



LEBANON COMMUNITY SUPPORT PROGRAM

QUARTERLY REPORT OCTOBER– DECEMBER 2022

USAID/Lebanon Community Support Program

Task Order No. 4: Workforce Development

QUARTERLY REPORT, OCTOBER – DECEMBER 2022
USAID/LEBANON COMMUNITY SUPPORT PROGRAM
TASK ORDER NO. 4: WORKFORCE DEVELOPMENT

JANUARY 25, 2023

IDIQ Contract No. 72026818D00005
Task Order No. 4 72026819F00002
USAID/Lebanon Community Support Program (CSP)
Chemonics International Inc.

[REDACTED]
Beirut, Lebanon

FRONT COVER PHOTO JET scholarship recipients carrying out their Homebased Healthcare (HHC) vocational course and training at LRC Saida.

BACK COVER PHOTO JET scholarship students from St Elie Technical Institute in Tripoli carrying out their community service hours by assisting people with disabilities at Wahat Al Farah Association in Koura. The association supports 160 people with disabilities aged between 5 and 60 years old.

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ACRONYMS

AUB	American University of Beirut
CLA	Collaborating, Learning and Adapting
CSP	Community Support Program
CSO	Civil Society Organization
DGVTE	Director-General of Vocational and Technical Education
ERAC	Environmental Review and Assessment Checklist
FBO	Faith-Based Organization
FDA	Foyer de l'Amitié
FDP	Foyer de la Providence
GEO	Guidance and Employment Office
HHC	Homebased Healthcare
HR	Human Resources
ILO	International Labor Organization
JET	Jobs, Education, And Training
LAU	Lebanese American University
LRC	Lebanese Red Cross
MEHE	Ministry of Education and Higher Education
MEL	Monitoring, Evaluation, And Learning
MOU	Memorandum of Understanding
OCAT	Organizational Capacity Assessment Tool
R&M	Repair and Maintenance
SDA	Semeurs d'Avenir
SME	Small-To-Medium Enterprise
STTA	Short-Term Technical Assistance
TAAR	Technical Assistance Assessment Report
TO	Task Order
TVET	Technical and Vocational Education and Training
USAID	United States Agency for International Development
USJ	University of Saint Joseph
USP	University Scholarship Program
WFD	Workforce Development

I. INTRODUCTION

COUNTRY CONTEXT

During the first quarter of FY2023, spanning from October to December 2022, the spiraling economic and political crisis again showed no sign of resolution, leaving devastating impacts on Lebanese communities which continue to endure the effects of the protracted crisis in a context of persistent shortages of essential goods and services. The local currency continued to plummet to a fraction of its pre-crisis value, fluctuating between LBP 34,000 and LBP 47,000 to the dollar compared to the official rate of LBP 1,507, leading to a sustained increase in poverty rates and putting the basic cost of living out of reach for around 80% of the Lebanese population. Moreover, on November 1, 2022, the government increased the customs rate of imported goods from LBP 1,507 to LBP 15,000 to the dollar. Although some essential goods such as certain foods and medicine were exempt from the increased rate, the change has driven a further rise in prices of imported goods, thereby placing even greater strain on many Lebanese businesses and residents alike. The interconnected economic and financial crises, and increased competition over employment have left people in dire circumstances, resulting in new types of social tensions, including armed scuffles over fuel, bread, water, and other basic resources, while the state fails to provide access to these basic resources and services. Moreover, the wave of bank depositors who individually stormed banks in attempts to withdraw their deposits continued throughout this quarter. In parallel, electricity continues to be one of the worst impacted sectors, with power outages often exceeding 22 hours a day, plunging the country into darkness and negatively affecting access to livelihoods and basic services.

Politically, Lebanon entered an unprecedented constitutional crisis in the executive branch this quarter, as political leaders failed to elect a successor to outgoing President Michel Aoun whose term ended on October 31. The vacant presidency is largely a result of the fragmented parliament that emerged following the May 2022 elections, resulting in no clear majority and divisions among traditional allies which is making it difficult to elect a new president. Indeed, the position is expected to remain vacant for the foreseeable future. On the other hand, and just prior to Aoun's departure, on October 27 Lebanon and Israel signed a US-brokered maritime border demarcation agreement, thereby ending a decade-long dispute over the countries' shared maritime border. Although the deal did not stipulate a final settlement on the line of the buoys or the land point where the border begins, it marked an important step in relations between the two countries and allows them both to start exploiting the hydrocarbons present in the once disputed area.

On the health front, Lebanon witnessed an outbreak of cholera for the first time in nearly 30 years after the disease was in north-eastern Syria in early September and steadily spread to Lebanon in early October. By December 2022, the outbreak had impacted all eight governorates with over 5,000 suspected and confirmed cases reported, along with 23 associated deaths. The majority of cases were reported from Akkar, Mennieh-Donnieh, Tripoli, the Beqaa, and to a lesser extent in Mount Lebanon and Baalbek-Hermel. Meanwhile, although COVID-19 cases remained low throughout the quarter, Lebanon was particularly affected by the spread of H1N1 and H3N2 seasonal influenza strands. Despite the alarming

spread of influenza across the country, especially during November and December, the government limited its efforts to tackling the cholera outbreak.

These multifaceted crises have permeated almost all aspects of Lebanese society, including the education sector. Significantly, the increase in transportation and operational costs (namely linked to fuel, electricity, and internet provision) rendered most establishments unable to operate on a full-time basis. Nevertheless, the Ministry of Education and Higher Education (MEHE) and the Directorate General for Technical and Vocational Education (DGVTE) were intent on starting the 2022-23 academic year on schedule and issued a series of decrees to do so accordingly. During this period, MEHE and DGVTE were also proactive in their attempts to link technical and vocational graduates with employment opportunities by passing a series of decrees which requested that 33 public TVETs establish orientation and employment offices. In addition, they invited all TVET staff and students to attend two job fairs organized by IECD in November and December 2022. Finally, in November, DGVTE issued another decree to require private TVETs to run vocational training courses in a way that allows DGVTE to validate the certificates awarded and facilitate graduates' access to the job market.

CSP TASK ORDER NO. 4: WORKFORCE DEVELOPMENT

In this context, the Community Support Program (CSP) in Lebanon, funded by the United States Agency for International Development (USAID) and implemented by Chemonics International, is supporting municipalities and underserved and vulnerable communities in providing better services and enhanced economic opportunities to improve lives and reduce tensions that may contribute to conflict and violence, primarily in Lebanon's North, South, and Beqaa regions.

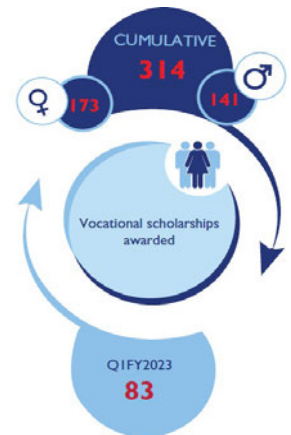
CSP's workforce development (WFD) component, also referred to as Task Order 4 (TO 4), is a pilot initiative implemented from 2019-2023, that aims to improve employment outcomes for Lebanese residents by supporting and enhancing access to quality Technical and Vocational Education Training (TVET), as well as by building connections to practical training opportunities and jobs within the private sector. The WFD component's main objective is to improve the skills of and employment opportunities for at least 1087 unemployed or underemployed Lebanese citizens from vulnerable communities, and build the capacities of TVETs and its staff to enhance the quality of their education. To this end, it is providing 1055 Jobs Education and Training (JET) scholarships to individuals seeking a technical and vocational education and 961 internship opportunities to job seekers, in addition to training and improving the skills of 32 TVET staff members who are delivering the courses. Overall, WFD is working with thirteen private TVET partners to improve their curricula, educational training, and job placement infrastructure and services. Originally planned to terminate in February 2023, it is worth noting that in September 2022, WFD received a three-month no-cost extension to May 2023 to enable the team to increase its results, especially in terms of scholarships and internships provided, as well as to follow up further on the number of beneficiaries reporting improved employment outcomes.

SUMMARY OF ACHIEVEMENTS

Despite the challenges posed by the deteriorating country context and the escalating multi-faceted crisis, CSP's WFD was able to successfully adapt and maintain programmatic momentum towards meeting its objectives. Notable achievements during the first quarter of FY2023 include:

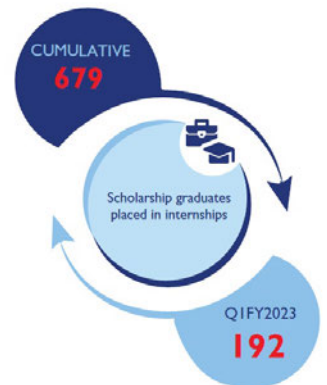
✓ LAUNCHING THREE VOCATIONAL COURSES AND AWARDING 83 SCHOLARSHIPS

During this reporting period, WFD kicked off three new vocational courses. The first was an IT course in Full Stack Web Development delivered at St. Elie Technical Institute in Tripoli for 42 students, while the other two were in Homebased Healthcare (HHC) being delivered at the Lebanese Red Cross (LRC) Facilities in Baabda and Saida for 19 and 22 students respectively. All 83 students from the three cohorts implemented this quarter are benefitting from CSP's JET scholarship to enable them to participate in vocational education and enhance their employment outcomes. Overall, by the end of December 2022, WFD had provided a total of 314 vocational scholarships, 55% of which were to female applicants.



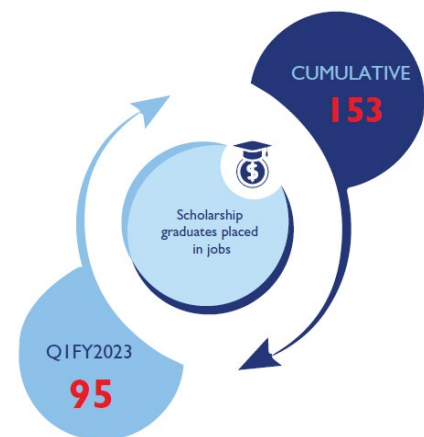
✓ PLACING 192 SCHOLARSHIP GRADUATES IN INTERNSHIPS

Under the framework of WFD's JET scholarship, it is mandatory that beneficiaries complete a two-month internship within the sector of their chosen course in order to further develop their professional skills and increase their chances of finding quality employment. Throughout the first quarter of FY2023, WFD successfully placed 192 JET scholarship graduates in internships at businesses within the relevant sectors. Overall, by the end of December 2023, a total of 679 scholarship recipients had been placed in internships.



✓ IMPROVING JOB PLACEMENT AND EMPLOYMENT FOR 95 SCHOLARSHIP GRADUATES

Based on data collected from employment surveys filled by scholarship recipients prior and following the completion of their vocational or technical courses, during the first quarter of FY2023, a total of 95 individuals reported having improved employment outcomes. This is a significant increase compared to the eight individuals recorded during the previous quarter, which may reflect WFD's achievements in other areas such as improving the quality of technical and vocational education, enhancing procedures and processes to link graduates with employers, as well as improving public perceptions of the TVET sector in Lebanon. Overall, by the end of December 2022, 153 individuals had reported finding employment as a result of WFD's interventions, a number which is likely to rise further during the upcoming quarter, as more JET scholars complete their courses and internships.



✓ COMPLETING HR SUPPORT TO 23 PRIVATE SECTOR PARTNERS

To secure internship placements for technical and vocational scholarship recipients, WFD establishes relationships with private sector businesses across Lebanon, in exchange for receiving human resource (HR) support from CSP's technical experts. During this reporting period, WFD completed its provision of HR support and technical assistance to the last outstanding partner business - the St. Charles Hospital - thereby marking CSP's completion of its HR technical assistance to all 23 private sector partners which operate within the healthcare sector, IT, food processing and other industries. The support varied according to the needs of each business, and it included revamping existing internal policies and procedures, providing management training sessions, and setting up the framework for each to take on interns. Together, these businesses will offer 109 internship opportunities for scholarship recipients undertaking their technical and vocational courses across CSP's partner TVET institutions.

FY2023, QUARTER I REPORT

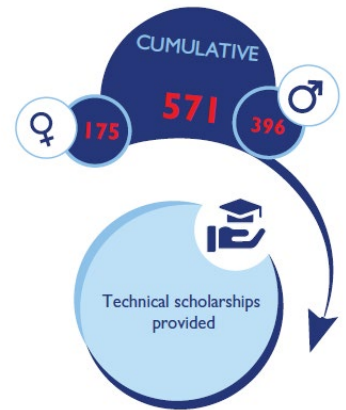
The report that follows provides more details on CSP's progress on its WFD component during the first quarter of FY2023. After reviewing CSP's progress in offering scholarships and internships, this report looks at progress made in improving the technical and vocational education sector in Lebanon, reshaping local perceptions around TVETs in Lebanon, and reflecting on programmatic learnings. The final sections detail achievements in management and operations from the reporting period. This report is also complemented by a series of annexes that provide a WFD-specific overview of coordination with USAID-funded and other donor programs, environmental compliance, and gender equality and women's empowerment, support to faith-based organizations (FBOs), as well as more details about CSP's reportable results in workforce development and a summary of financial expenditures from the quarter.

II. JOBS, EDUCATION AND TRAINING (JET) SCHOLARSHIPS

CSP's WFD is primarily designed to improve the employability skills and job opportunities for over 1000 Lebanese individuals from underserved communities. To this end, it provides scholarships to individuals seeking a technical or vocational education in sectors of growth potential in Lebanon. The scholarship covers students' tuition, medical insurance, and provides them with a monthly stipend covering their transportation fees for the duration of their course and internship, as well as a tablet or laptop to facilitate their learning, as needed. In turn, scholarship recipients are required to take part in soft skill trainings, community engagement activities, and a two-month internship following the completion of their studies.

TECHNICAL PROGRAMS

Since CSP's WFD will be closing out by the end of May 2023, and the program will not be operating during the entirety of the 2022-23 academic year, no new technical scholarships were issued, as those are aligned with the academic year. As such, the WFD team is focusing its efforts on kicking off new vocational training cohorts, providing additional vocational scholarships, and placing graduates in internships. It is worth noting, however, that over the course of the program, WFD provided a total of 571 technical scholarships, over 30% of which were to female applicants.



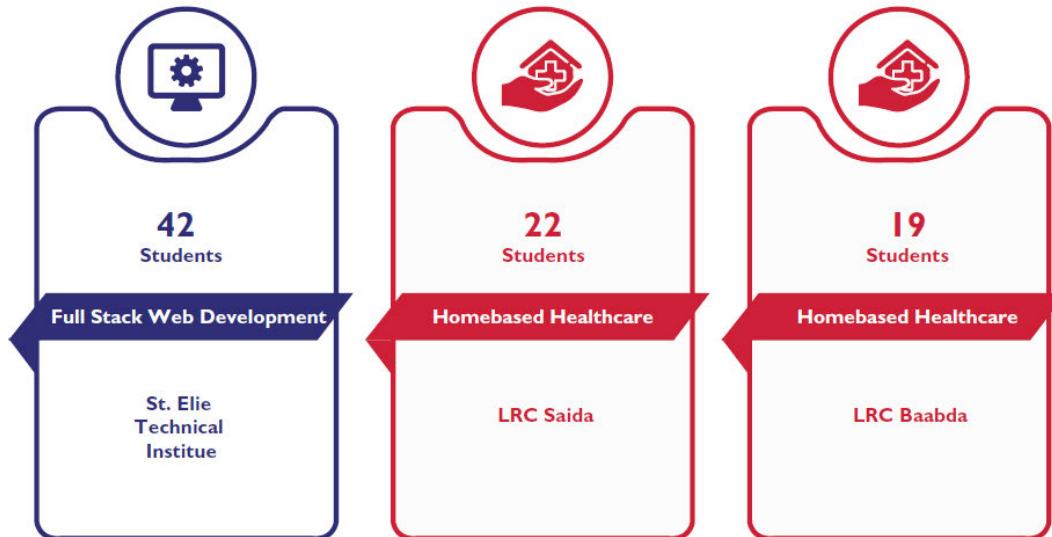
VOCATIONAL PROGRAMS

During this quarter, a cohort of 42 students began their Full Stack Web Development IT vocational training course at St Elie Technical Institute in Tripoli. In parallel, 22 scholarship recipients initiated their Homebased Healthcare (HHC) vocational training at Lebanese Red Cross' (LRC) Faculty of Nursing Sciences in Saida, while another 19 started their HHC training at LRC Baabda. To kick off each course, the WFD team conducted orientation sessions at all three institutes to elaborate further on the scholarship and its requirements, receive students' signed acceptance letters, and to complete baseline employment surveys.



Orientation session at the Lebanese Red Cross nursing institute in Saida for 22 students enrolled in the second cohort of the vocational training course in Homebased Health Care – November 2022

Vocational Cohorts Launched During Q1FY2023



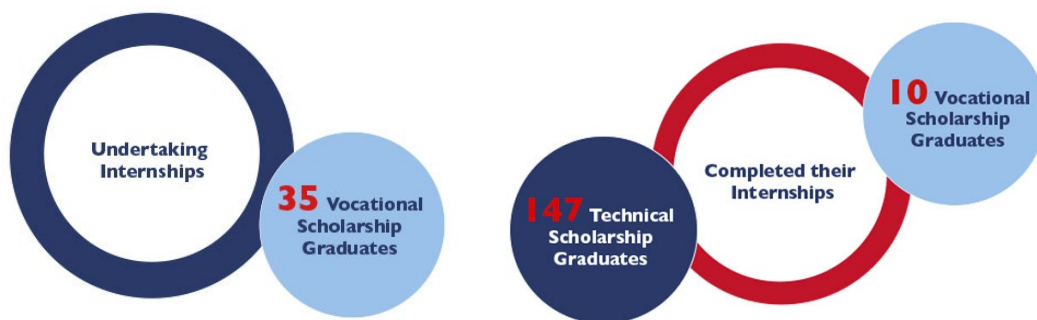
Equally during this quarter, WFD shortlisted 61 candidates for the upcoming vocational course in Repair and Maintenance of Industrial Machinery (R&M) at Tamkeen Vocational Institute and 34 for the upcoming HHC vocational course at LRC Tripoli and provided them with instructions on how to complete their applications for the scholarship. WFD expects to kick off both courses in late January 2023.

INTERNSHIPS AND EMPLOYMENT

INTERNSHIPS

During this reporting period, 147 JET technical scholarship graduates from Cortbawi technical institute, Michel Jabbour technical institute, Foyer de la Providence, Al Sharq institute for technical education, and Foyer de l'Amitié technical institute, completed their internships in different fields as part of their JET scholarship requirements.

In parallel, ten scholarship graduates from the Full Stack Web Development vocational training course at Foyer de L'Amitié Technical Institute completed their internships at different IT companies,. Finally, 35 vocational graduates from the R&M vocational training course at Tamkeen Vocational Institute were placed in internships at different businesses within relevant sectors. Overall, by the end of December 2022, WFD had successfully placed a total of 679 scholarship graduates in internships.



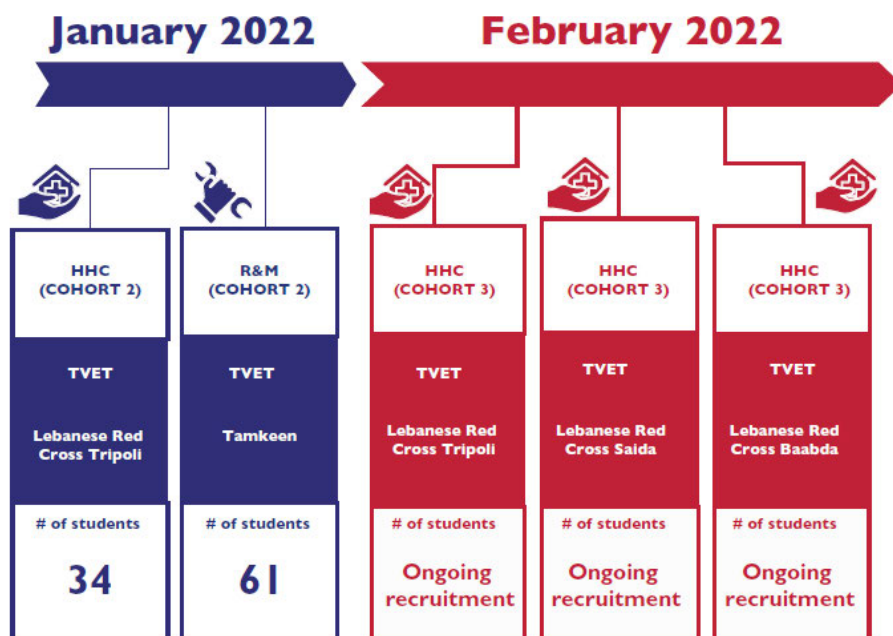
EMPLOYMENT

Based on data collected from employment surveys filled by scholarship recipients prior to and following the completion of their vocational or technical courses, during this reporting period, a total of 95 JET scholarship graduates reported finding employment as a result of WFD’s interventions. This is a significant increase compared to the 58 individuals recorded by the end FY2022, which may reflect WFD’s achievements in other areas such as improving the quality of technical and vocational education, the procedures and processes related to linking graduates with employers, as well as improving public perceptions of the TVET sector in Lebanon. Overall, by the end of December 2022, 153 individuals had reported finding employment following the completion of their technical or vocational training, a number which is likely to rise during the upcoming quarter, as more JET scholars complete their course and internships.

NEXT STEPS

LAUNCHING FIVE VOCATIONAL COHORTS AND AWARDING 168 ADDITIONAL VOCATIONAL SCHOLARSHIPS

During the upcoming quarter, WFD is planning to launch five vocational training courses in HHC and R&M across LRC Faculties in Tripoli, Baabda and Saida, and Tamkeen respectively. Accordingly, WFD expects to award 168 new scholarships, thereby reaching the project’s target of awarding 1055 scholarships over its lifespan. The following graphic illustrates the expected start dates of each course according to TVET:



PLACING 281 SCHOLARSHIP GRADUATES IN INTERNSHIPS

Moving forward, and in order to meet its overall target of placing 960 graduates in internships, WFD will work towards placing an additional 281 scholarship graduates from the eight ongoing and upcoming vocational courses prior to the program’s closure in May 2023.

Accordingly, during the upcoming second quarter of FY2023, WFD is expecting to place 75 JET vocational graduates in internships as follows:

Internship Placements Expected During Q2FY2023

TVET	# Of students	Course	Expected internship start date
LRC Saida	22	HHC (Cohort 2)	February/March 2023
LRC Baabda	19	HHC (Cohort 2)	February/March 2023
LRC Tripoli	34	HHC (Cohort 2) - upcoming	March 2023

Meanwhile, during the third quarter of FY2023 WFD expects to finalize the last internship placements, as per the following table:

Expected Internship Placements during Q3FY2023

TVET	# Of students	Course	Expected internship start date
LRC Saida	TBD	HHC (Cohort 3)	April 2023
LRC Baabda	TBD	HHC (Cohort 3)	April 2023
LRC Tripoli	TBD	HHC (Cohort 3)	April 2023
Tamkeen	61	R&M (Cohort 2)	April 2023
St Elie	42	Full Stack Web Development (Cohort 3)	April 2023

GATHERING DATA ON SCHOLARSHIP GRADUATES' EMPLOYMENT OUTCOMES

Over the coming months, WFD will continue to follow-up and gather data on JET scholarship graduates' work status and employment outcomes in order to evaluate the effectiveness of the program in achieving its objectives of expanding professional opportunities for technical and vocational students.

III. IMPROVING EDUCATION AND VOCATIONAL TRAINING

UPGRADING TVET SCHOOLS

GRANT PACKAGES AWARDED FOR TVET UPGRADES

In October 2022, WFD received USAID's approval to issue an in-kind grant to its TVET partner Michel Jabbour Technical Institute, which included the provision of electronics, classroom furniture, electrical and mechanical supplies in order to improve the TVET's capacity to support students' technical learning. By the end of December 2022, WFD had fully executed the grant agreement, while the procurement process, including the competitive selection of vendors, was still underway. This represents CSP's final TVET upgrading grant under as no further grants for TVET upgrading are anticipated under this task order.

Meanwhile, throughout this quarter, WFD continued to implement a range of ongoing procurement actions to provide light rehabilitation and materials and equipment to support associated technical and vocational courses at six TVETS, including LRC Baabda, LRC Saida, LRC Tripoli, Tamkeen Vocational Institute, Foyer de la Providence, and Abi Baker Assidiq. For instance, in December 2022, WFD delivered medical items and IT equipment to LRC Baabda, Saida, and Tripoli; while in November 2022, WFD had started the installation of a hydraulic wheelchair at LRC Baabda which is expected to be completed in early January 2023. During this reporting period, WFD equally completed the vendor selection process to carry out paintworks at LRC Baabda, which were still ongoing by the end of the quarter. Finally, this quarter WFD began the delivery and installation of pneumatic and hydraulic equipment at Tamkeen

Vocational Institute. Accordingly, the completion and handover of the equipment are expected in January 2023.



WFD-provided medical equipment to LRC Tripoli to enhance the quality of the HHC vocational course – November 2022

The following table further illustrates the status and details of each TVET upgrading grant package, as of the end of Q1FY2023:

Name of Grantee	Grant Status	Type of Upgrading	Estimated Timeframe	Activity Status
The Lebanese Red Cross Nursing Faculty of Baabda	Grant approved. Grant agreement signed.	Category 1: TVET upgrading Non-Construction Works: I.a. Civil <ul style="list-style-type: none"> Supply and installation of a hydraulic wheelchair stair. Painting works. Provision and installation of fire extinguisher. I.b. Electrical <ul style="list-style-type: none"> Supply and installation of cables and wires. Supply and installation of LED lights. Category 2: Equipment and Supplies: 2.a. Electronics (UPS, desktop computers with all accessories, LCD projectors, flipcharts). 2.b. Nursing café tables and chairs. 2.c. Medical / laboratory supplies.	November 2022 – March 2023	Category 1: <ul style="list-style-type: none"> Installation and testing of hydraulic wheelchair ongoing in Q1 to be finalized in January 2023 Selection process for the painting work was completed in Q1 and the painting is currently underway and expected to be complete by the end of January 2023. Purchase order for the fire extinguisher is executed and delivery is expected by the end of January 2023. Category 2: Delivered/installed. <ul style="list-style-type: none"> Electronics Nursing café tables and chairs. Medical / laboratory supplies.
	Grant approved.	Category 1: TVET upgrading Non-Construction Works: I.a. Civil <ul style="list-style-type: none"> Door and handle replacement. 	November 2022 – February 2023	Category 1: Evaluation of offers is ongoing. Category 2: Delivered/installed <ul style="list-style-type: none"> Electronics

Nursing Faculty of Saida	Grant agreement signed.	<ul style="list-style-type: none"> Internal painting works of classroom ceilings and walls. I.b. Electrical <ul style="list-style-type: none"> Supply and Installation of LED lights. Supply and installation of wiring devices. Category 2: Equipment and Supplies: 2.a. Electronics (desktop computers with all accessories, printer, LCD projectors, flipcharts). 2.b. Computer desks. 2.c. Medical / laboratory supplies.		<ul style="list-style-type: none"> Computer desks. Medical / laboratory supplies.
The Lebanese Red Cross Nursing Faculty of Tripoli	Grant approved. Grant agreement signed.	Category 1: TVET upgrading Non-Construction Works: I.a. Civil Internal painting works. I.b. Electrical Supply and installation of wiring devices. Category 2: Equipment and Supplies: 2.a. Electronics (UPS, desktop computers with all accessories, Printer, LCD projectors, flipcharts, printer). 2.b. Computer desks. 2.c. Medical / laboratory supplies.	November 2022 – February 2023	Category 1: Evaluation of offers is ongoing. Category 2: Delivered/installed <ul style="list-style-type: none"> Electronics Computer desks. Medical / laboratory supplies.
Foyer de la Providence	Grant approved. Grant agreement signed.	Category 1: TVET upgrading Non-Construction Works: I.a. Civil Internal painting works as well as windows maintenance. I.b. Electrical Supply and installation of wiring devices and lights. I.c. Mechanical <ul style="list-style-type: none"> Installation of AC split units. Provision of fire extinguishers. Category 2: Equipment and Supplies: 2.a. Electronics (desktop computers with all accessories, Printer, LCD projectors, UPS) 2.b. Electrical equipment	November 2022 – February 2023	Category 1: <ul style="list-style-type: none"> Evaluation of offers for the civil/electrical is ongoing. ACs were delivered and installed. Fire extinguishers were delivered and installed. Category 2: <ul style="list-style-type: none"> Electronics were delivered and installed. Evaluation of offers for the electrical equipment is ongoing.
St. Elie Technical Institute	Grant approved. Grant agreement signed.	Electronics <ul style="list-style-type: none"> Projector and projector Screen Router Laptops and accessories Printer 	Completed in August 2022	

Tamkeen Vocational Institute	Grant approved. Grant Agreement signed.	Category 2: <ul style="list-style-type: none"> Electronics (LCD projector, printer, active board) Electrical equipment Welding equipment Pneumatic and hydraulic equipment 	July 2022 – February 2023	<ul style="list-style-type: none"> All purchase orders have been signed. Electrical equipment, welding machine, and electronics were delivered and installed. Electrical equipment delivered Partial delivery of the pneumatic and hydraulic equipment. Final delivery is expected by end of January 2023.
Abi Baker Assidiq Technical School	Grant approved. Grant agreement signed.	Category 1: TVET upgrading Non-Construction Works: I.a. Civil <ul style="list-style-type: none"> Internal painting works. Windows repair. Marble skirting I.b. Electrical <ul style="list-style-type: none"> Supply and Installation of wall sockets, cables, and switches. Electric circuit breaker box of Electric circuit breaker box. Category 2: Electrical Equipment	November 2022 – March 2023	Category 1: Purchase order is fully executed, and completion is expected in Q2. Category 2: The purchase order is fully signed, and delivery of equipment is expected in January 2023.
Michel Jabbour Technical School	Grant approved. Grant agreement signed.	<ul style="list-style-type: none"> Electronics (laptops, computer desktops with accessories, whiteboard, printer/photocopier/scanner, LCD projector). Classroom furniture Electrical/mechanical Equipment 	November 2022 – February 2023	The competitive selection process for all items is ongoing; requests for quotation were released in January 2023.

INSTITUTIONAL CAPACITY BUILDING TO TVET SYSTEMS

In anticipation of the upcoming institutional capacity building exercises to improve TVET systems, WFD conducted a preparatory meeting on October 28, 2022, to introduce ten TVET partners to the selected consultant in charge of conducting the trainings and share the trainings' program, content, and timelines, in addition to the capacity assessment survey. Following this, between November and December 2022, WFD worked with CSP's TO 3 to conduct two general introductory training sessions, the first of which focused on financial and administrative management and included representatives from the following six TVETs: Abi Baker Assiddiq Technical Institute, Foyer de la providence Technical Institute, St. Elie Technical Institute, Tamkeen Vocational Institute, Al Abir Technical Institute, and Cortbawi Technical



Screenshot from WFD's online preparatory meeting to introduce partner TVETs to capacity-building consultant – October 28, 2022

Institute , while the second focused on strategic planning and included representatives from the following seven TVETs: Abi Baker Assiddiq Technical Institute, Al Sharq Technical Institute, Cortbawi Technical Institute, Don Bosco Technical Institute, Foyer de la providence Technical Institute, St. Elie Technical Institute, and Tamkeen Vocational Institute.

Finally, the selected consultant started providing tailored one-on-one training sessions at the three selected TVETs that previously underwent an organizational capacity assessment process (OCAT), namely the St. Elie Technical Institute, Foyer de la Providence, and Abi Bakr Assidiq TVETs, to draft the internal policies, customize the solutions, train the employees on the new policies, and support the TVETs’ adaptation process to these policies.



WFD’s training on cash and bank management to six partner TVETs – November 28, 2022

UPGRADING SMES

To secure internship placements for technical and vocational scholarship recipients, WFD establishes relationships with private sector businesses across Lebanon, in exchange for receiving HR support from CSP’s technical experts. This reporting period, WFD completed its provision of HR support and technical assistance to St. Charles Hospital, which included updating the hospital’s organizational chart, defining the clinical structure, and reorganizing its salary scale, and should result in an improvement to the establishment’s efficiency and performance.

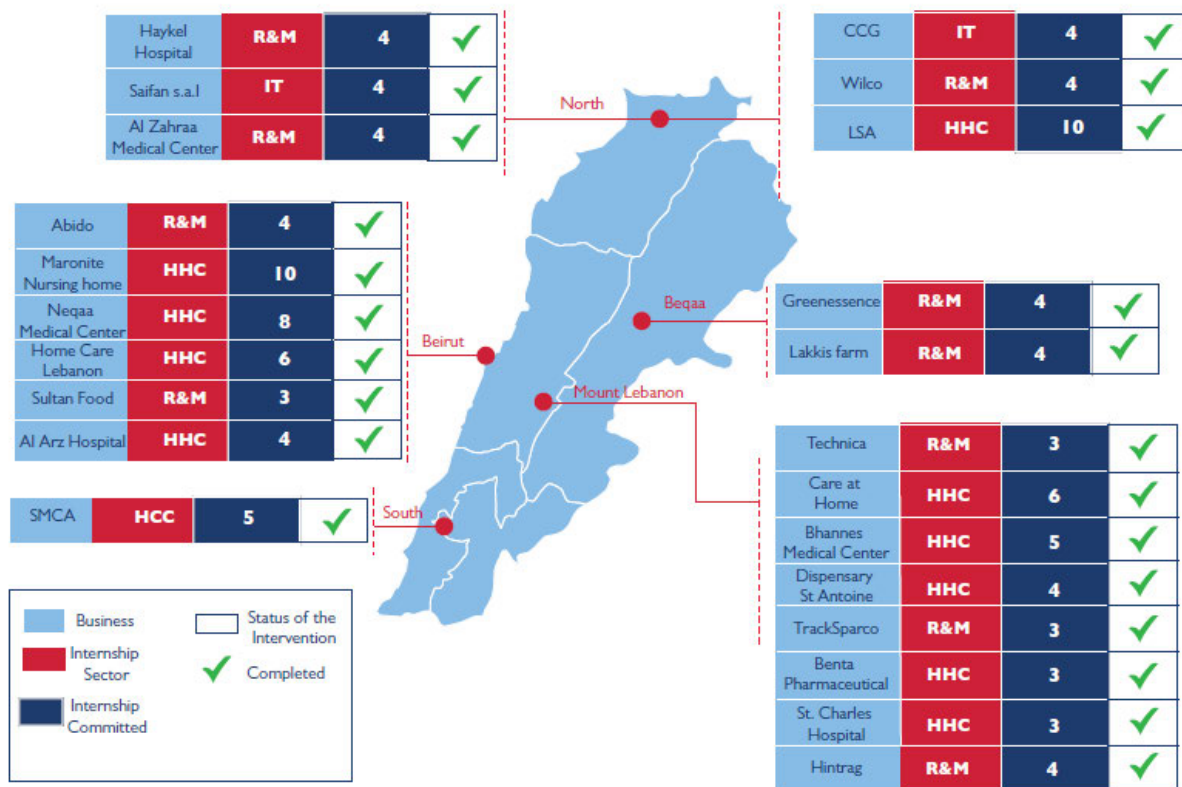
As St Charles Hospital was the last of WFD’s private partners to receive HR support, by the end of December 2022, WFD had completed its provision of HR technical support to all 23 private sector businesses who together will provide 109 internship opportunities for JET scholarship recipients who are undertaking their technical and vocational courses across WFD partner TVET institutions. The table below details the type of support which was provided to each partner business, and is followed by a map which illustrates the geographic distribution of internships committed per private sector partner.

	Business	HR/Technical Assistance Provided by CSP	Sector	Internships Committed
Business partners identified in 2020/	TECHNICA	Review of employment processes, competencies framework, equality, diversity and inclusion policies, job grading matrices, salary scales, learning and development procedures, updates of internship program	R&M	3
	Abido	Code of business conduct and ethics, reviews of positions, employee performance logs, job descriptions review and upgrading, internship program creation	R&M	4
	Consolidated Consultancy Group (CCG)	Recruitment process and interviews, performance management appraisal, job description upgrading, induction	IT	4

Support Completed in 2021		training process, grievance policies and procedures, internship program creation		
	Greenessence	Review of the org chart, recruitment and onboarding process, employee handbook, performance management appraisal, review and upgrading of job description, internship program	R&M	4
	SMCA	Employee policy, anti-harassment policy, performance management, employee training & development, internship program	HHC	5
	Maronite Nursing home	Recruitment and induction process, performance management appraisal, employee training and development, internship program creation	HHC	10
	Wilco	Review and update of the org chart, review and upgrade of key positions descriptions, creating of job description writing guide for managers, review and upgrade of company values	R&M	4
Business partners identified in 2021/	Lebanese Succor Association	Revision and update of organizational structure, human resources policies, procedures and performance appraisal form	HHC	10
	Naqaa Medical Center	Review and update of organizational chart, development of emergency preparedness policy, review and update of the authority matrix	HHC	8
Support Completed in 2022	Care at home	Revision and update of the organigram, creation of job description, review and update of HR policies and procedures	HHC	6
	Home Care Lebanon	Development of six clinical and administrative processes	HHC	6
	Hintrag	Support with the creation of 11 job descriptions, development of performance review and appraisal forms, and compensation and benefits manual	R&M	4
	Lakkis Farm	Development of organizational chart and support with the restructuring of the company staffing, creation of a performance appraisal manual, salary scale, and new job descriptions	R&M	4
Business partners identified in 2022/	Al Arz Hospital	Revision and update of HR policies and procedures, development of job descriptions	HHC	4
	Benta Pharmaceutical	Design and creation of a progression planning program in addition to its relevant training program	HHC	3
Support Completed in 2022	Bhannes Medical Center	Management training provided to all clinical and administrative managers on leadership, communication, and human resources management skills	HHC	5
	Dispensary St. Antoine	Business process reengineering for five clinical and administrative processes	HHC	4
	Haykel Hospital	Development of recruitment & selection process, interview form, job application form, recruitment & selection policy, matrix, and tracker	R&M	4
	Saifan Olive Oil	Development of employees' training plans and procedures, recruitment policy, review and update of the organizational chart, development of employee performance appraisal policy, and job rotation policy and job descriptions	IT	4

	Sultan Food	Creation of employees' appraisal performance plans and employees' work evaluation forms. Creation of 11 new job descriptions and review and update of the organigram, development of employee training tracker and training procedures	R&M	3
	TrackSparco	Development of the business recruitment and selection policy and procedures, creation of an employee database, job application form, probation report, and leave request templates	R&M	3
	Al Zahraa Medical Center	Training to all staff who have direct contact with patients (clinical and administrative) on professional appearance, communication skills	R&M	4
Support completed in 2023	St. Charles Hospital	Revision and update for the organigram, clinical structure, and salary scale	HHC	3

109 Internships Committed per TVET Private Sector Partner



TOTAL: 109

NEXT STEPS

In January 2023, WFD will launch its HR institutional capacity building intervention to the three partner TVETs who underwent an organizational capacity assessment process – St. Elie Technical Institute, Foyer de la Providence, and Abi Bakr Assidiq – which will include drafting their internal policies, training employees on new policies, and supporting the TVETs’ adaptation processes to these policies.

Regarding grants for TVET upgrades, although CSP does not anticipate awarding any new grants under its WFD component, four existing scholarship grants require modifications in order to implement additional cohorts of IT, HHC and R&M vocational courses at St Elie, LRC Baabda, LRC Tripoli, and Tamkeen. Accordingly, WFD will submit requests for modifications during the upcoming quarter.

IV. ENABLING THE ENVIRONMENT FOR TVET SECTOR

THOUGHT LEADERSHIP AND SUPPORT TO OTHER TVET STAKEHOLDERS

In its efforts to sustainably enhance employment outcomes for TVET graduates, WFD is adopting an opportunistic approach to take advantage of any potential opportunity to engage with the DGVTE, MEHE, or other stakeholders in reform-oriented actions or contributions. As such, this quarter, WFD attended the DGVTE's "Workshop with Donors and UN Agencies" which explored strategies to implement an improved National TVET Strategic Framework over the coming five years. The workshop was attended by a range of donor agencies, international NGOs, and implementing partners which are working on the TVET sector in Lebanon, and resulted in a commitment to increase cooperation among stakeholders.

Similarly, as it approaches its final months prior to closeout, the WFD program has been collaborating with other donor programs and stakeholders which are equally aiming to improve the TVET sector in Lebanon, including UNICEF, Norwegian Refugee Council, and other NGOs, by sharing lessons learned and recommendations to help guide the implementation of their upcoming interventions. Through its continued coordination with key stakeholders, WFD hopes that future programs can build on its experience, and further enhance employment opportunities for technical and vocational graduates. For further details on WFD's collaboration with other programs during this quarter, kindly refer to Annex A: Collaboration with Other Donor Programs at the end of the report.

POST PERCEPTION SURVEY

Upon the completion of the three-month media campaign conducted during the previous fiscal year, WFD had disseminated an endline post perception survey to evaluate the impact of the campaign in addressing negative perceptions around the TVET sector in Lebanon. During this reporting period, WFD produced a report on the survey's results, which found a significant decrease in negative perceptions across the different categories of respondents (youth, parents, NGOs, TVET management, private sector, TVET students) following WFD's media campaign. These findings may lead to more interest and engagement from stakeholders within the TVET sector to win the trust of target audiences and the public.

V. MANAGEMENT AND OPERATIONS

REVISED MEL PLAN

On November 9, 2022, USAID approved WFD's modified MEL plan, which included new targets according to the previously approved no-cost extension along with a realignment to USAID's Country Development Cooperation Strategy (CDCS). WFD is accordingly reporting on results reflecting the approved changes in the MEL plan and the IPTT.

HUMAN RESSOURCES

As CSP's WFD program will close by May 31, 2023, the team has proceeded with the staff phase-out plan as per the approved no-cost extension. Hence, during this period, two WFD staff positions – the Partnerships Manager and Admissions Officer – were phased out by December 31, 2022. Meanwhile, two other staff members resigned from their positions, including the Grants Manager whose last working day was on November 30, 2022, and the MEL Specialist whose last working day was on December 20, 2022. To backfill these positions and ensure the program's continued progress during its final year, [REDACTED] Home Office Project Management Unit (PMU) was nominated and approved to fill the key personnel Grants Manager position on November 28, 2022. She will be supported by a newly assigned intern from CSP TO 3's internship program. Regarding the MEL coverage, [REDACTED] (former MEL Specialist on USAID/LED) started her work at CSP on December 1, 2022. [REDACTED] will be allocating 75% of her time to WFD and 25% on CSP's TO 3.

COLLABORATION AMONG TASK ORDERS

TASK ORDER 1

During this reporting period, the WFD team collaborated closely with CSP's TO 1, namely through its constant coordination with TO 1's Engineering Unit to ensure compliance with USAID's engineering, infrastructure, and environmental requirements. WFD also collaborated with TO 1's Communications department to generate WFD-related content, as well as with CSP's subawards management teams to administer and ensure compliance on the TVET grant agreements.

TASK ORDER 3

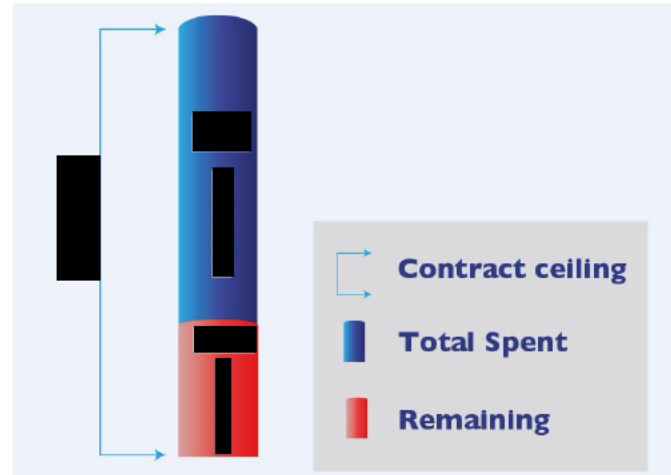
The WFD team also worked closely with CSP's TO 3 on the institutional capacity building of partner TVETs, including the selection of the consultancy firm to conduct the capacity building trainings in HR, strategic planning, and financial and administrative management.

WFD also benefitted from CSP's internship program managed by TO3. During this reporting period, a total of four interns were recruited and assigned to assist WFD on various tasks, as per the following:

- Two interns assisted WFD's scholarship unit with data collection related to employment surveys filled out by JET scholars;
- One intern carried out an inventory of the collected tablets from JET technical scholarship graduates;
- Finally, one intern supported with the management of WFD grants.

ACCOUNTING AND FINANCE

During the first quarter of FY2023, WFD expended an estimated total of [REDACTED] with an average burn rate of [REDACTED] per month. By the end of December 2022, WFD had spent an estimated total of [REDACTED] which represents about [REDACTED] of the project's total contract ceiling of [REDACTED]. CSP has [REDACTED] or [REDACTED], remaining to spend under the current obligation. For a full account of WFD quarterly finances, please refer to Annex F: WFD Financial Report.



CHALLENGES, MITIGATION MEASURES, AND LESSONS LEARNED

IMPACT OF DETERIORATING ECONOMIC SITUATION ON TVET STUDENTS AND STAFF

Lebanon's ongoing multi-faceted socio-economic crisis coupled with rapidly deteriorating living conditions has impacted the TVET sector, specifically whereby students were forced to drop out from their courses either at the beginning or throughout the course duration. Reasons included students encountering opportunities to work abroad, the inability of some to cover transportation costs to and from their respective institutions, and job opportunities found.

Mitigation measures taken:

- ✓ Communicating the importance of the vocational courses and the dignified job opportunities that await students once these are completed;
- ✓ Requesting that partner TVETs pay students' monthly stipends on time in order to cover for students' transportation costs;
- ✓ Relying on a hybrid model of online classes mixed with in person to reduce the burden on students, teachers and TVET staff.

ISSUES WITH BANKS AND DELAYS WITH TRANSFERS

The limited and restricted withdrawals imposed by Lebanese banks and the resulting frustration among the local population led to several cases of people breaking into bank branches to retrieve their deposits, which caused many banks to close their doors and further limit entries and withdrawals. Consequently, WFD's partner TVETs were prevented from withdrawing their transfers which led to delays in the payment of student stipends and deliverables.

Mitigation measures taken:

- ✓ Extending grant dates for TVETs to be able to submit all deliverables and for transfers to reach their banks;
- ✓ Providing TVETs with debit advice so they can follow up with their banks on payments and collect transfers.

STAFF PHASE-OUT AND RESIGNATIONS WITHIN WFD

Given the upcoming end of the program and, as per the approved no-cost extension, WFD started phasing out staff in December 2022. Meanwhile, two other members of the team resigned during this reporting period. The limited human resources under WFD threatened to impact the program's continued implementation during its final months.

Mitigation measures taken:

- ✓ Distributing tasks for phased-out staff among remaining team members;
- ✓ Backfilling vacant positions with former Chemonics staff and home office staff to flatten the learning curve.
- ✓ Utilizing interns to augment existing capacity, particularly for time-consuming tasks like employment verification.

DELAYS IN LAUNCHING VOCATIONAL PROGRAMS

This quarter, WFD experienced some delays in receiving eligibility notices for vocational scholarship students leading to delays in launching vocational courses.

Mitigation measures taken:

- ✓ Following up closely with TVETs' and WFD's consultants to modify the courses to a training period that fits the program's implementation schedule;
- ✓ Requesting assistance from USAID's contracting officer to expedite the vetting process.

COLLABORATION, LEARNING AND ADAPTING (CLA)

During the fourth quarter of FY2022, WFD completed a CLA exercise, during which the team studied the impact and outcome of the program and compared findings to the objectives first set during its design. WFD gathered data and feedback from both internal and external stakeholders, and will accordingly share a final detailed report on findings, lessons learned, and suggestions to inform the future implementation of any similar intervention. A presentation of the findings to relevant USAID and U.S. Embassy staff is also recommended next quarter.

NEXT STEPS

WFD's approach to programmatic closeout hinges on the need to ensure compliant and timely grant closeouts, while also supporting active grants through the end of their implementation. As WFD's end date is set for May 31, 2023, the team will continue to focus on completing all active grants on time and within its awarded budget. The backfilling of the vacant grants manager with a home office resource has allowed for a dedicated grants manager through the end of the program to oversee this process.

Meanwhile, regarding its operational and administrative closeout, WFD is planning an orderly demobilization. In accordance with section F.3 of the TO 4 contract, WFD will submit a Disposition of

Assets and Closeout Plan by January 31, 2023. This plan will detail key closeout tasks including, but not limited to, disposing of project property, ending personnel contracts, grants and subcontracts, and shipping office files. WFD will apply lessons learned from recent Chemonics closeouts to ensure an organized and efficient closeout of the task order.



LEBANON COMMUNITY SUPPORT PROGRAM

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VI. ANNEXES:

ANNEX A. COLLABORATION WITH OTHER DONOR PROGRAMS.

Norwegian Refugee Council (NRC)

Upon request from NRC, this quarter, WFD shared its newly developed vocational curricula (HHC and R&M), along with the soft skills modules to enable the NRC to draw lessons learned and improve their own programs.

UNICEF

WFD equally shared the HHC vocational curriculum with UNICEF upon the latter's request, in addition to the associated training material for the course's implementation. UNICEF also supported WFD in finalizing the accreditation process for its R&M vocational curriculum and obtaining the signature from DGVTE so that it can be published in the public journal.

This quarter, WFD also met with representatives from UNICEF and KFW, a German bank donor which is planning to fund upcoming UNICEF vocational activities in Lebanon, to discuss lessons learned and recommendations which will help guide the implementation of UNICEF's future TVET interventions. For this, both UNICEF and KFW expressed an interest in receiving the findings of WFD's CLA exercise, as well as WFD's renewable energy assessment report, especially since UNICEF is planning future solar interventions in Lebanon. Moreover, WFD collaborated with KFW and its contracted consulting firm, PLANCO, by sharing its experience to enable PLANCO to map out the Lebanese TVET sector and identify gaps and needs ahead of UNICEF interventions.

Lebanon National Energy (LNE)

LNE – a local non-profit which aims to improve the quality of life in Lebanon by encouraging a productive and skilled economy - sought WFD's support with respect to an upcoming project focusing on a TVET center in Sarba - Jounieh, in partnership with BBW group and UNITAR. The program will target some of the most vulnerable, with a focus on breadwinning women, and will consist of three free-of-charge months' training for the selected students, with the objective of placing 80% in jobs. So far, WFD has supported by sharing its experience, lessons learned, and providing recommendations on the project's implementation.

ANNEX B. ACTIONS TAKEN TOWARD ENVIRONMENTAL COMPLIANCE

This quarter, an Environmental Review and Assessment Checklists (ERAC) was fully executed for an in-kind grant to Michele Jabbour to support TVET upgrading. Below is a detailed table of the status of all WFD ERACs.

Grantee Name and Number	Scope	Type of ERAC	Status
St. Elie CSP-TO4-21-003 A	12 Technical Scholarships 2021-2022	Categorically Excluded	
Abi Baker CSP-TO4-21-003 B	27 Technical Scholarships 2021-2022	Categorically Excluded	
Foyer de la Providence CSP-TO4-21-003 C	37 Technical Scholarships 2021-2022	Categorically Excluded	
Michel Jabbour CSP-TO4-21-003 D	13 Technical Scholarships 2021-2022	Categorically Excluded	
Don Bosco CSP-TO4-21-003 E	11 Technical Scholarships 2021-2022	Categorically Excluded	
LRC Saida CSP-TO4-21-003 F	9 Technical Scholarships 2021-2022	Categorically Excluded	
Cortbawi CSP-TO4-21-003 G	22 Technical Scholarships 2021-2022	Categorically Excluded	
Al Abir CSP-TO4-21-003 H	127 Technical Scholarships 2021-2022	Categorically Excluded	
Al Sharq CSP-TO4-21-003 J	21 Technical Scholarships 2021-2022	Categorically Excluded	
Foyer de L'Amitié CSP-TO4-21-003 I	62 Technical Scholarships 2021-2022	Categorically Excluded	
Tamkeen CSP-TO4-21-003 K	43 Technical Scholarships 2021-2022	Categorically Excluded	
LRC Baabda CSP-TO4-21-001 B	40 Home-based healthcare vocational training scholarships + TVET Upgrading	I full ERAC	Approved
LRC Saida CSP-TO4-21-001 C	49 Home-based healthcare vocational training scholarships + TVET Upgrading	I full ERAC	Approved
LRC Tripoli CSP-TO4-21-001 D	64 Home-based healthcare vocational training scholarships + TVET Upgrading	I full ERAC	Approved

Tamkeen CSP-TO4-21-001 F.1	42 Cyber Security & Data Science Vocational Training scholarships	Categorically Excluded	
Tamkeen CSP-TO4-21-001 F.2	Repair and Maintenance of Vocational Training Scholarships and TVET Upgrading	I full ERAC	Approved
Foyer de la Providence CSP-TO4-21-001 E	42 Cyber Security & Data Science Vocational Training scholarships + TVET Upgrading	I full ERAC	Approved
Foyer de L'Amitié CSP-TO4-21-001 G	IT/Full-Stack Development vocational training scholarships and TVET upgrading	Categorically Excluded	
Abi Baker CSP-TO4-21-002 A	TVET upgrading	I full ERAC	Approved
Michel Jabbour CSP-TO4-21-002B	TVET upgrading	I full ERAC	Approved
St. Elie Technical Institute CSP-TO4-21-002 C	TVET upgrading	I full ERAC	Approved

ANNEX C. ACTIONS TAKEN TOWARD GENDER EQUALITY AND WOMEN'S EMPOWERMENT

WFD promotes women's empowerment and ensures opportunities for marginalized groups throughout each phase of implementation and attempts to mainstream gender equality and social inclusion (GESI) through the design and implementation of its technical activities. Throughout the life of the program, WFD has identified and adopted approaches that tackle male-dominated careers and economic roles to move past the traditional ideas of gender roles and challenge cultural attitudes and biases. In collaboration with CSP's Communications team, WFD identified positive male and female role models to highlight work in non-traditional jobs and promote more equitable norms around workplace culture and occupations. As a result of these efforts, by the end of December 2022, WFD had achieved 49% female participants in USG-assisted programs, exceeding its 40% target.

During this reporting period, WFD participated in an interview at Radio Liban during a morning talk show that was broadcast live on October 20, 2022. The interview contributed to WFD's outreach efforts to solicit vocational applications for the upcoming Repair & Maintenance of Industrial Machines (R&M) vocational course that will be held at Tamkeen vocational institute in Tripoli. This R&M course will be the second cohort course upon successfully completing a first cohort course with 35 students at Tamkeen Vocational Institute (out of which six females participated in the course, thereby breaking the traditional male stereotype of work in this sector). During the interview, WFD actively encouraged females to apply for the upcoming course.

Meanwhile, on November 16, 2022, members of WFD's team attended a Chemonics webinar titled "Integrating GESI: how to integrate GESI into grants programs", which presented examples of other Chemonics projects (Sri Lanka, Colombia, Venezuela, Syria, and Bosnia) who are incorporating this cross-cutting component.

ANNEX D. PROGRESS MADE TOWARDS TARGETS SET

#	Indicator Title	Freq. of Reporting	FY2023 (Y5) Q1 Target	FY2023 (Y5) Q1 Actual	% ± Deviation	FY2023 (Y5) Targets	FY2023 (Y5) Results	Justification for deviation from target
Project Goal: Municipalities and underserved and vulnerable communities enjoy better services and enhanced economic opportunities that improve lives and reduce tensions								
CDP/CSP PURPOSE: Priority Needs in Underserved and Vulnerable Communities Met								
01	Number of Full Time Equivalent (FTE) jobs created with USG assistance	Annual	0	0	0%	242	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
02	Percentage of participants who are youth (15-29) in USG-assisted programs designed to increase access to productive economic resources (Youth 3)	Quarterly	80%	81%	1%	80%	81%	During this reporting period, the percentage of participants who are youth in USG-assisted programs reached 81% , exceeding the target set at 80%. The 81% of beneficiaries who are youth represent the 67 students (out of a total of 83) that were awarded vocational scholarships in the Homebased Health care services sector and the IT sector.
03	Percent of USG-assisted organizations with improved performance (CBLD-9)	Annual	80%	0	0%	80%	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
04	Percentage of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment) (GNDR-2)	Quarterly	40%	49%	22.5%	40%	49%	TO4 reached 49% as a proportion of female participants in USG assisted programs for this reporting period where the target set for the project is 40%. This means the percentage achieved exceeds the target by 22.5%. The reported beneficiaries in this quarter constitute the female participants in the awarded vocational (41 females out of a total 83) scholarships at three of the partner TVETs of TO4 (LRC Baabda, LRC Saida and Saint Elie Tripoli). TO4 team has put extra focus and effort into encouraging TVETs to advertise and accept female eligible applicants as well as prioritizing female applicants in the vocational courses. TO4 will

#	Indicator Title	Freq. of Reporting	FY2023 (Y5) Q1 Target	FY2023 (Y5) Q1 Actual	% ± Deviation	FY2023 (Y5) Targets	FY2023 (Y5) Results	Justification for deviation from target
								continue to push within its resources in the remaining vocational courses to maintain the 40% set target of female participants for LOP target.
IR 1.1 Private Sector Competitiveness Increased								
IR 1.2 Livelihoods improved particularly for the vulnerable (poor, women, youth)								
IR 2.1 Access to quality education expanded								
IR 2.2 Capacity to provide quality educational management systems improved								
TO 4 outcome: improved Employment Opportunities, mainly for beneficiaries from vulnerable rural communities through partnerships with private TVETs, municipal governments, and the private sector.								
05	Value of new private-sector investment leveraged by USG assistance	Annual	0\$	0	0%	21,585\$	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
06	Number of people with improved incomes as a result of USG assistance	Annual	0	0	0%	242	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
Sub-IR 1.1.1: Market access and sales increased								
Sub-IR 1.1.2: Private sector-driven workforce readiness improved with wider opportunities for youth and women								
Sub-IR 2.1.1: Access to quality higher education for academically meritorious disadvantaged students expanded								
Sub-IR 2.1.1: Ability of targeted higher education institutions or faculties to deliver high quality education that meets workforce needs improved								
TO4 RESULT LEVEL: Technical vocational training quality improved								
07	Number of private sector firms that have improved management practices or technologies as a result of USG assistance (EG.5.2-2)	Quarterly	0	1	100%	0	1	The number of private sector firms that improved management practices as a result of U.S. government assistance amounts to 1 this quarter. TO4 has exceeded the LOP target set for this indicator in the previous project's year. The number of private sector firms that improved management practices amounted to 23 (where the target was set at 20). Saint Charles Hospital received HR technical assistance and capacity development in order to update the organizational chart, define clinical structure, and reorganize salary scale. This assistance has led to improvements in terms of implementing

#	Indicator Title	Freq. of Reporting	FY2023 (Y5) Q1 Target	FY2023 (Y5) Q1 Actual	% ± Deviation	FY2023 (Y5) Targets	FY2023 (Y5) Results	Justification for deviation from target
								the best practices in human resources management and creating an induction and an integration program for the home-based healthcare interns in order to improve their practical skills and prepare them to the job market. Adopting these improved management practices will lead to an improvement within the hospital in terms of efficiency and performance.
08	Percent of individuals with new employment following participation in USG- assisted workforce development programs	Annual	0	0	0%	28%	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
09	Percent of individuals with improved skills following participation in USG-assisted workforce development programs	Quarterly	90%	100%	10%	90%	100%	<p>During the first quarter of FY2023, the percentage of individuals with improved skills following participation in USG-assisted workforce development programs participants reached 100%, exceeding the target set at 90%.</p> <p>The 100% of participants with improved skills represent 110 individuals reporting to have successfully completed the IT Vocational scholarship courses, in four of the partner TVETs (FDA, FDP, Tamkeen and Saint Elie Technical institute).</p> <p>All beneficiaries showcased improved knowledge and skills and attended their scholarship courses where the curricula incorporated soft skills sessions in addition to technical skills. All 110 vocational students attended these courses, and at the end, all students displayed their improved skills by successfully obtaining passing grades and earning</p>

#	Indicator Title	Freq. of Reporting	FY2023 (Y5) Q1 Target	FY2023 (Y5) Q1 Actual	% ± Deviation	FY2023 (Y5) Targets	FY2023 (Y5) Results	Justification for deviation from target
								certificates of completion at their respective TVETs institutions.
TO4 RESULT 2 LEVEL: Scholarships and internships for poor youth in vulnerable CSP communities created								
10	Number of individuals attending tertiary education institutions with USG scholarship or financial assistance (ES.2-2)	Quarterly	85	83	(2%)	253	83	TO4 reached 98% of the set target for this quarter (83 vs the target which is 85). The deviation from the set target is at -2% for this quarter. The 83 individuals reported attending tertiary education institutions with USG assistance this quarter represent the vocational scholarships awarded under the IT and HHS sectors and are distributed as the following: 42 students from Saint Elie institute, 19 students from Lebanese Red Cross Baabda, and 22 students from Lebanese Red Cross Saida. It is expected that the next quarter, TO4 will be able to report on a large number of students awarded vocational scholarships, mainly under the Repair and Maintenance and Homebased Healthcare Services sectors.
11	Number of host country tertiary education institutions receiving capacity development support with USG assistance (ES.2-1)	Quarterly	0	0	0%	0	0	No results be to be reported during this quarter. TO4 has already exceeded the LOP target set for this indicator in the previous year. The number of host country tertiary education institutions receiving capacity development support amounted to 13 (where the target was set at 10). No more results are expected to be reported under this indicator moving forward.
Output 1.1 Labor Needs Partner Identified								
12	The number of curricula developed or improved with USG assistance	Annual	0	0	0%	0	0	TO4 has already exceeded the LOP target set for this indicator in the previous year.
Output 1.2 Improved Vocational Education Quality and Growth while Strengthening Links to Vulnerable Communities								

#	Indicator Title	Freq. of Reporting	FY2023 (Y5) Q1 Target	FY2023 (Y5) Q1 Actual	% ± Deviation	FY2023 (Y5) Targets	FY2023 (Y5) Results	Justification for deviation from target
13	Number of linkages established between TVETs and private sector firms as a result of U.S. government assistance	Annual	0	0	0%	0	0	TO4 has already exceeded the LOP target set for this indicator in the previous year.
Output 1.3: Scholarships and Internships for poor youth in vulnerable communities								
14	Number of people placed in internship programs	Annual	0	0	0%	473	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis.
Output 1.4 Enhanced Enabling Environment for TVET								
15	Number of completed activities aiming at enhancing Business Enabling Environment (BEE) for TVET	Annual	0	0	0%	8	0	No results be to be reported during this reporting period. The results under this indicator are reported on annual basis

ANNEX E. INDICATOR PERFORMANCE TRACKING TABLE

Please refer to the email attachment labeled “Annex E. Indicator Performance Tracking Table.”

ANNEX F. WFD FINANCIAL REPORT

Please refer to the email attachment labeled “Annex F. WFD Financial Report Q3FY2022.”

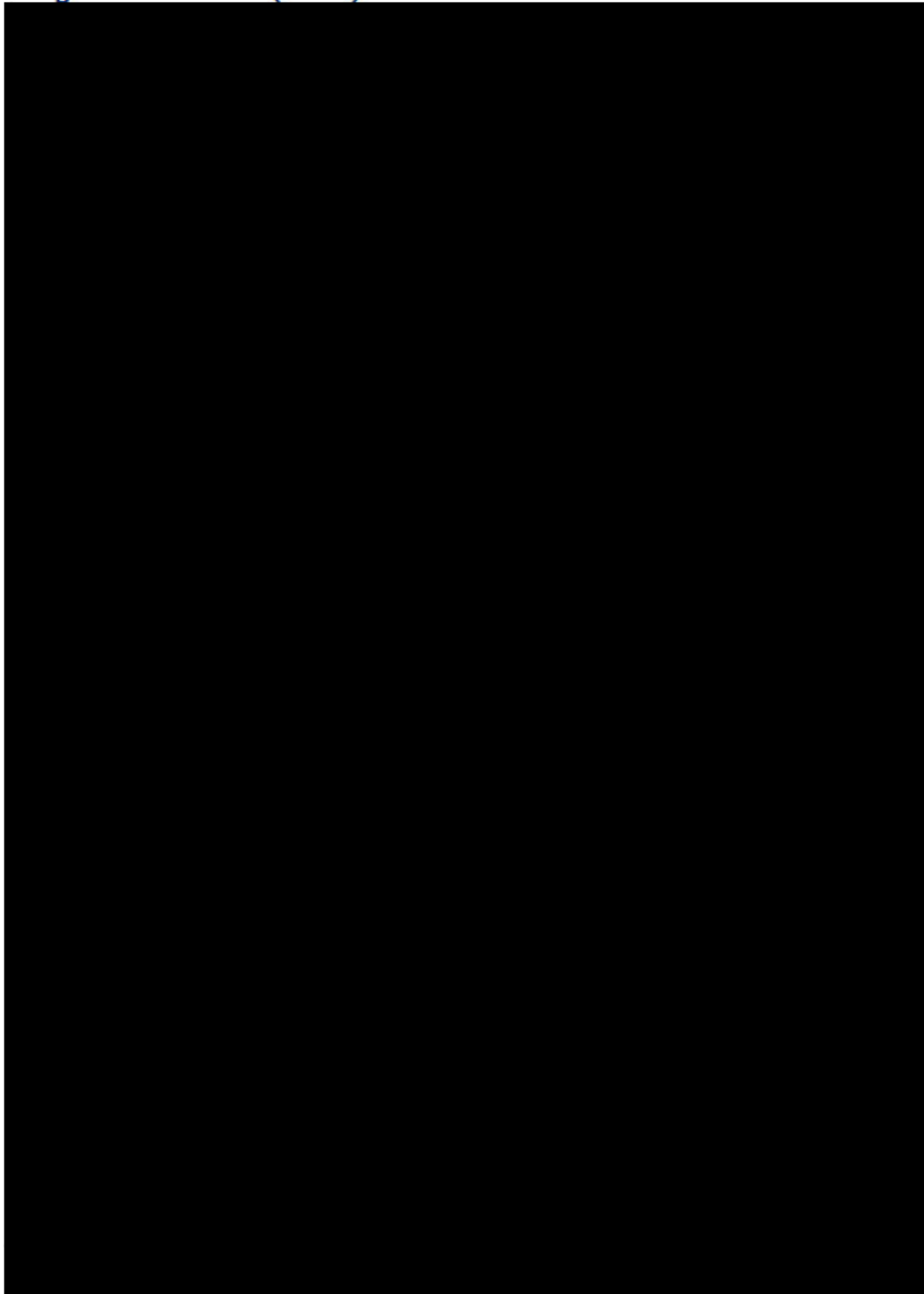
ANNEX G. SUMMARY OF SUPPORT TO FBOS

Please refer to the email attachment labeled “Annex G. Summary of Support to FBOs Q1FY2023.”

ANNEX H. MAP OF WFD PARTNER BUSINESSES

**Monitoring and Evaluation
Program for Lebanon (MEPL)**

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ANNEX I. MAP OF WFD TVET PARTNERS

**Monitoring and Evaluation
Program for Lebanon (MEPL)**

