Beyond the Basics: Integrating Psychosocial Support into Enterprise and Employment Programming

December 8, 2020
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Speakers
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Integrated Livelihoods & GBV Response in Unity State, South Sudan

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Economic Recovery & Development Coordinator, IRC – South Sudan
Presentation Outline

• South Sudan context (livelihood challenges & GBV prevalence)

• Integrated Livelihoods GBV programme – IRC’s EA$E approach

• Key Programme Results

• Lessons learnt
Country context

Economic and livelihood challenges:

• Macro economic decline – hyperinflation

• Recurrent conflicts and natural shocks leading to displacements – disruption of market systems and loss of livelihoods and assets

• 7.5 million people in South Sudan are in need of aid (> 6.48 million on the brink of famine)

• Few livelihood opportunities;
  o Limited skills and training opportunities
  o Limited access to financial services to aid investments
Country context

GBV challenge:

- 49% of HHs identified GBV as a HIGH risk
- 49% of affected women and girls have no access to GBV services and only 12% of the community have awareness on availability of GBV services.
- 29% of GBV survivors in need of safe house did not obtain the service because of lack of safe houses
- Conflicts/shocks/economic crisis – exacerbate violence and abuse to women and girls

National Level GBV MIS 2020 (Jan-Sep 2020) : Total 6,295 cases

- Physical Assault: 39%
- Psych/Emotional Abuse: 21%
- Rape: 17%
- Forced Marriage: 10%
- Denial of Resources: 9%
- Sexual Assault: 4%
IRC’s Economic and Social Empowerment (EA$E) of Women

Evidence-based 3-component model

Women have increased economic and decision-making power in the household that they can safely use free from violence

- Women access financial services
  - Women have a safe place to save their money and access loans, and have access to an insurance fund for emergencies

- Women have a reliable source of income
  - Women acquire business skills and knowledge to start and/or expand their business activities

- Shift in spousal power relations
  - Women are seen as valuable members of the household

- Women have a reliable source of income
- Women access financial services
- Shift in spousal power relations

PROGRAM START-UP
ESTABLISH EA$E GROUPS
VSLA TRAINING
DICUSSION GROUP SERIES
BUSINESS SKILLS TRAINING
END OF CYCLE
EA$E Theory of Change

VSLA

Business Skills Training

Discussion Group Series

Women form village and loans associations

Women belong to a social network and access a social fund

Women feel supported by other women

Women save money and access loans

Women have economic resources

Women acquire business skills and knowledge

Women start and/or expand their business activities

Women have a diversified and reliable source of income

Men don’t abuse power and control in household decision-making

Women safely voice their priorities and participate in the decisions that affect themselves and their homes

Men and women communicate and negotiate effectively

Women and men plan and budget household resources together

Women experience a reduction of violence by their intimate partner

Women safely exercise decision making power and control over economic resources AND
Livelihoods GBV Integrated Response in Unity State, South Sudan

One-year, OFDA/BHA-funded response:

- Foundational infrastructural support - cash for work for construction and rehabilitation of roads, drainage channels, dykes and market shades/stalls,

- EA$E:
  - Village Savings and Loan Associations (VSLAs)
  - Business and life skills training,
  - Group discussion series

- Complementary skills training & grants for youth GBV survivors (embroidery, crocheting, hair dressing and beading)
Complementary GBV prevention and response

- GBV case management training for 157 case workers across the state
- Comprehensive case management services to 50 (43 adults and 7 children) GBV survivors
- Psychosocial support to 210 survivors (32 children) to facilitate healing, empowerment, and recovery from traumatic experiences
- Add-on services. 32% received clinical care, while 70% received non-food items (dresses, shoes & dignity kits)
- Community dialogues on GBV, early and forced marriage & strengthening of customary court system
Results

• 21.6% active members of VSLA. 60% reported increased savings, while 48% accessed VSLA credit
• 46.3% received cash assistance through CFW interventions.
• 31.9% attended business skills trainings and 29% started new business activities.
• 64.1% of women and girls reported improved psychological wellbeing.
• 79% feel safe; 91% attribute it to livelihoods interventions
Top take-aways

1. Women’s safe/friendly spaces are good places to nurture livelihood activities. Women’s freedom of expression and confidence-building are key.

2. GBV response is not a one-off activity. Assured access to GBV services improves women’s resilience.

3. Economic empowerment of women is hard to achieve without targeting their spouses. Spousal support and encouragement improves women’s confidence.

4. “Holistic” livelihoods approach. Addressing both physical and mental/emotional needs.
Beyond skills and assets (‘basics’ for livelihoods), the psychosocial needs (of especially women) are key for success
Creating job opportunities while building well-being and resilience of crisis affected population in Iraq

Integrated Livelihoods and Mental Health & Psychosocial Support (MHPSS)

Lara COLACE
Alexandre LETZELTER
Growing evidence that mental health and poverty interact in a negative cycle in low and middle income countries.

Two causal pathways: social causes and social drift.

Integrating Livelihoods and Mental Health & Psychosocial Support (MHPSS) allows breaking this cycle and creating an empowering environment.
Livelihoods and MHPSS integration

Assessment phase
Stakeholders/labour market /MHPSS/ Households

Beneficiaries selection

Life, Social & Emotional skills trainings and accompanying + MHPSS support

Apprenticeship scheme / Job placement
Grants or start-up kit

Employability / Vocational training
Entrepreneurship and business skills / Peer to Peer training

Program follow up and MEAL

Capitalization process and new projects design
MHPSS intervention

OPTION 1: CLINICAL

Psycho-education session
MHPSS group
MHPSS individual

LIFE, SOCIAL, EMOTIONAL SKILLS
LIFE SKILLS ACCOMPANIMENT

OPTION 2: PROBLEM SOLVING

Problem Management +

REFERRAL

PARTNERS & SERVICES
Iraq: post-conflict context and intervention strategy

2014: ISIS. 3mln IDPs, reaching 6 mln up to 2017. UN declares L3 emergency declared ended. Started return

2017: Mosul and Ninewa plains retaken by Iraqi forces. L3 emergency declared ended. Started return

2019-2020: GI starts planning closure of IDPs camps

2020: Covid-19 crisis

People in Need: 4.1 mln
IDPs: 1.3 mln
Returnees: 4.7 mln
Refugees: 241.7 k (SY)

2.4 mln in need of livelihoods
3.8 mln with problems related to physical and mental wellbeing

Source: OCHA

Creating job opportunities while building well-being and resilience of crisis affected population

Nexus between recovery and development

Residents/IDPs/Returnees/Refugees

Rehabilitation of productive assets, livelihood and markets

Young Women and Men
Iraq: projects completed /ongoing

2017-2018: Zakho, KRI (RDPP)
2018-2019: KRI (AAH)
2018-2019: Mosul (OFDA)
2019-2020: Mosul (GIZ)
2019-2020: Akre, KRI (GIZ)
2019-2020: Qayyara & Sinjar (OFDA)
<table>
<thead>
<tr>
<th>Category</th>
<th>APPRENTICESHIP PATHWAY</th>
<th>BUSINESS PATHWAY (BAG and BRAG)</th>
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</thead>
<tbody>
<tr>
<td>TOTAL BNFs</td>
<td>363</td>
<td>420</td>
</tr>
<tr>
<td>Life, Social and Emotional skills</td>
<td>425</td>
<td>415</td>
</tr>
<tr>
<td>Women</td>
<td>51%</td>
<td>14%</td>
</tr>
<tr>
<td>Employability skills</td>
<td>421</td>
<td></td>
</tr>
<tr>
<td>MoU with companies signed</td>
<td>388</td>
<td></td>
</tr>
<tr>
<td>(with 122 companies supported with grants)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>Business skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(+ bonus 109 BNFs) distributed</td>
<td>437</td>
<td>420</td>
</tr>
<tr>
<td>Women</td>
<td></td>
<td>16%</td>
</tr>
<tr>
<td>MHPSS support</td>
<td>140</td>
<td>148</td>
</tr>
<tr>
<td>(group and individual)</td>
<td>39%</td>
<td>35%</td>
</tr>
<tr>
<td>Women</td>
<td>49%</td>
<td>29%</td>
</tr>
</tbody>
</table>
Combined results and general performance of AAH « employability »/MHPSS projects

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Location</th>
<th>Business Pathway</th>
<th>Apprenticeship Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017-2018 : Zakho, KRI, RDPP</td>
<td>87%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>2018-2019 : KRI, ACF</td>
<td>70%</td>
<td>66%</td>
<td></td>
</tr>
<tr>
<td>2018-2019 : Mosul, OFDA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019-2020 : Mosul, GIZ</td>
<td>73%</td>
<td>19% (32% in the same company)</td>
<td></td>
</tr>
</tbody>
</table>

**Life skills and MHPSS performance**

- Training satisfaction
- Self-esteem scale
- Life skills scale
- Resilience scale

**Life skills >70%**
- Increased coping strategies

**MHPSS >70%**
- Improved well-being and reduced trauma, depression and anxiety symptomatology
Best practices

- Sustainability through local partnerships
- Targeting the less educated, also in rural areas
- Optimized sectorial integration, with common objectives, LFA, indicators and tools
- Develop specific solutions for women, like day care and flexible working hours
- Sustainability through local partnerships

Best practices
LEARNING THROUGH PRACTICE AND RESEARCH:
Integral youth employability programs in the Northern Triangle of Central America

Lessons from Catholic Relief Services on what works and what is cost effective.
Juan Carlos Duran, MEAL specialist.
Kay Andrade-Eekhoff, Regional Advisor on Youth Employability.
THE INTERVENTION
AND PARTICIPANTS

PARTICIPANTS and CONTEXT:

• Urban neighborhoods with gang presence and crime prevalence. Exposed to violence.
• Dropped out of school without completing high school.
• Limited access to employment.
• Some reported facing issues with law enforcement or have a family member incarcerated.
THE PROGRAM

• Key program components
  • Vocational training
  • Life and job skills
  • Leadership and service
  • Employment and Self-employment supporting services
• 6 mo. training plus 6 mo. placement services.
• Build a culture of resilience and sense of belonging.
EMPLOYMENT AND EDUCATION OUTCOMES

Percentage of placement in job, self-employment or school

<table>
<thead>
<tr>
<th>Time Period</th>
<th>NEET</th>
<th>Work only</th>
<th>Study and Work</th>
<th>Study only</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>73</td>
<td>44</td>
<td>34</td>
<td>29</td>
</tr>
<tr>
<td>Program Exit</td>
<td>16</td>
<td>9</td>
<td>11</td>
<td>8</td>
</tr>
<tr>
<td>6 mo. After</td>
<td>11</td>
<td>37</td>
<td>36</td>
<td>30</td>
</tr>
<tr>
<td>12 mo. After</td>
<td>14</td>
<td>17</td>
<td>45</td>
<td>42</td>
</tr>
<tr>
<td>18 mo. After</td>
<td>14</td>
<td>11</td>
<td>50</td>
<td>29</td>
</tr>
<tr>
<td>24 mo. After</td>
<td>11</td>
<td>10</td>
<td>10</td>
<td>29</td>
</tr>
</tbody>
</table>

Income reported after program completion

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>$9.96</td>
</tr>
<tr>
<td>6 months after completion</td>
<td>$10.53</td>
</tr>
<tr>
<td>18 months after completion</td>
<td>$13.24</td>
</tr>
</tbody>
</table>

Legend:
- NEET
- Work only
- Study and Work
- Study only

Graphs showing trends in income over time for different groups.
LABOR TRAJECTORIES OVER TIME

- Unstable: "NEET" some periods
  - 30
- Studies
  - 30
- Always with work, not always acceptable
  - 30
- Always with acceptable work
  - 30

Achieved labor insertion 81%

- Other work
  - 30
- Acceptable employment
  - 30

Unstable: "NEET" some periods
- 72
- Studies
  - 12
- Always with work
  - 16

Trajectory of those that achieved acceptable work

Trajectory of those that achieved other work
FACTORS PARTICIPANTS CONSIDER WERE THE MOST USEFUL IN THEIR LIVES

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Second follow-up (After 6 months)</th>
<th>Fourth follow-up (After 18 months)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Soft skills training</td>
<td>54</td>
<td>51</td>
</tr>
<tr>
<td>Vocational training</td>
<td>22</td>
<td>27</td>
</tr>
<tr>
<td>Job search training</td>
<td>19</td>
<td>21</td>
</tr>
<tr>
<td>Self-employment training</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>Information about studies</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Community service</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Post graduation support</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
RELATIVE IMPORTANCE OF VARIOUS COMPONENTS

Technical Training

- Technical training more important: 22%
- Equilibrium between technical training and life skills: 6%
- Equilibrium between life skills and post graduation support: 2%
- Equilibrium between technical training and post graduation support: 1%
- Post graduation support more important: 11%

A: Life Skills
B: Technical Training
C: Post graduation support
Life Skills Training: A Cognitive Behavioral Curriculum
What we teach:

CURRICULUM

How we teach:

INSTRUCTION
CURRICULA

Awareness lesson. +/- 2 hours.

Transformation lab. +/- 2 hours.

16 UNITS
PRINCIPAL STRATEGIES FOR INSTRUCTION AND FACILITATION

3 point processing

Social Interaction Loops

Guided Discovery

State changes

Directions: Cut

Chunk

Understand

Trigger

¡Ya!

Music
IS THIS APPROACH COST-EFFECTIVE?
IS IT WORTH IT?
WHY DO A COSTING STUDY?

More programs and actors competing for resources, jobs and young people.

Governments need to know:

• Effectiveness
• Cost
• Cost-effectiveness
• Benefits
• How long for a positive return on investment
COST TO ACHIEVE RESULTS
Per youth enrolled, graduated, and placed

2016-2018

- **Standard**
  - 850 Youth
  - $1,269 (Cost per Enrollee)
  - $1,521 (Cost per Graduate)
  - $2,157 (Cost per Placement)

- **Senderos**
  - 1540 Youth
  - $971 (Cost per Enrollee)
  - $1,276 (Cost per Graduate)
  - $2,204 (Cost per Placement)

- **Caminos**
  - 760 Youth
  - $731 (Cost per Enrollee)
  - $815 (Cost per Graduate)
  - $2,671 (Cost per Placement)
COST-BENEFIT AND RETURN ON INVESTMENT

- Direct (salary increase) and Indirect benefits (savings avoiding incarceration).

COST BENEFIT RATIO AFTER 5 YEARS

- For every $1 invested, $2.43 generated in benefit.
YOUTHBUILD IS COST-EFFECTIVE

Return on investment in 3 years.

4 KEY ELEMENTS TO SUCCEED
Efficiency guaranteeing graduation. If young people drop out along the way, investment is lost.
Focus on Placement:
Employment, self-employment or school. Without this, a return on investment cannot be guaranteed. Training is not the only obstacle young people face.
3

Working with more excluded and vulnerable young people, particularly with young people in conflict with the law, IMPROVES return on investment.
4

Relationships:
• Regular accompaniment of each young person.
• Relationship with the private-sector, producers and companies.
• Low staff turnover, high team cohesion.
Final take away:
Investing in wholistic (psychosocial and employability) training and support for vulnerable youth is **worth it**.
Q&A