



NEAR EAST FOUNDATION

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Promotion of Livelihood Skills for Conflict Mitigation



Final Report

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Near East Foundation

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Cover Photo: Distribution of kits to women launching enterprises in food processing. Photo by NEF.

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I. Summary of Project Implementation

Unemployment remains a significant challenge for many youth living in conflict and post-conflict regions in Sudan. South Kordofan State (SKS) has been a place of recurrent conflict between the Sudan Armed Forces (SAF) and the Sudan People’s Liberation Army (SPLA) forces, with youth usually constituting the majority of fighters; the recurring cycle of conflict has destroyed economic institutions, markets, and opportunity for jobs – leaving affected and idle youth vulnerable to those who advocate for armed conflict. The “Promotion of Livelihood Skills for Conflict Mitigation” Project supported a three-month vocational skills training for 100 youth (60 males and 40 females) to enable them to join the labor market and gain a productive livelihood.

The Near East Foundation worked to provide skills development and livelihoods opportunities to youth in Al-Qoz and Delling localities of SKS to encourage youth to play a more positive role in improving the social and economic life of their families and to effectively contribute to the peace building process in the state. The project successfully trained and provided start-up kits to 60 young men and 40 young women to increase employment opportunities and build resilience.

II. Progress against output and outcome objectives

A. Outcome Objectives

Increase employment opportunities for the youth through vocational skills training and capacity building, thus increasing their families’ income and decreasing the chances for youth to become triggers for the war in SKS.

B. Output Objective

Objective	Status	Notes
100 youth from host community and returnees in Al-Qoz and Delling localities of SKS received vocational skills training and tool kit to start their own business.	Achieved	40 women trained and received start up kits 60 men trained and received start up kits

C. Country Objective

Increased resilience of communities to social and economic shocks.

Output Indicators	Status	Notes
100 youth (males and females) receive a three-month vocational training.	Achieved	40 women trained and received start up kits 60 men trained and received start up kits
Two workshops on small business management and peace building conducted.	Achieved	

100 youth receive vocational tool kit.	Achieved	40 women trained and received start up kits 60 men trained and received start up kits
Outcome Indicators	Status	Notes
30% of the 100 trained youth established their own job.	Achieved	Participants established their own business; women opened savings account for their new revenues
40% of the trained youth linked with employers.	Achieved	
60% of the participants reported improvement in their income.	Achieved	Monitoring visits with women participants in food processing demonstrated a marked improvement in their living situation
Few incidents caused by youth are reported by police stations in the two localities.	Achieved	The trained youth they are busy with their business in the market; no incidents were reported to police. Further, youth have also participated in solving some problems in their communities using conflict-training skills gained from peace building workshops.

D. Activities

Launch Activities.

NEF signed an agreement with AECOM on November 2, 2015, to implement vocational and livelihood skills training to promote youth employment.

The technical agreement was shared with the government line ministries (Ministry of Social Welfare and State Humanitarian Commission); all signed the technical agreement and shared with the Federal Humanitarian Commission in Khartoum for final approval. Once this was acquired, NEF began undertaking the project activities according to the plan.

Activity 1: Orientation Meetings.

NEF staff conducted orientation sessions with community leaders in Delling and Al-Qoz localities to share information about the project and ensure ownership over objectives.

Activity 2: Meeting with El-Obeid Vocational Technical School and State Ministry of Welfare.

The project team conducted orientation meetings with the El-Obeid Vocational Technical School and Ministry of Social Welfare and Humanitarian Commission to share information about the project, its objectives, activities, work plan, and selection criteria for targeting beneficiaries. Participants from the Ministry of Social Welfare and Humanitarian Commission were eager and excited about the project, and the meeting helped to ensure coordination with relevant actors to the project.

The meeting with the El-Obeid Vocational Technical School provided an opportunity to arrange plans for vocational training for participants. An agreement was signed for the training of 60 male youth and for the preparation of training manuals and training timetables.

Activity 3: Three months vocational training targeting 100 youth in Al-Qoz and Delling Localities.

The 60 male and 40 female youth training participants were selected using the following criteria:

- Unemployed/affected by conflict
- Aged between 18-35 years
- Vulnerability criteria (widow, orphan, head of household)

Following selection, the project team met with selected youth in the NEF office in Delling to provide information about the project and the vocational training program. Staff also provided information on the timing and location of the training program.

The training program for young men at the El-Obeid Vocational Center began on November 20, 2015. NEF field officers and the head of the vocational center launched the workshop.

Training participants came from the following vocational areas:

Vocational division	Nr of trainees
Car mechanic	20
Electricity	18
Carpentry	6
Welding	16
<i>Total</i>	<i>60</i>

The 60 young men completed vocational training in these areas, with the training program ending on January 19, 2016. A graduation ceremony was held on January 19th, with the participation of AECOM consultant Dr. Mohammed Elamien Abdalgader and representatives from the North Kordofan State Authorities. All trainees received their certificates of attendance, and were eager to continue their apprenticeship and become more practically engaged in their work.

See the list in [Appendix A](#) for more detailed information on participants and their targeted areas.



Young men participate in vocational training at El Obeid Vocational Center.

Based on their selected training area, the project distributed start-up tool kits to each of the 60 male youth training participants.



Distribution of start up kits to young men who participated in the vocational training program.

The 40 young women selected for the vocational training program were divided into eight vocational groups. Of the participants, 39 were interested in food processing (seven vocational groups) and one was interested in perfume trading (one vocational group).

A qualified trainer from the Ministry of Education Department of Culture and Nutrition facilitated the training program for the eight groups. Each group met separately to discuss procedures and materials.



Women during the discussion over preferences during livelihood program.

Following the completion of the training program, the team distributed start-up kits to each of the groups. Seven different types of food-processing start-up kits were distributed to participants interested in this livelihood.



Women receive food-processing start-up kits.



Distribution of food processing kits.

For more information on women participants, see [Appendix B](#).

Activity 4: Two workshops on peace building and small business management.

The project hosted a training workshop on peace building and small business management for 60 young men in El Obeid and for 40 young women in Delling and Al-Qoz. Separate training reports are included in Annex C (men, December 19-21, 2015) and Annex D (women, December 22-24, 2015).

The trainings focused on:

- Reviewing the main concepts and principles of conflict management.
- Equipping the participants with knowledge and skills needed in dealing with conflicts and disputes.
- Forming leaders that could help in the dissemination of a culture of peace
- Developing the business mentality among the participants.
- Reviewing the main concepts related to income generating activities and small-scale enterprises.
- Developing business plans that could assist participants in defining and promoting their own business projects



NEF field officer during the inauguration of the workshop addressing the trainees.

Follow-up, Ongoing Support, and Monitoring.

The project team provided on-going monitoring and support to ensure the success of participants.



A trained consultant visits participants to provide ongoing support to women participants in food processing and perfume production.

III. Did the activity raise interest and discussions?

NEF's work through the AECOM project has been highly appreciated. Local actors have requested further development of these and similar initiatives.

IV. Impact on perceptions and behaviors

Project activities have had an important impact on promoting youth vocational development and mitigating the development of conflict. By developing vocational skills and receiving start-up kits in carpentry, welding, car repair, food processing, and perfume production, youth have been able to improve their economic situation.

V. Recommendations

Based on participant feedback, the project team recommends extending the length of vocational training to better meet the needs of participants and ensure that they have the necessary skills to be successful in their work.

VI. Beneficiaries

Total Male Direct Beneficiaries	Total Female Direct Beneficiaries	Total Direct Beneficiaries
60	40	100

VII. Lessons learned, challenges and recommendations

More vocational training needed. The project team noted that the vocational training program could be extended to provide more skills and knowledge to participants. A longer training program would allow youth to learn more practical skills and receive more support in entering the workforce.

Training Distance. Given distance from the vocational training center in El Obeid, some youth had challenges participating in the vocational training. Long training programs may have to be arranged in multiple locations to ensure that participants from different areas can more easily participate in the program.

VIII. Future Steps

- NEF proposes ongoing livelihood activities and follow-up to support youth engaged in the project.

Appendix A: Male Vocational Training Participants

#	Name	Apprenticeship Field	Contact
1.	Ali abass Hassan	Car mechanic	0929243468
2.	Abasher musa Hager	Car mechanic	0922594483
3.	Esam Meki shatta	Car mechanic	-----
4.	Mohammed Abdalgader	Car mechanic	0927946108
5.	Ibrahim elfaki Mohamadani	Car mechanic	0115879907
6.	Abuzaid hammad gurashi	Car mechanic	0918576091
7.	Musa hammad hassan	Car mechanic	0124927265
8.	Mukhtar mohammed Mustaffa	Car mechanic	0113907421
9.	Hassan hammid Eissa	Car mechanic	-----
10.	Hammid awad Gebril	Car mechanic	0127746574
11.	Mubark Amreca kurdosh	Car mechanic	092243443
12.	Ali Alnonia hamad	Car mechanic	0119413325
13.	Abdalla adam shalo	Electricity	0918048608
14.	Musa Mahamoud ahmed	Car mechanic	0961524493
15.	Sami salah suliman	Car mechanic	-----
16.	Osama Mohammed suliman	Car mechanic	0119478973
17.	Omer ali Omer	Car mechanic	0119476780
18.	Adam Mohammed Ahmed	Car mechanic	01194767780
19.	Mohammed omer Amir	Car mechanic	0962252284
20.	Abda Musa aroug	Car mechanic	0125525844
21.	Nashwan Awad elgali	Car mechanic	0117677567
22.	Elteгани Ahmed ali	Carpentry	-----
23.	Mutaz shawish abuawa	Electricity	0967975756
24.	Mohammed abdalnmim meki	Electricity	0100122668
25.	MohammedIsmail mohammed Ismail	Electricity	0918730855
26.	Mohammed ismail moh.ibrahim	Electricity	0918730855
27.	Mohayaldien Telian Kobo	Electricity	-----
28.	Abdalahaman Abdalgader saga	Electricity	0927946108
29.	Tarig Kabous sabit	Electricity	0126287530
30.	Mohammed maseri mohammed	Electricity	0123227372
31.	Mosab Ibrahim mohammed	Electricity	012762
32.	Anas Idriss ali	Electricity	
33.	Salim mohammed Zaid	Electricity	
34.	Mohammed Ahmed mohammed	Welding	
35.	Ahmed saeed Eissa	Welding	
36.	Motoakil mohammed ahmed	Welding	
37.	Mohammed shawish abuawa	Welding	
38.	Ali Ahmed Kuku	Welding	
39.	Sedig Osman Abaass	Welding	
40.	Walid Elrasheed Badwi	Welding	
41.	Ali Elnumiri Nonaia	Welding	

42.	Hassan Mohammed Awad	Welding	
43.	Muzamil Ibrahim mohammed	Welding	
44.	Hassan Agabish hassan	Welding	
45.	Mohammed Musa Elmagzoub	Welding	
46.	Saeed Aboud Saeed	Welding	
47.	Ahmed Hassan Ismail	Welding	
48.	Musa Ahmed Musa	Welding	
49.	Naser mohammed Ismail	Welding	
50.	Subhi Gaber mohammed	Welding	
51.	Ahmed meki ahmed	Welding	
52.	Mohammed Salah salama	Welding	
53.	Mustafa mohammed ali	Carpentry	
54.	Fadoul Zaid Abdalla	Carpentry	
55.	Murtada Elhaj Ali	Carpentry	
56.	Abualgasim Mohammed Hashi	Electricity	
57.	Khalifa shaeldien khalifa	Electricity	
58.	Ibrahim Gadelkarim Gumma	Electricity	
59.	Fatehi elalim hashim Suliman	Electricity	
60.	Ahmed Elderderi Fadallah	Electricity	

Appendix B: Female Vocational Training Participants

#	Name	Apprenticeship Field	Contact
1.	Asha Ahmed Beshir	Food processing	
2.	Hawa Elnour nourien	Food processing	
3.	Aziza Adam Ismail	Food processing	
4.	Ekhlas Osman ali	Food processing	
5.	Hamda wadi Kuku	Food processing	
6.	Asha mohammed Fadul	Food processing	
7.	Alawia Hussien Elaiser	Food processing	
8.	Shandi Meki Ibrahim	Food processing	
9.	Islam ali Eissa	Food processing	
10.	Ebtesam khalil Terab	Food processing	
11.	Zahra sharya abudegin	Food processing	
12.	Fatima Saeed Eissa	Food processing	
13.	Khadega Ebaied Elfaki	Perfumes trading	
14.	Asha Abu Munier	Perfumes trading	
15.	Faiza Yahaia	Perfumes trading	
16.	Khadiga Ibrahim Tager	Perfumes trading	
17.	Rumisa Hassan Eldaw	Food processing	
18.	MalakAbudalrahman Ahmed	Perfumes trading	
19.	Fatima mohammed Eissa	Food processing	
20.	Zubida abudarahman Adam	Food processing	
21.	Hundia Omer Berima	Food processing	
22.	Asha Ibrahim Ahmed	Food processing	
23.	Zahara Abdalla Mohammed	Food processing	
24.	Eltoma Beshir Mohammed	Food processing	
25.	Nora Elsadig Mohammed	Food processing	
26.	Bodour Omer Dawalbiet	Food processing	
27.	Bodour Elshafi Dawaelbiet	Food processing	
28.	Tahani Fadallah	Food processing	
29.	Asma Abudelgalil kodari	Food processing	
30.	Salma Ali shanto	Food processing	
31.	Halima Faris	Food processing	
32.	Rabab Eltayeb Hamid	Food processing	
33.	Rowida Elsharief yousif	Food processing	
34.	Umkulthoum Suliman Eldai	Food processing	
35.	Shadia Dawood Salih	Food processing	
36.	Sabah Adam Mohammed	Food processing	
37.	Bakheta Naser Mohammed	Food processing	

38	Marwa Salih Salim	Food processing	
39	Amna Mukhtar Gamalaldien	Food processing	
40	Hana Abdalrahman	Food processing	



**Near East Foundation
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**Report on Training Workshops on:
Conflict Management &
Management of Micro-Enterprises**



**Period
19 – 21, December 2015**

**Areas:
Elobeid – North Kordofan**

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Background

Unemployment is considered to be one of the major issues facing many youths in South Kordofan, as the region has been embroiled in various conflicts for over a decade. The conflicts have precipitated a conspicuous deterioration in people's livelihoods and overall standard of living.

In response to this dire situation, the project is aimed the most vulnerable social demographic: youth and women. The idea is to support youth and women by building up their leadership and economic capacity with an aim to support regional peace-building efforts and make them able to stand on their feet economically.

The project is targeting a group of 60 male youths from different areas in the Delling and Al-Qoz who are enrolled in the Vocational Training Center in El Obeid for training in trades such as welding, carpentry and mechanics. 40 women from the same geographical areas have been selected to participate in training courses on food processing, baking and general culinary education. Both groups are assigned to take short courses focusing on micro-enterprise management and conflict management. Acquisition of such management skills helps to empower project beneficiaries and facilitate the achievement of the general objectives of the project.

Objectives of the Workshop

This workshop focused on two main issues: conflict management and micro-enterprise management. Accordingly, the following objectives were covered in the workshop:

- Review of the main concepts and principles of the conflict management
- Knowledge and skills for dealing with conflicts and disputes
- Leadership skills for peace building.
- Cultivation of a business-minded perspective
- Main concepts and knowledge of Income Generating Activities (IGAs) and small-scale enterprises
- Business plan development to assist participants in defining and promoting their own business projects

Participants of the Training Workshop

A list is included in the appendix of this report with the participants' names and their field of apprenticeship. They are all enrolled in the vocational training program at the Vocational Training Center in Khor Taggat, Elobeid, in North Kordofan State:

Facilitators of the Training Workshops

NEF Training and Capacity Building Consultant: Mohamed Adam Dahia conducted the workshop, which lasted for three day.

Workshop Venue and Duration

The workshop was conducted at the Vocational Training Center in the Khor Taggat area in Elobeid, North Kordofan State beginning on Saturday December 19 and concluding on December 21, 2015.

Training Methodologies

A range of methodologies were employed in the workshops in the targeted areas (see the following):

Presentation

Power Point slides were primarily used to present conceptual and key factual information in order to clarify project concepts in anticipation of follow-up discussion sessions. This helped to shape learning and inform further experiential sharing.

Associate Discussion

All Power Point presentations were accompanied by a discussion period, which helped highlight participants' experience in their local contexts.

Brainstorming

To initiate key-learning concepts, brainstorming was used to proactively to engage workshop participants. This helped to engender an eagerness for

learning, and to ensure the fulfillment of participants' contribution in terms of their knowledge and to imbue the training with a context of their economic environment.

Open Discussion

The workshop facilitators provided periods for the sharing of experiences on selected topics in order to allow participants the chance to relate the material they were being trained in to their own personal experiences.

Case Studies

From the outset of the training workshops, groups of participants were formed along three project concepts familiar to them. These were used as case study projects upon which learning was based throughout the workshops by way of examples and experiential sharing. This helped allow for the practical application of different skills learned.

Group Discussion

Even though time was limited, the workshop used group work to apply skills in all key topics. This participatory group work provided opportunity for the hands-on application of some key learning topics and ensured better skills uptake.

Training Content

In the targeted areas, the duration of both IGA and Micro-Finance workshops was three days. The contents of the workshops were as follows:

DAY 1:

- Introduction to Basic Concepts of Conflict Management
- Methods of Conflict Management
- Mediation and Negotiations

DAY 2:

- Introduction to the Management of Small-scale Enterprises
- Basic Marketing Skills
- Introduction to Financial Management

DAY 3:

- Simple Economic Feasibility Study (Review)
- Simple Economic Feasibility Study (Exercises)
- Application of Economic Feasibility on Participants' Projects

Pre and Post Test Analysis

At the beginning of the workshop, a pre-test was administered to measure the participants' level of knowledge, experience and skills relative to the training topics and sub-topics. The test helped to provide a sense of the level of prior knowledge and skills among participants and provided a basis for measuring the impact of the training workshops.

The results of the analysis of the tests demonstrate the following major considerations: Participants acknowledged an increase in knowledge and conceptual awareness in almost all areas of topics covered:

- **Areas that were significantly digested:**

- Introduction to Basic Concepts related to Small-scale Enterprises SSE
- Basic Concepts of Conflict Management
- Mediation and Negotiations

- **Areas that were well digested:**

- Basic Marketing Skills
- Factors Positively and Negatively Affecting Marketing

- **Areas that were less digested:**

- Review of Simple Economic Feasibility Study
- Exercises on Simple Financial Management

- Registration of Participant projects

The above findings regarding the change in knowledge and skill acquisition indicate that more capacity building is required in the less digested areas. It is possible that the complexity of the subject matter (which dealt with financial arithmetic) precluded easy uptake of those particular topics.






Workshop Evaluation

The following three methods of evaluation were used during the workshop:

The Daily Mood Meter:

The daily mood meter functions as a quick and instantaneous impression of each participant at the conclusion of the day. It shows three simple faces from which the participant can choose in order to provide his / her impression accordingly. The happy face was the most chosen of all the mood meters of the workshops. It represented about 76% of the total number of the participants, whereas approximately 16% of participants chose the neutral face and 8% chose the unhappy face.

Mood \ Day			
Day One			
Day Two			
Day Three			

Oral Evaluation Session:

Most of the participants in the workshop emphasized that they had benefited greatly from the five-day workshops and that the workshops were well matched with the training needs of the participants and the general needs of the community. Lastly, they mentioned that such workshops were conducive to a more skillful management of their business projects.

Evaluation Questionnaire Form:

All aspects of training workshops were evaluated through questionnaires the analysis of which demonstrated the following:

Workshop Objectives:

1. 91% of the participants said that the objectives were clearly explained.
2. 92% of the participants stated that the objectives were closely related to the workshops' contents.
3. 89% of the participants mentioned that workshops objectives were consistent with their needs and abilities.

Methodology & Approach:

- a. 88% of the participants said that the quality of the delivery and presentation was high.
- b. 82% of the participants said the workshop was appropriate for them in terms of its content and methodologies.
- c. 81% said the general atmosphere within the group was motivational and conducive to learning.
- d. 97% of the participants felt motivated to learn more.
- e. 84% of the participants felt motivated to share their experiences and convey what they learned to other people in their communities.
- f. 82% of the participants felt their questions were fully answered.

Technical Arrangements:

- a. 74% of the participants asserted that the workshop was well-structured.
- b. -----% of the participants asserted that the workshop's handouts were of high quality.
- c. 87% of the participants mentioned that the learning aids were well designed and assisted them in their learning process.
- d. 68% of the participants said that the amount of time allocated for the workshop was insufficient.

Administrative Arrangements:

- a. 76% of the participants indicated that the workshop location and venue were well arranged.

- b. 84% of the participants said that the services provided were very good in terms of quality and quantity.
- c. 57% of the participants said that there was an immediate response to general and special needs.

Benefits That Could Be Attained from the Workshop:

- a. 84% of the participants have mentioned that the workshops introduced them to much new knowledge.
- b. 82% of the participants said that they have gained new skills that are applicable to their socio-economic environment.
- c. 79% of the participants said they experienced a positive change that could improve their business management skills.

Positive Features:

- Most of the participants are involved in business projects of their own, which is a good indication of a prevalence of business mentality.
- Most of the participants are very enthusiastic and conscientious about their projects, which will increase the chance of the success of their projects.

Conclusion

As demonstrated by the high level of concern and comprehension of the subjects and concepts relating to micro-enterprises, the workshop is expected to have a positive impact on the participants and their projects moving forward. It is expected that there will be an adequate level of application of what they have learned and the skills they've acquired for their business projects. It is worth mentioning that additional time allocation for training, in tandem with field visits to some successful businesses may have had even more positive results for the participants. Hopefully, this may be a point of consideration in future trainings.

Appendices

List of Participant Names and Field of Apprenticeship

#	Name	Apprenticeship Field	Remarks
1.	Ali Abass Hassan	Car mechanic	
2.	Abasher Musa Hager	Car mechanic	
3.	Esam Meki Shatta	Car mechanic	
4.	Mohammed Abdalgader	Car mechanic	
5.	Ibrahim Elfaki Mohamadani	Car mechanic	
6.	Abuzaid Hammad Gurashi	Car mechanic	
7.	Musa Hammad Hassan	Car mechanic	
8.	Mukhtar Mohammed Mustaffa	Car mechanic	
9.	Hassan Hammid Eissa	Car mechanic	
10.	Hammid Awad Gebril	Car mechanic	
11.	Mubark Amreca Kurdosh	Car mechanic	
12.	Ali Alnonia Hamad	Car mechanic	
13.	Abdalla Adam Shalo	Electrician	
14.	Musa Mahamoud Ahmed	Car mechanic	
15.	Sami Salah Suleiman	Car mechanic	
16.	Osama Mohammed Suleiman	Car mechanic	
17.	Omer Ali Omer	Car mechanic	
18.	Adam Mohammed Ahmed	Car mechanic	

19.	Mohammed Omar Amir	Car mechanic	
20.	Abda Musa Aroug	Car mechanic	
21.	Nashwan Awad Elgali	Car mechanic	
22.	Elteгани Ahmed Ali	Carpenter	
23.	Mutaz shawish abuawa	Electrician	
24.	Mohammed Abdalnmnim Meki	Electrician	
25.	Mohammed Ismail Mohammed	Electrician	
26.	Mohammed Ismail Moh.Ibrahim	Electrician	
27.	Mohayaldien Telian Kobo	Electrician	
28.	Abdalrahaman Abdalgader Saga	Electrician	
29.	Tarig Kabous Sabit	Electrician	
30.	Mohammed Maseri Mohammed	Electrician	
31.	Mosab Ibrahim Mohammed	Electrician	
32.	Anas Idriss Ali	Electrician	
33.	Salim Mohammed Zaid	Electrician	
34.	Mohammed Ahmed Mohammed	Welding	
35.	Ahmed Saeed Eissa	Welding	
36.	Motoakil Mohammed Ahmed	Welding	
37.	Mohammed Shawish Abuawa	Welding	
38.	Ali Ahmed Kuku	Welding	
39.	Sedig Osman Abaass	Welding	
40.	Walid Elrasheed Badwi	Welding	
41.	Ali Elnumiri Nonaia	Welding	

42.	Hassan Mohammed Awad	Welding	
43.	Muzamil Ibrahim Mohammed	Welding	
44.	Hassan Agabish Hassan	Welding	
45.	Mohammed Musa Elmagzoub	Welding	
46.	Saeed Aboud Saeed	Welding	
47.	Ahmed Hassan Ismail	Welding	
48.	Musa Ahmed Musa	Welding	
49.	Naser Mohammed Ismail	Welding	
50.	Subhi Gaber Mohammed	Welding	
51.	Ahmed Meki Ahmed	Welding	
52.	Mohammed Salah Salama	Welding	
53.	Mustafa Mohammed Ali	Carpentry	
54.	Fadoul Zaid Abdalla	Carpentry	
55.	Murtada Elhaj Ali	Carpentry	
56.	Abualgasim Mohammed Hashi	Electrician	
57.	Khalifa Shaeldien Khalifa	Electrician	
58.	Ibrahim Gadelkarim Gumma	Electrician	
59.	Fatehi elalim Hashim Suleiman	Electrician	
60.	Ahmed Elderderi Fadallah	Electrician	



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**Report on Training Workshops on:
Conflict Management &
Management of Micro-Enterprises**



Area
Dalanj – South Kordofan

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Background

Unemployment is considered to be one of the major issues facing many youths in South Kordofan, as the region has been embroiled in various conflicts for over a decade. The conflicts have precipitated a conspicuous deterioration in people's livelihoods and overall standard of living.

In response to this dire situation, the project is aimed the most vulnerable social demographic: youth and women. The idea is to support youth and women by building up their leadership and economic capacity with an aim to support regional peace-building efforts and make them able to stand on their feet economically.

The project is targeting a group of 40 female youths from different areas in Delling and Al-Qoz localities, who have been trained in the Vocational Training by the Ministry of Education Department of Culture and Nutrition in different fields of crafts as such food processing, bakery, and general culinary fields. Participants joined in a short course on management of micro-enterprises and management of conflict, as components needed to empower them and to fulfill the general objectives of the project.

Objectives of the Workshop

This workshop focused on two main issues: conflict management and micro-enterprise management. Accordingly, the following objectives were covered in the workshop:

- Review of the main concepts and principles of the conflict management
- Knowledge and skills for dealing with conflicts and disputes
- Leadership skills for peace building.
- Cultivation of a business-minded perspective
- Main concepts and knowledge of Income Generating Activities (IGAs) and small-scale enterprises
- Business plan development to assist participants in defining and promoting their own business projects

- Developing business plans that could assist participants in defining and promoting their own business projects

Participants of the Training Workshop

The following list reveals the women participants' names and business groups:

#	Name	Apprenticeship Field	Remarks
1.	Asha Ahmed Beshir	Food processing	
2.	Hawa Elnour nourien	Food processing	
3.	Aziza Adam Ismail	Food processing	
4.	Ekhlas Osman ali	Food processing	
5.	Hamda wadi Kuku	Food processing	
6.	Asha mohammed Fadul	Food processing	
7.	Alawia Hussien Elaiser	Food processing	
8.	Shandi Meki Ibrahim	Food processing	
9.	Islam ali Eissa	Food processing	
10.	Ebtesam khalil Terab	Food processing	
11.	Zahra sharya abudegin	Food processing	
12.	Fatima Saeed Eissa	Food processing	
13.	Khadega Ebaied Elfaki	Perfumes trading	
14.	Asha Abu Munier	Perfumes trading	
15.	Faiza Yahaia	Perfumes trading	
16.	Khadiga Ibrahim Tager	Perfumes trading	
17.	Rumisa Hassan Eldaw	Food processing	
18.	Malak Abudalrahman Ahmed	Perfumes trading	

19.	Fatima mohammed Eissa	Food processing	
20.	Zubida abudarahman Adam	Food processing	
21	Hundia Omer Berima	Food processing	
22	Asha Ibrahim Ahmed	Food processing	
23	Zahara Abdalla Mohammed	Food processing	
24	Eltoma Beshir Mohammed	Food processing	
25	Nora Elsadig Mohammed	Food processing	
26	Bodour Omer Dawalbiet	Food processing	
27	Bodour Elshafi Dawaelbiet	Food processing	
28	Tahani Fadallah	Food processing	
29	Asma Abudelgalil kodari	Food processing	
30	Salma Ali shanto	Food processing	
31	Halima Faris	Food processing	
32	Rabab Eltayeb Hamid	Food processing	
33	Rowida Elsharief yousif	Food processing	
34	Umkulthoum Suliman Eldai	Food processing	
35	Shadia Dawood Salih	Food processing	
36	Sabah Adam Mohammed	Food processing	
37	Bakheta Naser Mohammed	Food processing	
38	Marwa Salih Salim	Food processing	
39	Amna Mukhtar Gamalaldien	Food processing	
40	Hana Abdalrahman	Food processing	

Facilitators of the Training Workshops

NEF Training and Capacity Building Consultant: Mohamed Adam Dahia conducted the workshop, which lasted for three day.

Workshop Venue and Duration

The workshop was conducted at the Near East Foundation Office in Delling, South Kordofan State. It started on Tuesday, December 22, and ended on Thursday, December 24, 2015.



Training Methodologies

A range of methodologies were employed in the workshops in the targeted areas (see the following):

Presentation

Power Point slides were primarily used to present conceptual and key factual information in order to clarify project concepts in anticipation of follow-up discussion sessions. This helped to shape learning and inform further experiential sharing.

Associate Discussion

All Power Point presentations were accompanied by a discussion period, which helped highlight participants' experience in their local contexts.

Brainstorming

To initiate key-learning concepts, brainstorming was used to proactively to engage workshop participants. This helped to engender an eagerness for learning, and to ensure the fulfillment of participants' contribution in terms of their knowledge and to imbue the training with a context of their economic environment.

Open Discussion

The workshop facilitators provided periods for the sharing of experiences on selected topics in order to allow participants the chance to relate the material they were being trained in to their own personal experiences.

Case Studies

From the outset of the training workshops, groups of participants were formed along three project concepts familiar to them. These were used as case study projects upon which learning was based throughout the workshops by way of examples and experiential sharing. This helped allow for the practical application of different skills learned.

Group Discussion

Even though time was limited, the workshop used group work to apply skills in all key topics. This participatory group work provided opportunity for the hands-on application of some key learning topics and ensured better skills uptake.



Training Content

In the targeted areas, the duration of both IGA and Micro-Finance workshops was three days.. The contents of the workshops were as follows:

DAY 1:

- Introduction to Basic Concepts of Conflict Management
- Methods of Conflict Management
- Mediation and Negotiations

DAY 2:

- Introduction to the Management of Small-scale Enterprises
- Basic Marketing Skills
- Introduction to Financial Management

DAY 3:

- Simple Economic Feasibility Study (Review)
- Simple Economic Feasibility Study (Exercises)
- Application of Economic Feasibility on Participants' Projects

Pre and Post Test Analysis

At the beginning of the workshop, a pre-test was administered to measure the participants' level of knowledge, experience and skills relative to the training topics and sub-topics. The test helped to provide a sense of the level of prior knowledge and skills among participants and provided a basis for measuring the impact of the training workshops.

The results of the analysis of the tests demonstrate the following major considerations:

Participants acknowledged an increase in knowledge and conceptual awareness, variably, in almost all areas of topics covered:

- **Areas that were significantly digested:**




- Introduction to Basic Concepts related to Small-scale Enterprises SSE
- Basic Concepts of Conflict Management
- Mediation and Negotiations
- **Areas that were well digested:**
 - Basic Marketing Skills
 - Factors Positively and Negatively Affecting Marketing
- **Areas that were less digested:**
 - Reviewing of Simple Economic Feasibility Study
 - Exercises on Simple Financial Management
 - Registration of Participants' projects

The above findings regarding the change in knowledge and skill acquisition indicate that more capacity building is required in the less digested areas. It is possible that the complexity of the subject matter (which dealt with financial arithmetic) precluded easy uptake of those particular topics.

Workshop Evaluation

The following three methods of evaluation were used during the workshop:

The Daily Mood Meter:

Mood Day			
Day One			
Day Two			
Day Three			

The daily mood meter functions as a quick and instantaneous impression of each participant at the conclusion of the day. It shows three simple faces from which the participant can choose in order to provide his / her impression accordingly. The happy face was the most chosen of all the mood meters of the workshops. According to the calculation it represents about 83% of the total number of the participants, whereas approximately 11% of the participants selected the neutral face, and 6% selected the unhappy face.

Oral Evaluation Session:

Most of the participants in the workshop emphasized that they had benefited greatly from the workshops and that the workshops were well matched with the training needs of the participants and the general needs of the community. Lastly, they mentioned that such workshops were conducive to a more skillful management of their business projects.

Evaluation Questionnaire Form:

All aspects of training workshops were evaluated through questionnaires the analysis of which demonstrated the following:

Workshop Objectives:

1. 96% of the participants said that the objectives were clearly explained.
2. 93% of the participants said that the objectives were closely related to the workshops' contents.
3. 89% of the participants said that the workshops objectives were consistent with their needs and abilities.

Methodology & Approach:

- a. 88% of the participants said that the standard of the delivery and presentation was high.
- b. 67% of the participants said the workshop was appropriate for them in terms of content and methods.
- c. 80% said the general atmosphere within the group was motivational and conducive to learning.

- d. 94% of the participants felt motivated to learn more.
- e. 83% of the participants felt motivated to contribute their experience and convey what they have learned to other people in their communities.
- f. 81% of the participants felt their questions were fully answered.

Technical Arrangements:

- a. 74% of the participants asserted that, the workshop was well-structured.
- b. 68% of the participants asserted that, the workshop's handouts were of high standard.
- c. -----% of the participants said that learning aids were well-designed and assisted them in their learning process. [NA]
- d. 89% of the participants said that the time allocated for the workshop was insufficient.

Administrative Arrangements:

- a. 76% of the participants said that the workshop site and venue were well arranged.
- b. 77% of the participants said that services were very good in terms of quality and quantity.
- c. -----% of the participants have pointed out that, there was immediate response to the general and special needs. [NA]

Benefits That Could Be Attained from the Workshop:

- a. 81% of the participants have mentioned that the workshops introduced them to much new knowledge.
- b. 79% of the participants said that they have gained new skills that are applicable to their socio-economic environment.
- c. 72% of the participants said they experienced a positive change that could improve their business management skills.

Positive Features:

- Most of the participants are involved in business projects of their own, which is a good indication of a prevalence of business mentality.
- Most of the participants are very enthusiastic and conscientious about their projects, which will increase the chance of the success of their projects.

Conclusion

Despite the fact that many of the participants lacked formal education, they gained much through the workshop on topics ranging from conflict management to financial management and microenterprise development. As such, good results are expected to be achieved from the participants' group business projects. It is important to note that allocating more time to these workshops, and combining with field visits, would amplify the impact of this work and the results for participants.



Appendix

Evaluation workshop form

Workshop Evaluation form

Name :(optional).....

Place:Date:.....

Facilitators:

1.
2.
3.
4.

Below are a series of questions pertaining to workshop. Please respond to each by circling the appropriate number from 4 "High" to 1 "Poor"

1. Workshop Objectives:

- | | | | | |
|---|---|---|---|---|
| A. Workshop objectives were clearly explained | 4 | 3 | 2 | 1 |
| B. Workshop objectives were consistent
With my needs and abilities | 4 | 3 | 2 | 1 |
| C. Workshop contents were closely related to
Objectives | 4 | 3 | 2 | 1 |
| D. Remarks:..... | | | | |
| | | | | |
| | | | | |

2. Methodology and approach:

- | | | | | |
|--|---|---|---|---|
| A. The standard of presentation was high | 4 | 3 | 2 | 1 |
| B. Variable approaches and methods were used | 4 | 3 | 2 | 1 |
| C. The atmosphere in the group was very much | | | | |

Conductive to learning	4	3	2	1
D. I felt motivated to lean more	4	3	2	1
E. I always felt I could contribute my experience	4	3	2	1
F. I always felt my questions were fully answered	4	3	2	1

3. Technical arrangements:

A. Workshop was well structured	4	3	2	1
B. Workshop handouts were of a very high standard	4	3	2	1
C. The time allocated was perfectly suited the content	4	3	2	1

4. Administration arrangements:

A. Workshop program was well arranged.	4	3	2	1
B. Services were excellent in terms of Quality & quantity	4	3	2	1
C. There was immediate response to the special needs	4	3	2	1

5. Benefits that you attain from the Workshop:

A. Workshop introduced me to a lot of new knowledge	4	3	2	1
B. I gained new skills that are applicable to my work.	4	3	2	1
C. I gained change in my attitude that will improve my performance.	4	3	2	1
D. Others(specify):.....				

6. The strength of Workshop were:

.....
.....
.....

7. The weakness of the Workshop were:

.....
.....
.....

8. To improve the Workshop in future I would suggest the following:

.....
.....
.....

Thank you for complementing the form, your comments are greatly appreciated