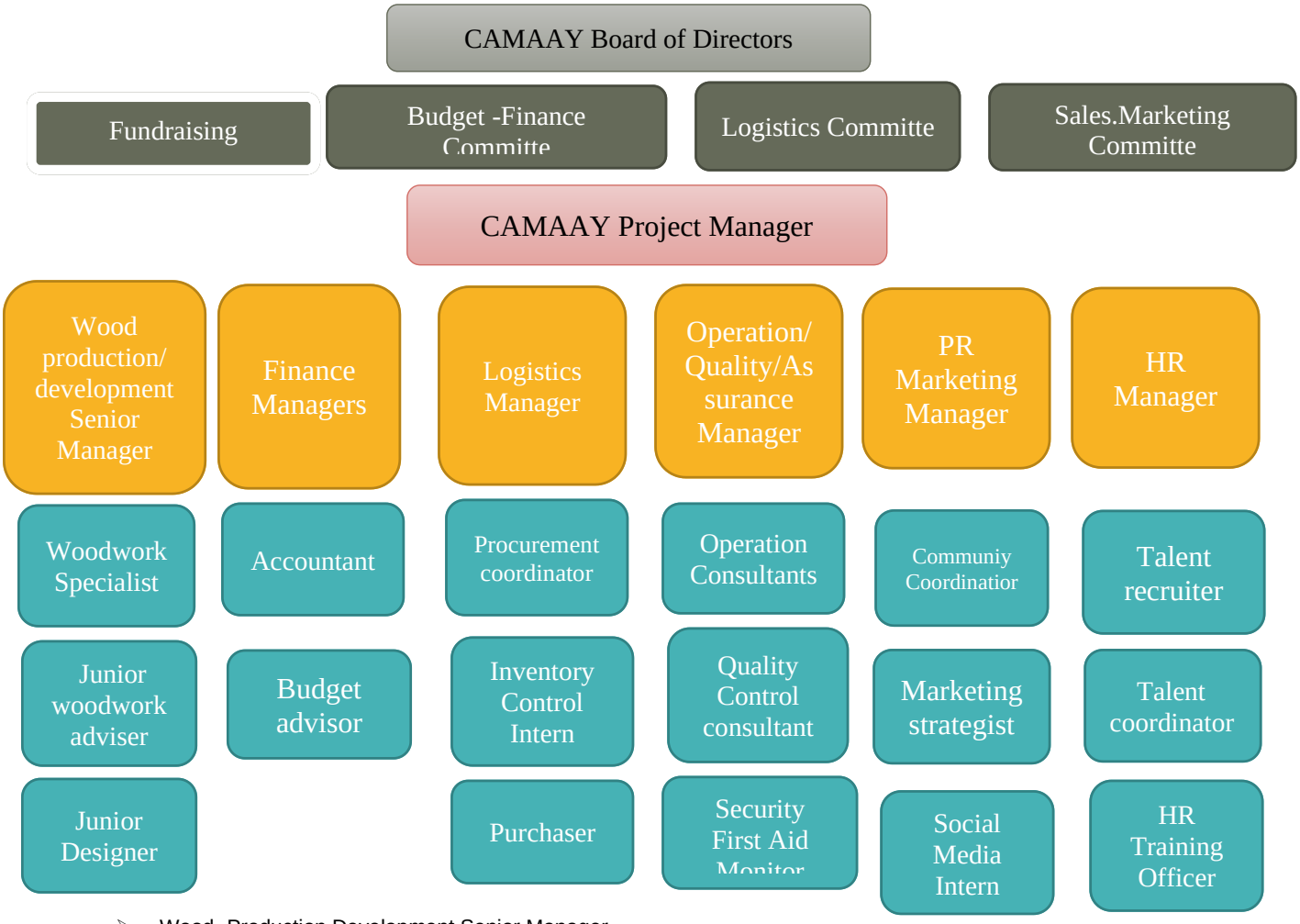
9. MANAGEMENT: STRATEGY AND ORGANISATION

Our woodworking vocational project will star as a pilot in Bamenda, the city of CAMAAY headquarters. Our suggested time frame will start with the project proposal development from the beginning of June 2020 and closeout by the end of June 2021: Total: 12 months.

Please find below the timeline and descriptions of activities below:



This project proposal emphasises that for the correct management functionality by defining clear roles; with people than can improve and monitor all the activities needed.



- Wood -Production Development Senior Manager
  - Woodwork Specialist: Control wood process and product development.
  - Junior Woodwork Adviser: Improves process and guides youth.
  - Junior Designer: Guides the youth population in their design and creativity.
- Finance Managers
  - Accountant: Monitor the finances of the project, updates accounting books.
  - Budget Advisor: Develop a detailed budget and monitors expenditures.
- Logistics Manager
  - Procurement Coordinator: Deal with equipment datasheets, and coordinate with the sales team. Track wood purchasing activity and measures.
  - Inventory Control Intern: Monitor transactions and inventory movement.
  - Purchaser: Evaluate suppliers and purchase machinery and tools. As well as, safety gear equipment.
- Operation Manager
  - Operation Consultant: Responsible for optimization of process at workshops.
  - Quality Assurance Consultant: Maintain the project criteria level of quality in wood products.
  - First Aid - Security Monitor: Ensure safety-standards are met and first-aid training too
- ✓ PR Marketing Manager
  - Community Manager: Act as a link between the community and the project team.
  - Sales and Marketing Strategist: Track wooden spoons /boxes sales and meet quotas. Improve Marketing and Sales performance.
  - Social Media Intern: Manages project social media accounts, brainstorm campaign ideas.
- ✓ HR Manager
  - Talent Recruiter: Screen and hold interviews with youth attending workshops.
  - Talent Coordinator: Supervise attendance/drop-out, during production workshops, and keep informed of young boys and girls; such as address and personal information.
  - Training Officer: Train the management team, and hold training sessions for youth.
  - Youth Leaders: The best participants in the project will evaluate their classmates.

- Monitor and evaluate through areas and responsibilities:

Stakeholders	M&E responsibilities
CAAMAY Project Manager	Lead project planning and tracking. Perform risk management Ensure activities are following the correct schedule. Prepare progress report monthly, including budget updates. Communicate with Managers and members of CAAMAY. Evaluate their performance weekly.
Wood production / Development	Monitor the processes and specifications of developing wooden products: wooden spoons/boxes. Ensure that woodwork instructions have been implemented adequately and successfully. Check the prototype design process of the wooden products.
Finance	Monitor the report's financial data of the funding scope. Evaluate the Return of Investment rate. Ensure proper execution of funds. Re-formulate budget and spending plans. Check machinery/tools costs.
Logistics Manager	Make sure the efficiency of negotiation with wood suppliers1 Ensure quality and arrival date. Evaluate the track of quality and quality and stock levels. Meet the delivery time arrival and quality standards.
Operation Quality Control /Assurance	Monitor the report data of the funding scope. Revise formulating strategy and performance of wood workshop operations. Review the procuring material according to technical specifications. Check the % of compliance Ensure the ongoing maintenance and revision of safety procedures and documentation.
PR Marketing	Raise local and international awareness of the project. Evaluate the positive public image of the project Evaluate the % of sales. Review marketing strategy monthly. Review donors' engagement and the quality of social media content.
Human Resources	Monitor the enrolment percentage among youth population and drop-out rates. Improve training sessions and talent management during workshops. Evaluate youth employment opportunities. Youth leaders report and results: Measure how their enrolment is affecting other attendants.

Source: Author of the project proposal.

10. MATERIALS AND EQUIPMENT NEEDED

The paperwork proposal; considers that is necessary to add pictures of the materials/ machines that are essential for the project; or when specific models are needed. Please, see Annex 4: Essential pictures of Materials.

WOOD ITEMS PRODUCTION

MATERIALS AND TOOLS	
Wooden Spoon	**Wooden Boxes**
✓ Straight, clear piece of wood 1/2″ to 3/4″ thick, 10″ to 12″ long, and 2″ to 3″ wide. Wood preferably, pine. ✓ Straight carving knife ✓ Mora Hook Knife ✓ Spoon Gouge. ✓ Spokes have ✓ Mallet ✓ Sandpaper of various grit size (320, 180, and 120 grit) ✓ Wood Rasp ✓ Small rag and food-safe oil ✓ Pencil	✓ (for each box 12” wide, 11” deep, 9” high. There are instructions below on how to easily adjust these measurements to make any size box) ✓ 2 pieces 1/4” plywood, 12” x 9” ✓ 2 pieces 1/4” plywood 10.5”x9” ✓ 1 piece 1/4” plywood 11.5”x10.5” ✓ Four 1”x2” boards 7” long ✓ Miter saw ✓ Nail gun (or hammer and nails) ✓ Measuring Tape ✓ Scrap 1x6s (or a 1×6 board) ✓ Scrap cove molding (or a stick of it if you don’t have scraps) ✓ Wood Glue ✓ Paint brushes ✓ Sandpaper ✓ Stencil (optional)
MACHINERY	
Wooden Spoon	**Wooden Boxes**
✓ Arbortech ball gouge (For shaping the inside of the spoon more smoothly) ✓ Circular Saw ✓ Band saw machine ✓ Table sawing machine	✓ Table saw (consider to request woodcut when purchasing from suppliers) ✓ Workbench ✓ (or just have your wood cut when you buy it!) ✓ Clamps ✓ Electric sander ✓ hammer and nails or nail gun ✓ Hot wood glue gun

PAINTING

MATERIALS AND TOOLS	
Wooden Spoon	**Wooden Boxes**
✓ Sandpaper ✓ Acrylic paints (green, red, yellow) ✓ Paintbrushes ✓ Painter’s tape ✓ Food-safe wood conditioner ✓ Rag or old towel Machinery: Oven	✓ Gesso ✓ Deco Art Acrylic Paint (green, red, yellow) ✓ Foam brush (2”) ✓ Paintbrushes (various sizes: 1”, round brush set with detail brushes) ✓ Paint pens (colors: green, red, yellow & various sizes) ✓ Optional: ✓ Pencil (new with eraser) ✓ Stylus ✓ DuraClear varnish (matte)

Source: Author of the Proposal

SUPPLIERS: The Procurement –Logistics area and Purchasers will be responsible to buy the necessary material. Here, this proposal has gathered the best and most accessible suppliers and organized it per product.

- Wood Suppliers.

CAMWOODERS Group of Companies Fewdong Abbas Building 721 Wekaroad Kumba Town Meme Division, SWR, Cameroon P: (237) 322-622 222 / (237) 672-858 663 info@camwooders.com office@camwooders.com http://www.camwooders.com/contact.html	Cameroon Timber Export Cameroon 00000, Douala, 1310 Avenue De Gaulle Bp 2667 Telephone: +971 55 149 7517 Email: support@cameroontimberexport.com https://cameroontimberexport.com/contact/	SAHEL EXPORT TRADE 425 (6,063.36 mi) Douala, Cameroon 237 +237 6 50 90 95 68 sahelexporttrade.com https://www.facebook.com/sahelexporttrade/
CAMEROON TIMBER FOREST EXPLOITATION LTD Mr Ndeley General Manager Address:245 washage Biyemassi Yaoundé Tel:+237 7090 2935,+237 9445 4602 Email:camtimberinfos@consultant.com http://camtimberwood.tk	Smaller wood manufactures: ETS Nomade Trade https://www.etsnomadetrade.com/about-us nomadetradeets@gmail.com +237-6 73 06 34 60 Lan Production Info: https://www.listcompany.org/Land_Production_Info.html	International: Kloes Custom Woodwork Phone: (920) 833-7157 Address: N7193 Ballard Road, Seymour, WI 54165 Email: bob@bobkloes.com https://www.bobkloes.com/lumber/

- CARVING knives:

Bang Good Shipments Cameroon https://www.banggood.com/	Lee Valley Phone: 1-800-267-8767 1180 South East Marine Drive V5X 2V6 Vancouver (604) 261-2262 https://www.leevalley.com/en-ca	Pinewood Forge LLC del@pinewoodforge.com 17738 Nelson Dam Rd. NW Leonard, MN 56652 USA https://pinewoodforge.com/
GAXCOO sales@gaxcoo.com or tel: +1 (201) 308-3153 https://gaxcoo.com/ https://www.amazon.com/-/es/stores/Gaxcoo/page/A7613516-F5CA-498A-89B1-9515F708F7F9?ref_=ast_bln	FLEXCUT 8105 Hawthorne Drive Erie, Pennsylvania 16509 United States 1-800-524-9077 https://www.flexcut.com/	

- TABLE SAW

Altendorf GmbH Wettinerallee 43/45 D - 32429 Minden, Germany Phone +49 571 9550-0	Oav Equipment: No. 96 Wu-tso 1st Street, Ching-shui Dist., Taichung City 43641, Taiwan Tel :+886-4-2620-1188 Fax :+886-4-2620-1199 E-Mail :oav@oavequipment.com https://www.oavequipment.com/en/	SawStop https://www.sawstop.com/company/contact-us
Dewalt Social Media https://www.dewalt.com/	Crafts Man Social Media https://www.craftsman.com/	Amazon ships to Cameroon: https://www.amazon.com/

- Wood Glue

Elmer's Telephone: 1-888-435-6377 +442030276892 +41445118340 https://www.elmers.com/	Gorilla Glue Company Telephone: 1-800-966-3458 https://www.gorillatough.com/about/	Titebond Franklin International 2020 Bruck Street Columbus, Ohio 43207 Phone: 1.800.877.4583 http://www.titebond.com/

- Painting and Brushes

Arteza Telephone: US: +1 (888) 905 0706 UK: +44 20 3884 2554 Bell Yard London WC2A 2JR help@arteza.co.uk https://arteza.com/	Loew Cornell Telephone: +18443850247 4110 Premier Drive High Point, NC 27265 https://www.loewcornell.com/	MontMarte PO Box 303, Salisbury, QLD, 4107 info@montmarte.com.au https://www.montmarte.net/

- Table Saw, clamps, sand paper, workbench:
  Powertech Products
  http://powertecproducts.com/
  https://www.amazon.com/stores/page/3CFADA2C-DF77-4C05-963F-1219E1E54939?ingress=2&visitId=e2c1ecc4-107e-4717-9a46-0080b5a704a1&ref_=ast_bln

• Ball Gouge Supplier: Arbotech Tools Phone: +61 8 9249 1944; +49 02724-288301 https://www.arbortechtools.com/au/ball-gouge/	• Pencil; hot glue gun; oven; brushes: hack saw rag/towel: nail gun: measuring tape: paint pens. Supplier: KIKKU Online Shopping Mall: https://www.kikuu.cm/
• Spoon gouge, carving knives, mallet Supplier: Infinity Tools Phone: +1 813-881-9090 | +1877-872-2487 https://www.infinitytools.com/	• Spokeshave, spoon gouge, mallet, sandpaper, wood rasp, oil, acrylic painting set of 12 colors, 3M Painters tape, food-safe container, miter saw, oil, glue for wood, electric wood sander. Supplier: Bang Good Shipments to Cameroon https://www.banggood.com/

12. FINANCES: DONORS AND FUNDING

- **Grant proposal options:**

1. ERLA & Humanitarian Innovation Fund's Small Grant Facility for NGOs:
Grants from £75,000 to £150,000 are available to develop and/or implement an innovation in a humanitarian setting. There are five key stages in the innovation process and our small grants are awarded at three of those stages: Recognition, Diffusion, and Invention. E-mail: info@elrha.org Contact form: https://www.elrha.org/contact-us/ To apply, please access the following link: https://www.commongrantapplication.com/register.php?refOrgId=20971&refProgId=374
2. The Partnership for Transparency Fund (PTF)
The Partnership for Transparency Fund (PTF) is a US-based mobilizes expertise and resources to provide advice and small grants to civil society organizations. To apply for funding from PTF, a concept note has to be submitted. During the review of the proposal, PTF would also look into your audited accounts. Upon approval of the concept note, an Adviser will be assigned to help you develop a project plan that includes a budget and a log frame. Email: info@ptfund.org For more information, visit this link: http://ptfund.org/
3. The United Nations Trust Fund on Family Activities
It provides financial assistance for activities specific to the family and projects of direct benefit to it, with the special focus on least developed and developing countries, and countries with economies in transition. E-mail: social@un.org To apply, please access the following link: https://www.un.org/development/desa/family/united-nations-trust-fund.html

Grant Advertisement

1. **Global Hand**
It is a platform association that reunites volunteers and organizations. There is a section called “Offers” where some NGOs can post an inquiry or a request for the donation. This would be very beneficial for the project; as the project scope and objectives can get free advertisement and attract donors: Contact person: Natalya Kan Email: nvhanley@cgvuk.org Phone: +44 (0)20 3389 7177 https://www.globalhand.org/ Please to apply, follow this link: https://www.globalhand.org/en/offers/new

- **Donors in Kind :For example; wood; materials and machines.**

1. **Cameron Timber Forest Exploitation Ltd**
The project will aim to get donations in the main material used in the project execution: Wood. Please find the contact details below: Mr. Ndeley General Manager Address:245 washage Biyemassi Yaoundé Tel:+237 7090 2935,+237 9445 4602 Email:camtimberinfos@consultant.com http://camtimberwood.tk
2. **CAMWOODERS Group of Companies**
"CAMWOODERS GROUP" an outsourced marketing/sales department for Camwood Group Of Companies, was founded in 1998 by the Camsuns' Family, It is one of Africa's largest manufacturer, distributor and exporter of African hardwood in Saw logs, Peeled Logs, Square edged timber, Round edged timber, Flooring boards. Fewdong Abbas Building 721 Wekaroad Kumba Town Meme Division, SWR, Cameroon P: (237) 322-622 222 / (237) 672-858 663 info@camwooders.com office@camwooders.com http://www.camwooders.com/contact.html
3. **Cameroon Timber Export**
It is a Doulala based Proprietorship Firm tha is engaged in retailing, wholesailing and export of premium trade quality West African Timber in a range of top wood species. Cameroon 00000, Douala, 1310 Avenue De Gaulle Bp 2667 Telephone: +971 55 149 7517 Email: support@cameroontimberexport.com https://cameroontimberexport.com/contact/
4. **Kloes Custom Woodwork**
Kloes Custom Woodwork is a family business that believes quality and customer service takes precedence. All our lumber comes to us directly from the north woods of Wisconsin and Upper Michigan where the warm summers and cold winters produce the best lumber. Phone: (920) 833-7157 Address: N7193 Ballard Road, Seymour, WI 54165 Email: bob@bobkloes.com https://www.bobkloes.com/lumber/

5. **Lee Valley**
This company focuses on wood work tools; and has a wide range of varieties such as: Carving Knives, Chisels, clamping, safety gear Phone: 1-800-267-8767 1180 South East Marine Drive V5X 2V6 Vancouver (604) 261-2262 https://www.leevalley.com/en-ca
6. **Pinewood Forge LLC**
American company that focuses on carving knives and wood tools. del@pinewoodforge.com 17738 Nelson Dam Rd. NW Leonard, MN 56652 USA https://pinewoodforge.com/
7. **FLEXCUT**
Company that sells sets of carving knives online. 8105 Hawthorne Drive Erie, Pennsylvania 16509 United States 1-800-524-9077 https://www.flexcut.com/
8. **GAXCOO**
Carving knives and wood tools specialists sales@gaxcoo.com or tel: +1 (201) 308-3153 https://gaxcoo.com/ https://www.amazon.com/-/es/stores/Gaxcoo/page/A7613516-F5CA-498A-89B1-9515F708F7F9?ref_=ast_bln
9. **Altendorf GmbH**
The number of Altendorf sliding table saws put to work in carpentry, cabinet-making, and joinery workshops and wood, metal, and plastics processing companies around the world has now surpassed 150,000. Wettinerallee 43/45 D - 32429 Minden, Germany Christian Kollet Marketing Phone: +49 571 9550 110 E-mail: c.kollet@altendorf.de
10. **Oav Equipment:**
Taiwanese Manufacturer that produces table saw and other electric equipment used in woodwork. No. 96 Wu-tso 1st Street, Ching-shui Dist., Taichung City 43641, Taiwan Tel :+886-4-2620-1188 Fax :+886-4-2620-1199 E-Mail :oav@oavequipment.com https://www.oavequipment.com/en/
11. **Dewalt**
Manufactures machines such as table saw; clamps and other hand tools. https://www.dewalt.com/ Telephone: +1 209 409 3173
12. **Craftsman**
https://www.craftsman.com/ Information and contact through Social Media

13. **Elmer's**

Company specialised in school glue products. They also produce and export glue for wood. The company has a great sense of Corporate Social Responsibility by promoting kids creativity and creates workshops for kids.

Telephone: 1-888-435-6377
+442030276892
+41445118340

14. **Gorilla Glue Company**

The Gorilla Glue Company is based in Cincinnati, Ohio and has been selling Gorilla Glue® for over two decades. It is a family-owned and operated and prides itself on its family atmosphere and fun-but-serious products.
Telephone: 1-800-966-3458
https://www.gorillatough.com/about/

15. **Titebond**

Titebond offers the right mix of products and technical advice to help homeowners, hobbyists and DIYers of all skill levels achieve the best results possible.

Franklin International
2020 Bruck Street
Columbus, Ohio 43207
Phone: 1.800.877.4583

http://www.titebond.com/

16. **ARTEZA**

Arteza is a well-known company in the art craft industry. It produces acrylic paintings and other artisans tool.
Telephone: US: +1 (888) 905 0706 UK: +44 20 3884 2554
Bell Yard
London
WC2A 2JR
help@arteza.co.uk
https://arteza.com/

17. **Loew Cornell**

It is a medium size company that produces painting brushes of different materials and sizes.
Telephone: +18443850247
4110 Premier Drive High Point, NC 27265
https://www.loewcornell.com/

18. **MontMarte**

It is an international company that specialises in painting, craft paper, clay and other materials for handcraft products. They can contribute to this project by donating brushes; acrylic painting and other tools for the painting phase of the activities.
PO Box 303,
Salisbury, QLD, 4107
info@montmarte.com.au
https://www.montmarte.net/

19. **Powertec**
This company produces wood tools and machinery such as table Saw, clamps, sand paper and workbenches. Most of the contact channels are through Amazon and through Social Media. http://powertecproducts.com/ https://www.amazon.com/stores/page/3CFADA2C-DF77-4C05-963F-1219E1E54939?ingress=2&visitId=e2c1ecc4-107e-4717-9a46-0080b5a704a1&ref_=ast_bln
20. **Arbotech Tools**
This company is a pioneer for technology and enhancing the wood work experience. They produce ball gouges; a product that is used in the final stages of the wooden spoons. Phone: +61 8 9249 1944; +49 02724-288301 https://www.arbortechtools.com/au/ball-gouge/

- **Marketing/advertisement**

Techsoft Web Agency.
Douala , Cameroun Phone: (237)656321133 / 671313533 Whatsapp: (+237)671313533 Commercial hello(at)techsoft-web-agency.com support(at)techsoft-web-agency.com

It is equally important to show to donors the project is being implemented as outlined in the proposal presented to them.

1. Weekly reports: Donors will receive mainly financial reports to show how their contribution is being used. Additionally, a report on the impact that their intervention in the success of our project objectives.
2. Newsletters: We will gather data and pictures and send them per email to all subscriptions through informative newsletters.
3. Social media presence: Engage our donors in our social media posts, through tags and posts that recognizes the impact of the donor's contribution.

13. PARTNERSHIPS:

Organizations and NGOs that also focus their activities in Wood Working :

- **Himalayan Institute**
  As one of the projects; the Himalayan Institute has created the School of Carpentry & Construction; a vocational training and service center that features a large range of modern tools, equipment, and techniques, all designed to improve the efficiency, safety, and quality of construction projects in Kumbo, Cameroon.

952 Bethany Tpke
Honesdale, PA 18431
(800) 822-4547
(570) 253-5551
humanitarian@himalayaninstitute.org
https://humanitarian.himalayaninstitute.org/cameroon/school-carpentry/

- **Global Wood:**
  Global Wood Trade Network - The world's leading marketplace for timber and wood products industry.
  E-mail: service@globalwood.org.
  http://www.globalwood.org/

- **INNOVA Wood**
  Focuses on integrated research, innovation, and training in forests and wood. It offers wood vocational training programs as well, so INNOVA can advise us and give us feedback.
  66, Rue du Luxembourg
  BE-1000 Bruxelles
  Phone: +32 2 2392300
  Fax: +32 2 2192191
  http://www.innovawood.com/Projects/EQWOOD/tabid/514/Default.aspx

- **Lehman Group:**
  The companies of the internationally operating **Lehmann** Group offer extensive expertise in timber construction: from the sawmill to timber and silo construction. Lehmann also offers vocational programs for young boys.
  Ursula Keller-Braun
  Head of Personnel
  T +41 71 388 58 30
  ursula.keller@lehmann-gruppe.ch
  https://www.lehmann-gruppe.ch/en/karriere/berufsbildung.html

Rewards for our youth: Educational Programs.

- Aalto University:
  The Wood Program is a one-year program of study that focuses on wood architecture and industrial building. It can be an option to offer to students by the end of the program. All travel cost can be included; as well as accommodation and tuition.
  Phone: +358 50 511 2195
  E-mail: admissions@aalto.fi
  https://www.aalto.fi/en/wood-program

Distribution partners:

- ETSY platform:
  This online platform is very popular among Cameroonian products, handcraft, and African utensils. Therefore, the project team can contact its headquarters to create an alliance between CAAMAY and ETSY.
  https://www.etsy.com/

- Instagram Retail online shops:

@ateliers_blackshades is an online shop based in Douala, Cameroon ha distributes Cameroonian products such as handbags, wine, baby accessories, and clothing/shoes wear. They could create some posts, help to promote the project while distributing through their account.
Rue Njo-Njo, Douala, Cameroon
+237675718785
https://www.facebook.com/ateliersblacksh/
https://www.instagram.com/ateliers_blackshades/?hl=en

@Ecotienda La Chiwi: Shopping and retail. Support small business and handcrafters. Currently, they sell Cameroonian pots and cups.
https://ecotiendalachiwi.com/

Expertise and skills sharing partners:
Wood Work Coursers
buster@woodworkcourses.co.za / https://www.woodworkcourses.co.za/

13. BUDGET & DONORS CONTRIBUTION

Table 1: Detailed: Materials and Equipment costs

LIST OF MATERIALS/EQUIPMENT/TOOLS	PRICE PER UNIT CFA	QUANTITY	TOTAL IN CFA
Wooden plates of 3 meters of wood for wooden spoons	12000	45	540000
3 piece set carving knife; straight, hook; peeling	11000	50	550000
Spoon Gouge	8900	20	178000
Spokes have	4100	20	82000
Mallet	5000	4	20000
1 set of 10 pieces of sandpaper	4800	200	960000
Wooden plates of 3 meters of wood for wooden boxes	5200	20	104000
Small rag	550	100	55000
Food-safe oil	4800	160	768000
Pencil	436	500	218000
Arbortech ball gouge	58000	3	174000
Circular Saw	7612	5	38060
Band saw machine	87400	3	262200
Table sawing machine	290400	2	580800
Acrylic paints (green, red, yellow)	6900	800	5520000
Paintbrushes set (5 brushes)	2800	150	420000
3M Painter's tape	2800	110	308000
Food-safe wood container	2800	40	112000
Oven	45000	1	45000
Plates of 6 meters for wooden boxes	35000	80	2800000
Miter saw	52000	4	208000
Nail gun (or hammer and nails)	34000	3	102000
Measuring Tape	1800	10	18000
Scrap 1x6s (or a 1×6 board)	100	40	4000
Scrap cove molding (or a stick of it if you don't have scraps)	100	40	4000
Hot wood glue gun	2918	3	8754
50 ml Wood Glue	5000	250	1250000
Workbench	10000	4	40000
Clamps	4630	15	69450
Electric sander	29000	8	232000
hammer and nails or nail gun	12200	10	122000
Gesso 500ml	870	70	60900
Paint pens (colours: green, red, yellow & various sizes)	1100	100	110000
Varnish Mate	1100	100	110000
TOTAL			16074164

Source: Author of the proposal

Table 2: Budget and costs; initial investment.

CAMAAY Tentative Budget: Initial Investment for 6 months		
Area	**Amount in CFA**	
1. Material and Equipment	**16074164**	
2. Team leaders (3) and volunteers (6)		
Salaries	600600	
Expenses	410000	
Travel allowances	264000	
sub-total	**1274600**	
3. Management team		
5 Managers	6945060	
17 coordinators	17707200	
Travel allowances	132000	
sub-total	**24784260**	
4. Youth participants		
Food and water	1380000	
sub-total	**1380000**	
5. Marketing Material		
300 Flyers	175200	
Podcasts	100100	
Social Media paid promotions	350000	
Sub-total	**625300**	
6. Services and Storage		
Rent (basic)	520882	
sub-total	**520882**	
7. Office tools		
Paper and pens	417000	
Furniture	340000	
sub-total	**757000**	
9. Health implements		
Masks	450300	
gel/alcohol/soap	174500	
sub-total	**624800**	
Total	**46041006**	
Contigency costs (10% of total costs)	4604100.6	
FINAL COSTS IN CFA	**50645106.6**	

- ***TOTAL COSTS IN CFA: 50,645,106.6***

Source: Author of the proposal

Table 3: Donors for Materials Equipment Machines

Donor companies for materials	Type Cash/In kind	Commited/Projected	Values in CFA
1. Cameron Timber Forest Exploitation Ltd	Wooden strips	Projected	835000
2. CAMWOODERS Group of Companies	Wooden strips	Projected	835000
3. Cameroon Timber Export	Wooden strips	Projected	835000
4. Kloes Custom Woodwork	Wooden strips	Projected	835000
5. Lee Valley	Carving knives	Projected	137500
6. Pinewood Forge LLC	Carving knives	Projected	137500
7. FLEXCUT	Carving knives	Projected	137500
8. GAXCOO	Carving knives	Projected	137500
9. Altendorf GmbH	Table saw	Projected	210750
10. Oav Equipment:	Table saw	Projected	418750
11. Dewalt	Work Bench	Projected	210750
12. Craftsman	Work Bench	Projected	210750
13. Elmer's	Wooden glue	Projected	625000
14. Gorilla Glue Company	Wooden glue	Projected	625000
15. Titebond	Wooden glue	Projected	1512500
16. ARTEZA	Painting and brushes	Projected	1512500
17. Loew Cornell	Painting and brushes	Projected	1512500
18. MontMarte	Painting and brushes	Projected	1512500
19. Powertec	Painting and brushes	Projected	69450
20. Arbotech Tools	Ball Gauges	Projected	174000
TOTAL IN KIND			**12,484,450**

Source: Author of the proposal

Table 3: Contributions of beneficiary(ies) community(ies) and proposing organisation (NGO)

Sources of Community Contribution	*Type (cash/in kind)*	*Committed or Projected?*	*Value in CFA Francs*
1. Town Hall Committee	Cash	Projected	320,882
2. Local Government	Cash	Projected	2,570,000
Total of Community Contribution			2,890,882
Sources of proposing organisation contribution	*Type (cash/in kind)*	*Committed or Projected?*	*Value in CFA Francs*
1.ERLA & Humanitarian Innovation Fund's Small Grant Facility for NGOs.	Cash / Bank Transfer	Projected	10,470,495
2. United Nations Trust Fund on Family Activities	Cash / Bank Transfer	Projected	8,049,719
3.The Partnership for Transparency Fund (PTF)	In Kind (Wood material)	Projected	8,340,000
4.Lehman Group	In Kind (Management Team /Experts)	Projected	7,784,260
5. Techsoft Web Agency.	In Kind (Marketing costs)	Projected	625,300
Total of proposing organisation contribution in CFA			35,269,774

TOTAL OF ORGANISATIONS AND COMMUNITY CONTRIBUTION 38,160,656

Table 4: Resume of costs and budget

TOTAL FROM DONORS COMPANIES IN KIND (Materials/Equipment)	12,484,450 CFA
TOTAL FROM COMMUNITY CONTRIBUTION:	2,890,882 CFA
TOTAL FROM ORGANISATIONS/COMPANIES	35,269,774 CFA
TOTAL COSTS IN CFA: **TOTAL IN USD: 86,795.38**	**50,645,106.6 CFA** **86,795.38 USD**

Source: Author of the proposal

*All costs will be funded by donors in cash or in kind.

Appendix 1: Sources of information for tutorials/workshops.

- Identification of wood types: Debora Shneebli-Morrell gives great advice in recognizing types of wood and how to work on them to get the best results. Please access: Yodomo Blog
- Wooden spoons using a carving knife
  Darvin Orvar, a YouTuber, that guides people who want to start working in some technical skills. In this video, she shows how to carve a spoon with a hook knife. Darvin Orvar- How to carve a spoon using a hook knife.

1. Wood worker's journal gives also a good explanation of different techniques to produce wooden spoons for beginners. Woodworkers journal- How to carve a wooden spoon.
2. Instructables is a website that gathers workshops/tutorials from experts. Here there is a good Do it your Self Hand carved wooden spoons tutorial with detailed instructions. DIY Hand carved wooden spoons.
3. Blueprint platform; also reunites work from people and shares it through newsletters: Myblueprint: How to make a wooden Spoon.
4. A great explanation of how to produce more efficiently wooden spoons using machines; is given by Jon Peters; who through his channel gives great advice and techniques in woodwork. Jon Peters- Longview Youtube Channel:

- Wooden box production:

1. Steve Ramsey, is a wood expert that shares its knowledge on YouTube video; he explains clearly how to make wooden boxes and also goes into detail regarding woodwork skills. Steve Ramsey: How to make wooden boxes and why you need to know-how
2. Jay Bates's wooden work videos; are a complete source to use during the tutorials; during the videos, he explains it clearly and shows results step by step. How to make a wooden box
3. Instructables is a website that gathers workshops/tutorials from experts. Here there is a good Workshop about Wooden Boxes. How to make wooden boxes
4. To have more guidance about the sizes and measurements of the boxes. Please follow the link: How to make a wooden box in any size

Appendix 2: Activities and Phases.

PHASE 1 : ENGAGEMENT	***PERIODS IN MONTHS***					
ACTIVITIES	*1*	*2*	*3*	*4*	*5*	6
1. Theoretical Training	X					
2. Practice Training		X	X			
3. Production			X	X	X	
4. Sales					X	X
5. Graduation						X
PHASE 2 : SUSTAINABLE	***PERIODS IN MONTHS***					
ACTIVITIES	*7*	*8*	*9*	*10*	11	12
1. Production & Complementary Training	X	X				
2. Sales & Complementary Training		X	X	X	X	X

Source: Author of the proposal

ANNEX 1 Table A: Wooden Spoon Steps:

Step 1 Draw the spoon on wood: Draw the rough shape of a spoon on top of the poplar, including the outside and inside shape of the bowl of the spoon. Make a pattern and draw a centerline. On the side of the spoon, draw the profile, showing the underside curve of the bowl and the shape of the stem.	
Step 2: **Carve out the bowl of the spoon** Use the gouge and a mallet for the rough shaping of the bowl. With the poplar secured, make a couple of cuts with the gouge perpendicular to the centerline. Turn the gouge 180 degrees and make a couple of cuts from the opposite side. You will start to have curls of wood facing in both directions. Working in from the sides, remove this material with the gouge. Expand gradually away from the center along the line until you start to reach the depth you want to achieve. At this point, only make cuts perpendicularly along the centerline. Start to expand your cuts laterally as well to shape the bowl from side to side. Stop a little short of your line for the inside of the bowl.	 
Step 3: Bandsaw the outside shape of the spoon The reason I kept the blank in a rough rectangular shape in the beginning was to help keep it stable while chopping out the bowl. But now it's time to work on the underside of the bowl and the stem. Use a bandsaw to cut the spoon close to the line of its final shape. With the piece still a rough rectangle, I chose to cut the bottom profile first, then cut the left side of the spoon and then the right side	
Step 4: Shape the underside of the bowl With the stem gently clamped in a vise, use a spokeshave to shape the underside of the bowl. Part of the fun of making spoons is that they don't have to be perfect. If you're wondering how to achieve a perfect shape, there isn't one. Just go by eye, taking a little off on one side then the other until you like the shape. Use the straight knife to handle smaller, tricky cuts	
Step 5: Finalize the shape and surface Remember, this is just the rough shaping. Using your hook knife, work across the grain, making light, shallow cuts to smooth out the shape. This part takes a lot of practice, so be prepared to gradually increase your skill level. When you are satisfied with the shape and texture of the bowl, having expanded outward to the inside line, it's time to move on to the rest of the shaping.	
Step 6: Shape the handle The handle of the spoon lends itself to both the spokeshave and the straight knife. Clamp the bowl gently in a vise and work with the grain. Keep an eye out for tricky grain and change cutting directions when necessary. The spokeshave is great for taking long shavings that eventually turn a squared edge into a round one.	
Step 7: Finalise the shape and endings and use oil to brush the spoon: Use Arbortech ball gouge for detailed concave carving. The last stoke is to coat them with oil. It is enough to brush them with oil as they are thin and oil will soak through. During the next 24 hours, the spoons are left a side to dry out and absorb oil, then they are wiped with dry cloth and they are ready.	

Source: Table made by the Author of the Proposal, based on the information given by My Blue Print blog and Eco Sall

ANNEX 2 Table B: Wooden Box Steps:

Step 1: Cut all of your wood according to the desired measures. This is definitely the most time consuming part of the whole project. You can cut all of your pieces on a table saw. Example: A box squared; so all sides are the same size. Sizes can change; rectangle and lengthen one side. Totally up to you. Cut a piece of 1×6 scrap at 5 ½" long (to make a square bottom piece) and four side pieces at 6 ¼" long like the picture shown.	
Step 2: Assemble the box Fold the sides up and glued and nailed them together.	
Step 3: Make the top: To make the top, cut a piece of 1×6 at 5 ½" long and cut scrap cove molding to fit around the edges. Nail, these pieces along the sides of the top.	
Step 4: Secure the top: To keep the top in place when it's set in the box, cut two thin pieces 5 ½" long (you could cut a couple of small pieces off another scrap 1×6) and glued them onto the bottom of the top piece. This helps the lid stay in place.	
Step 5: Finish the details: I carved out a little bit of wood for the hinges to sit flush with the wood. Also, use some sandpaper to make the borders smoother.	

Source: Table made by the Author of the Proposal, based on Woodshop diaries.

Annex 3: Table C: Painting wooden Spoons.

Step 1: Prepare the Spoons Your wooden spoons may have rough areas, so sand them down gently and wipe away any dust with a damp cloth. Let dry. Use a piece of painter's tape to create a guide around the handle of the spoon. You may find it helpful to measure out your desired painted area first, then add the tape.
Step 2: Paint the spoons Depending on the colors you choose, I would recommend two coats of paint. For a makeshift drying rack, I cut slits in the bottom of an empty cardboard box and turned it upside down
Step 3: Cure the paint After painting, allow the spoons to air dry for at least an hour. Place the spoons in a cold oven, then heat the oven to 350°F. When the oven reaches 350°F, bake the spoons for 25 minutes. Then turn the oven off and let the spoons cool completely in the oven. Wait at least 3 days before using or washing the spoons.
Step 4: Condition the spoons. This step is optional, but using a wood conditioner on the spoons will give them a longer life. Heat the conditioner in a microwave-safe bowl before using it. Dip a rag into the oil, then gently wipe it on the exposed spoon area. Let the spoons sit for 20 minutes before wiping up the excess. Wait at least 3 days before using or washing the spoons.

Source: Table made by the Author of the Proposal, based on Feast and West.

Annex 4: Table D: Wooden Boxes Painting:

Step 1: Apply gesso Begin by applying a light coat or two of gesso with a foam brush to your wooden box with lid. Be sure to let the layers of gesso dry in between coats. The gesso helps create a nonporous surface for you to apply the acrylic paint.
Step 2: Apply acrylic painting Once the gesso layer is dry, apply a coat of acrylic paint in Ultramarine Blue to the surface of the rectangular wooden box. Let dry and apply another coat. Depending on the color of paint, you may need a third coat. Be sure to let the layers of paint dry between coats.
Step 3: Choose a colour pattern Once the acrylic paint layer is dry, apply another color of paint (or gesso) with the various sized foam stencil brushes according to the design. Again, you may need two layers. This will enable your colors to appear brighter than if they were just painted onto the colored surface.
Step 4: Develop your design. Fill in the area around the larger designers with smaller patters using the paint pens and repeat the same steps as before, continuing to add patterns to make the box more colorful.
Step 5: Seal the painting Once you are satisfied with your design, let dry and apply a coat of varnish to seal it all in.

Source: Table made by the Author of the Proposal, based on KitKraft.

Annex 5: Essential pictures of Materials



Wooden spoons basic materials. Source Instructibles.


Wood Rasps. Source: Bang Good.com


Miter Saw; Source: Bang Good.com



Electric wood sander. Source: Bang Good



Gesso acrylic. Source: Amazon



Table Saw. Source: Bang Good

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