



RETURNING MIGRANTS' ECONOMIC REINTEGRATION: MAPPING OF STAKEHOLDERS, PROGRAMMES AND POTENTIAL PARTNERSHIPS

THE GAMBIA – ANNEXES

ALTAI CONSULTING FOR THE EUTF – 2022



Funded by
the European Union



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1. LIST OF ACTORS MET

The different testimonies were collected with verbal consent and in accordance with the principles of confidentiality and anonymity.

Type of actor	Organization	Position	Date of meeting
IP / donor	EUD	Programme Manager, Migration and Youth Empowerment	14/06/2022
IP / donor	ITC	Project Manager (YEP)	24/06/2022
IP / donor	IOM	Project Manager (EU-IOM JI)	17/06/2022
IP / donor	ENABEL	Intervention Manager	23/06/2022
IP / donor	IMVF	Project Coordinator	17/06/2022
IP / donor	GIZ	National Coordinator	24/06/2022
IP / donor	Spanish Red Cross	Community Development International Delegate	23/06/2022
IP / donor	Save the Children	Project Officer Project Coordinator Regional Office	20/06/2022
Government Partner	Department of Labour	Principal Labour Officer	01/07/2022
Government Partner	Department of Community Development	Senior Community Development Officer	14/06/2022
Government Partner	MoI	Principal Assistant Secretary	29/06/2022
Government Partner	MoTIE	Director Employment	29/06/2022
Government Partner	MoHERST	Deputy Permanent Secretary	22/06/2022
Government Partner	Gambia Immigration Department	Commissioner	29/06/2022
Government Partner	NAQAA	Secretary	22/06/2022
Government Partner	National Youth Council	Migration Officer Deputy Executive Director	22/06/2022
Government Partner	President's International Award	Executive Director	27/06/2022
Government Partner	National Sports Council	Executive Director Deputy Executive Director	22/06/2022
Government Partner	MoA	M&E Specialist	30/06/2022
IP / donor	AFD	Head of Office	22/06/2022

IP / donor	PEM Consult, GmbH Germany	Team Leader	14/06/2022
IP / donor	FAO	Assistant Representative	01/07/2022
IP / donor	World Bank	Poverty Economist for The Gambia	06/07/2022
IP / donor	UNCDF	Programme Manager	30/06/2022
IP / donor	NACCUG / DSIK	Country Representative	23/06/2022
NGO	ADWAC	Gambia Head Office	06/07/2022
NGO	SOS Children's Villages	National Director National Program Development Manager M&E Coordinator	21/06/2022
NGO	United Purpose	Regional Director Programme Coordinator Project Manager / M&E Project Officer	15/06/2022
NGO	Action Aid International The Gambia	Executive Director Focal Point Migration Head of Programs and Policy	20/06/2022
CSO	Youth Against Irregular Migration	Co-Founder	30/06/2022
CSO	Activista	National Coordinator	23/06/2022
Company	Empas	General Manager	01/07/2022
Entrepreneurship	NEDI	General Manager Finance & Administration Officer	28/06/2022
Entrepreneurship	Global Youth Innovation Network (GYIN)	Executive Director	04/07/2022
Entrepreneurship	GIEPA	Director, Enterprise Support	23/06/2022
Entrepreneurship	Gambia Youth Chamber of Commerce	Enterprise Development Manager	05/07/2022
Incubator	Startup Incubator Gambia	Programme Coordinator	01/07/2022
TVET centre	Ida's Ideas Fashion and Design School	CEO Creative Director	28/06/2022
TVET centre	Insight Training Centre	CEO	24/06/2022
TVET centre	GTMI	Director	28/06/2022

TVET centre	National Youth Service Scheme	Executive Director	27/06/2022
TVET centre	GTHI	Director General	27/06/2022
TVET centre	GTTI	Academic Director	29/06/2022
TVET centre	Agency for Village Support	Executive Director	12/07/2022
TVET centre	Gambia Horse and Donkey Trust	Co-Founder and Director	13/07/2022
TVET centre	Gambia Press Union	Secretary General	05/07/2022
TVET centre	Management Development Institute	Senior Manager Trainer Coordinator of Diplomacy and International relations	05/07/2022
TVET centre	SASS Skills Training Academy	Director	05/07/2022
TVET centre	Girls Guide Training Centre	Centre Manager	18/07/2022
TVET centre	Research Development Institute	Vice-Principal	18/07/2022
TVET centre	Soma Community Radio	Radio/Centre Manager	19/07/2022
TVET centre	Farafenni Radio Station	Radio Manager	07/07/2022
TVET centre	Insight Training Centre (Kuntaya)	Centre Manager	06/07/2022
TVET centre	Njawara Agricultural Training Centre	Executive Director	06/07/2022
TVET centre	Gambia Songhai Initiative	Project Coordinator	06/07/2022
TVET centre	Chigambas Training Centre	Centre Manager	14/06/2022
TVET centre	Julangel Skills Training Centre	Centre Manager	14/06/2022
TVET centre	Toumana Agency for Development	Centre Manager	15/06/2022
TVET centre	All Gambia Forestry Platform	President and Lead Trainer	04/07/2022
TVET centre	Gaye Njorro Skills Academy	Director of Administration	04/07/2022
TVET centre	National Agricultural Research Institute	Deputy Director General	04/07/2022
TVET centre	Real Tech Training	Managing Director	21/07/2022

2. POTENTIAL PARTNERS INFOSHEETS

The following infosheets present potential partners that could be further or newly involved in the reintegration of returnees in the next phases of EU programming. These potential partners have been selected on the basis of a set of criteria, including:

- The quality of the support offered, measured by the Integration rate of the beneficiaries of these institutions in the labour market;
- The adequacy of their beneficiaries' selection criteria with the profile of returnees;
- The experience of these institutions in providing support to vulnerable groups;
- The availability of these institutions, in the short or medium term, to integrate returnees into their programming.

2.1. Possible partnerships for the reintegration of returnees through technical and vocational training

Infosheet 1: Chigambas Skills Training Centre

Chigambas Skills Training Centre	
Country	The Gambia
Region	Upper River Region (URR)
City	Basse Mansajang
Structure	
Type of organization	The Chigambas Skills Training Centre is part of a private Gambian-Swedish organization, established in 1984 by Swedish philanthropists with the objective of supporting Gambian youths in Upper River Region. The organization has a child sponsorship program that allows youths to study up to Grade 12, with the support of Swedish Godfathers and Godmothers. Those not wishing to undertake high school studies can enrol at the Skills Training Centre for professional education.
Organization and size / structure	Medium-sized organisation currently employing 9 staff.
Costs	D15,000 (USD 274) / year. Students are sponsored through the sponsorship program implemented by the organization.
Profile of trainees	School dropouts, returnees, students who attended Islamic education (Madrassa) and unemployed youth.
Total capacity	The total capacity is 180 students but is expected to increase in the near future.
Communication strategy	Social media
Details about types of trainings offered	

Training courses	<p>Curricula include trainings in Tailoring, Welding, and Carpentry. In addition, with the support of the GIZ “Tekki Fii” project, two soft-skills and entrepreneurship training programs were launched:</p> <ul style="list-style-type: none"> • A two-week soft-skills training (including CV and cover letter writing techniques), as well as modules on interview preparation. • A two-week basic entrepreneurship training program.
Entry / Admission requirements	No specific admission requirements besides motivation.
Training length / structure / format	<ul style="list-style-type: none"> - The length of regular trainings is of 2 years. - Shorter <i>ad-hoc</i> trainings are also provided in line with partners’ programming (for example, during their 3-year collaboration with Tekki Fii, cohorts have been trained for a period of only six months).
Frequency of courses / semester schedule	For regular trainings, the academic year starts in September and ends in July. Ad-hoc trainings can start at different times of the year, depending on the needs of donors/IPs.
Type of training	Trainings include both theory (20%) and practice (around 80%).
Literacy levels required	No literacy level required.
Curricula	Designed and approved by the National Accreditation and Quality Assurance Authority (NAQAA)
Trainers	All trainers are NAQAA certified.
Certifications offered	At the end of the two-year training, apprentices graduate with a certificate equivalent to the Gambia School Qualification Level 1 (Equivalent to Grade 9).
Per diem / stipend for trainees	Not from the institution. However, students can receive per diem / stipends from specific programs /sponsors.
Post-training monitoring	Trainees are placed in local businesses for a 3-month internship period to gain practical experience. However, there is no formal post-training monitoring mechanism yet in place.
Labour market integration statistics	Since 2018, the Centre has trained 240 students, 40% of which are now reportedly employed or self-employed. In addition, ‘godfathers’ can support students acquiring the necessary equipment to start their own businesses.
Partnerships	
Capacity to integrate returnees into the program	A number of returnees have already been referred from the GIZ ‘Tekki Fii’ programme to the Centre.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.

Partnerships with the private sector	Informal relationships with national and regional companies both in the formal and informal sectors for the placement of students and/ or internship opportunities.
Partnerships with labour market intermediation mechanisms	N/A
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - Insufficient and limited capacity of human resources; - Need for additional, modern training equipment.
Other comments and lessons learnt	The collaboration with GIZ was reportedly very positive and contributed to enhance the training centre's capacity in terms of quality of training provided.
Contacts	
Focal Point	Alagie Jeffang, Centre Manager
Contact	+220 2264774
	alagiejeffang@gmail.com

Infosheet 2: Gambia Songhai Initiative

Gambia Songhai Initiative	
Country	The Gambia
Region	North Bank Region (NBR)
City	Chamen
Structure	
Type of organization	Public training institution placed under the umbrella of the Ministry of Youth and Sports (MoYS). The first Songhai Centre opened in 1985 in Benin. Since then, the model has been replicated in 15 African countries with the support of UNDP.
Type of support / trainings / services provided	The centre trains young entrepreneurs in the field of agriculture with the objectives of supporting sustainable development, creating jobs and contributing to preventing rural exodus and irregular migration. The centre owns 256 hectares of land that is being used for production.
Organization and size / structure	Nearly 30 staff are employed at the Centre, supervised by a Project Coordinator.
Costs	The training is free, fully funded by the Government.
Profile of trainees	Youths interested in the field of agricultural entrepreneurship, vulnerable youths (including potential migrants), returnees and women.
Total capacity	Currently, the centre has the capacity to train approximately 80 students per year and has the objective of reaching a target of 150 in the near future.
Communication strategy for reaching potential trainees	Social media as well as MoYS' regional antennas.
Details about the types of trainings	
Training courses	<ul style="list-style-type: none"> - Poultry farming; - Ruminant management; - Cash crop management; - Vegetable management; - Agroforestry.
Entry / Admission requirements / criteria	Admission requirements are relatively flexible. However, students must be able to understand, read and write basic English. A Grade 9 level or above is highly considered.
Training length / structure / format	The length of the training is one year.
Frequency of courses	Annual basis.
Type of training	Trainings include both theory (25%) and practice (around 75%).

Literacy levels required	Understand, read and write basic English.
Curricula	The curricula are accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	The staff is trained and certified by NAQAA.
Certifications offered	Certificate of completion, certified by NAQAA and recognized at national level.
Per diem/ stipend for trainees and attrition rates	A stipend of D1,000 (USD 18) / month is provided to trainees, together with food, accommodation and coverage of medical expenses.
Post-training monitoring	There is no formal post-training monitoring system in place.
Labour market integration statistics	N/A
Partnerships	
Capacity to integrate returnees into the program	The Centre already counts returnees among its apprentices.
Partnerships	No partnerships with the private sector. However, a partnership is in place with UNDP which supports the poultry management program and another with the School of Agriculture enabling students to intern at the Songhai centre.
Partnerships with labour market intermediation mechanisms	No partnership is in place with labour market intermediation mechanisms. However, the Centre works with the National Enterprise Development Initiative (NEDI), which offers entrepreneurship trainings to students wishing to set-up a business in the agricultural sector.
Remarks	
Challenges expressed by key stakeholders	Insufficient funding.
Contacts uo	
Focal Point	Mbaye Saine, Project Coordinator
Contact	+220 387 02 22
	mbyesaine@hotmail.com

Infosheet 3: Gaye Njorro Skills Academy

Gaye Njorro Skills Academy (GNSA)	
Country	The Gambia
Region	West Coast Region (WCR), North Bank Region (NBR), and Lower River Region (LRR)
City	Brusubi, Farafenni, and Soma
Structure	
Type of organization	The Gaye Njorro Skills Academy is a TVET institution founded in 2009 by Fatou Saine Gaye. GNSA is a NAQAA-licensed and accredited skills centre.
Type of support / trainings / services provided	Since 2009, the centre has had for objective to train and empower youths and women in a range of marketable skills. It aims at fighting irregular migration through skills acquisition in order to encourage its apprentices to remain in their communities and contribute to the socio-economic development of the country.
Organization and size / structure	32 staff country wide
Costs	D20,000 (USD 369) / year (training material excluded)
Profile of trainees	Mainly girls, returnees, school and high-school dropouts.
Total capacity	Currently, the centre has the capacity to train approximately 300 students per year. The objective is to reach a target of 400 in the near future.
Communication strategy for reaching trainees	Website, radio, as well as social media platforms such as Facebook, Twitter, Instagram and LinkedIn.
Details about the types of trainings offered	
Training courses	Beauty cosmetology; Massage therapy; Hairdressing; Catering; Tailoring and garment construction; Customer care; Energy efficiency; Creative arts; Public speaking
Entry / Admission requirements	No specific admission requirements besides motivation.
Training length / structure / format	The length of the training is of 1 year (including a 3-month work attachment).
Frequency of courses	Intakes are in September and trainings last until July/August (classes run from Monday to Friday).
Type of training	Trainings include both theory (15%) and practice (around 85%).
Literacy levels required	No literacy level is required.
Curricula	The curricula are accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	They have NAQAA licensed trainers for each course. Some are former students, notably in Farafenni and Soma, where the centre face difficulties hiring trainers.

Certifications offered	Certificates are awarded to students that have successfully completed the full course, including the work attachment and the exam. Certificates are accredited by NAQAA.
Per diem / stipend for trainees	Financial support to apprentices depends on available funding. Without dedicated programs / sponsors, the centre usually does not provide students with a stipend. The YEP Program sponsored scholarships, stipends and start-up kits to 300 students in 2019-2020 and to 110 students in 2020-2021.
Post-training monitoring	<p>The school set up an M&E Committee in charge of following up on the progress of each trainee, both during and after the training. The Committee is composed of the Board of Directors and is headed by a chairman.</p> <p>An evaluation form is used to assess trainees' progress and satisfaction with the program and direct interviews are conducted by the Committee. Former students are contacted once to assess their results in the job market or in their entrepreneurship projects. If former students request financial assistance, the centre tries to mobilize funds and/or support them with business advice and coaching.</p>
Labour market integration statistics	The centre reported that 85% of its graduates were successfully integrated in the labour market, including 60% who are self-employed.
Partnerships	
Capacity to integrate returnees	The centre has the capacity to integrate returnees and has experience with this type of public.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	The centre has developed a network of key stakeholders, including ITC, Child Fund, SOS Children's Villages Gambia. In addition, the Ministry of Higher Education-supported 2100 graduates between 2009 and 2019. UNDP supported the construction of the building in Farafenni and sponsored students.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - Delays in the reception of funds from partners; - Need to strengthen the capacity-building of its staff; - Lack of equipment to perform trainings.
Other comments and lessons learnt	New graduates need financial support to be able to start and scale up their businesses (facilitate access to financial or in-kind resources/start-up kits). In rural areas, support should be provided to develop trainings matching the needs of local labour markets.
Contacts	
Focal Point	Adama Gaye, Director of Administration
Contact	+220 7741466 / +220 3974146 gadama21@gmail.com

Infosheet 4: Gambia Tourism and Hospitality Institute (GTHI)

Gambia Tourism and Hospitality Institute (GTHI)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Serrekunda
Structure	
Type of organization	The GTHI is public tertiary education institute founded in 1981 with the support of the World Bank and GIZ.
Type of trainings provided	GTHI offers training opportunities to students wishing to pursue a career in the tourism and hospitality industry.
Organization and size / structure	The institute counts 80 employees, including 20 working on production (kitchen and restaurant)
Costs	<p>Foundation level:</p> <ul style="list-style-type: none"> - Room division: D10,000 (185 USD) - Food & Beverage: D10,000 (185 USD) - Professional Cookery: D12,500 (232 USD) <p>Certificate level:</p> <ul style="list-style-type: none"> - Room division operations: D15,000 (279 USD) - Food & Beverage operations: D15,000 (279 USD) - Professional Cookery 1: D17,500 (325 USD) <p>Diploma level:</p> <ul style="list-style-type: none"> - Room division supervision: D20,000 (371 USD) - Food & Beverage supervision: D20,000 (371 USD) - Professional Cookery 2: D25,000 (464 USD) <p>Advanced diploma level:</p> <ul style="list-style-type: none"> - Hospitality management: D25,000 (464 USD) - Professional Cookery 3: D30,000 (557 USD)
Profile of trainees	<ul style="list-style-type: none"> - Young adults, between 18 and 35; - Grade 9 and 12 students and young professionals with a minimum of 5 years' work experience; - Between 70-80% of apprentices are female.
Total capacity	GTHI is currently enrolling up to 400 students/year, including in its Upper River Region (URR) branch, where the institute partners with the Gambia College. The institute is planning on boosting its capacity to enrol up to 600 students/ year.
Communication strategy for reaching potential trainees	Website, social media, flyers, word of mouth.
Details about the types of trainings	

Training courses	<ul style="list-style-type: none"> - Food & beverage division: Professional cookery and pastry program; Restaurant and bar service - Rooms division: Front office; House keeping <p>In addition, discussions are underway with a university in the UK to launch a culinary bachelor's degree.</p>
Entry / Admission requirements / criteria	<p>National and international students above 18 are eligible to apply:</p> <ul style="list-style-type: none"> - Foundation level: grade 9 or 12 graduates, with a minimum of five passes at the West African Senior Secondary Certificate Examination (WASSCE). - Certificate level: grade 12 graduates, with a minimum of five passes at the West African Senior Secondary Certificate Examination (WASSCE), including English and Maths, or grade 9 with five years relevant work experience. - Diploma level: must hold a certificate in Room Division/Bar & Restaurant/Cookery. - Advanced diploma: Diploma in Room Division/Food & Beverages.
Training length / structure / format	<ul style="list-style-type: none"> - Foundation level: 6 months - Certificate level: 1 year - Diploma level: 1 year - Advanced diploma: 1 year
Frequency of courses / semester schedule	<p>Trainings run on a school-year basis. For the Foundation and the Certificate level, classes are held from Monday to Thursday. For the Diploma level they take place over the weekend, on Saturday and Sunday.</p>
Type of training	<p>Trainings are 90% practice and 10% theory. The school also has a catering service which enables the institute to generate income and students to be exposed to a professional working environment.</p>
Literacy levels required	<p>Good command of the English language, oral and written.</p>
Curricula	<p>The different training levels are designed and accredited by the National Accreditation and Quality Assurance Authority (NAQAA).</p>
Trainers	<p>30 trainers are employed by the school and remunerated through Government's subventions. Their qualifications range from Diploma, Advanced Diploma, Bachelors and master's degrees.</p>
Certifications offered	<p>Certificate (after 1 year), diploma (after 2 years) and advanced diploma (after 3 years).</p>
Per diem / stipend for trainees	<p>No scholarship opportunities except for the sponsorships offered through the YEP program. Under this scheme, YEP supported 150/200 students / year at the GTHI centre in Banjul and nearly 50 in URR.</p>
Post-training monitoring	<p>No formal post-training monitoring mechanism is yet in place.</p>
Labour market integration statistics	<p>No official / reliable statistics are available. However, according to representatives of the institute, around 80% of GTHI graduates are employed in the tourism and hospitality sector, either in The Gambia or abroad.</p>
Partnerships	

Capacity to integrate returnees into the program	GHTI has experience working with returnees and collaborated with IOM under the EU-IOM JI.
Beneficiary capacity	GHTI has the capacity to enrol 400 students / year, expected to increase up to 600 students / year. There is no set number of returnees that can be enrolled; capacity depends on the demand and assistance provided by potential partners to the Centre.
Partnerships	<p>The institute has developed several exchange programs with European organisations. However, these opportunities are usually not formalised and limited to internship periods rather than concrete employment opportunities.</p> <p>In 2022, the 'Royal Caribbean' (RC), an international cruise company based in Miami, requested GHTI to train 2,500 students to be employed on RC's cruises upon completion of their training. RC offers very competitive salaries compared to most employers in the tourism industry in The Gambia (around USD 1,200/month).</p> <p>In addition, GHTI has strong ties with the Gambian Hotel Association and the Crew Ship Gambia, which are the largest recruiters in the tourism industry in the country.</p>
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - GHTI is unable to meet the demand of the tourism industry: each year, the number of graduates is insufficient. - There is a need to strengthen GHTI's presence in the regions. GHTI is present in URR only, but not on a regular basis (e.g., trainers are sent to the region over the weekend and then come back ("TVET on wheels").
Other comments and lessons learnt	The inclusion of returning migrants has been challenging: more focus, efforts and resources should be dedicated to providing adequate psychological support before they are integrated into a training institution. GHTI has experienced difficult situations with returnees manifesting behavioural disorders.
Contacts	
Focal Point	Daouda Niang, Director General
Contact	+ 220 9900545 / +220 7614078
	dg@gambiathi.com

Infosheet 5: Gambia Telecommunications and Multimedia Institute (GTMI)

Gambian Telecommunications and Multimedia Institute (GTMI)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Kanifing
Structure	
Type of organization	GTMI is a public tertiary education institute, established by The Gambia Telecommunications Company Limited (GAMTEL). It is currently the only licensed fixed line operator in the country.
Type of support / trainings / services provided	GTMI delivers professional and employability skills training in the ICT sector. It is an affiliate of GAMTEL and acts as its training branch to provide telecommunication engineering training to aspiring telecom engineers for the company.
Organization and size / structure	The institute counts 20 employees
Costs	Tuition fees depend on programmes and levels. Currently the lowest tuition fee is pegged at D3,000 (USD 55) and the highest at D25,000 (USD 462). International fees are applied in the case of an external international examination provider.
Profile of trainees	Trainees are mainly new graduates from Grade 9 or Grade 12 (Secondary school). Other profiles include mature learners seeking further training and/or envisioning a change of career.
Total capacity	GTMI can enrol up to 1,000 students a year. This capacity is expected to increase in the future.
Communication strategy for reaching potential trainees	Conventional media (radio and newspapers) as well as social media.
Details about the types of trainings offered	
Training courses	Satellite installation; Mobile phone repairs; Laptop repairs; CCNA routing and switching; Microsoft Certified System Administrator; Business management (in partnership with ABMA Education - a UK organisation providing training designed to bridge skills gaps between education and employment)
Entry / Admission requirements / criteria	Depending on the profile and academic level of the candidate, GTMI requires an entry exam and interview; an interview only; or direct entry in recognition of prior learning
Training length / structure / format	The length of trainings ranges between 3 months and 3 years. Short, specialized trainings lasting between one and eight weeks are also offered.
Frequency of courses	GTMI has a continuous, all year, admission policy.

Type of training	Trainings include a mix of theory and practice, involving both theoretical training and internships.
Literacy levels required	<ul style="list-style-type: none"> - For basic levels, completion of Grade 9 is sufficient. - Highly specialized programs require at least a Grade 12.
Curricula	The curricula are accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	<ul style="list-style-type: none"> - Full-time trainers employed by GTMI are university graduates in ICT, Engineering, Management, and other related fields. - Part-time trainers are active professionals in the industry.
Certifications offered	Local certificates and diplomas are certified by NAQAA; the centre also provides international certifications such as ABMA UK, CISCO, CCNA, IT Essentials.
Per diem / stipend for trainees	GTMI does not provide stipend directly, but sponsorship schemes (offered by the Government or GAMTEL) are available to cover registration fees and/or transportation costs during the training period.
Post-training monitoring	There is no post-training monitoring system in place yet. Setting up one is reportedly being considered.
Labour market integration statistics	Not available.
Partnerships	
Capacity to integrate returnees into the program	<p>A number of ITC- and IOM-sponsored returnees have been integrated in GTMI's training programmes. Under the YEP programme, nearly 100 youths have been equipped with skills needed in the labour market (repairs, installation, and maintenance). Upon completion of the training, a start-up kit was provided to all trainees for them to start their own businesses.</p> <p>In Farafenni, about 50 returnees have been trained for three months in solar installation and satellites, with the support of IOM. GTMI trainers moved to Farafenni to deliver the training.</p>
Beneficiary capacity	At least 300 apprentices are trained each year.
Partnerships with the private sector	GTMI has developed informal partnerships with the private sector to offer internship and placement opportunities to its trainees.
Partnerships with labour market intermediation mechanisms	None.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - GTMI lacks financial support from the Government; - Equipment is expensive in the ICT sector; - The staff needs additional training and capacity building;

	<ul style="list-style-type: none"> - International donors do not contribute to overhead costs (renovation, equipment, salaries, etc.), but only sponsor a certain number of youths for <i>ad-hoc</i> trainings.
Other comments and lessons learnt	According to representatives, short-term trainings supported by international donors are too short to acquire the skills needed to successfully enter the labour market.
Contacts	
Focal Point	Malick Ba, Director
Contact	+220 4395776 / +220 9977530
	mbah@gamtel.gm / bahmalick6979@gmail.com

Infosheet 6: Gambia Technical Training Institute (GTTI)

Gambia Technical Training Institute (GTTI)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Serrekunda
Structure	
Type of organization	GTTI is a public tertiary education institute established in 1980 by Act of Parliament.
Type of trainings provided	GTTI is a training institution mandated by the Government of The Gambia to provide quality training and education opportunities in a variety of technical and commercial disciplines.
Organization and size / structure	250 staff distributed across three centres: one in Banjul and the other two in the regions, in Mansa Konko (Lower River Region) and Julangel (Upper River Region).
Costs	Tuition fees vary depending on the training and on the level: it ranges from D6,050 (USD 111) for a six-month Certificate to D115,259 (USD 2,115) for a 4-year Bachelor Science Degree. Tuition fees do not include additional costs, such as external examination fees. Female students opting for a technical course in Engineering and Construction are granted a 30% discount on tuition fees.
Profile of trainees	GTTI mainly enrolls high-school graduates. However, a special programme for high school dropouts has been designed together with NAQAA.
Total capacity	GTTI has the capacity to enrol between 2,000 and 2,500 students each year.
Communication strategy for reaching trainees	Through advertising on traditional media (radio and newspapers) and social media.
Details about the types of trainings offered	
Training courses	<ul style="list-style-type: none"> - Business studies; Community building and design; Construction; Engineering; Computer sciences and IT; Professional development - Banjul Skills Training Centre (outboard motor repairs & maintenance programme and bicycle/small engine repairs and maintenance) - University of Science & Engineering, Technology degree programs - West African Rural Development
Entry / Admission requirements	<ul style="list-style-type: none"> - Literate apprentices: minimum Grade 12 or Grade 9; - Illiterate candidates have to undertake a 6-month competency training.
Training length / structure / format	The length depends on the training and on the level: from 1 month, 6 months, 1 year, 2 years – to 4 years for Bachelor of Science Degrees.
Frequency of courses	Trainings run on a school-year basis, from September to August.
Type of training	Trainings generally include 75% theory and 25% practice. For some, the ratio is 50-50.

Literacy levels required	Illiterate youths are admitted, but they must attend a 6-month competency training. English is mandatory.
Curricula	The curricula are accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	Trainers are employed full time. Several are former GTTI graduates. The majority of trainers also attend higher level education <i>curricula</i> (Higher National Diploma, Bachelor and Master) which contribute to increasing the quality of trainings offered at the centre. Faculty also includes part-time external lecturers with qualifications ranging from Bachelor to Master.
Certifications	<ul style="list-style-type: none"> - Full Technological Certificate (FTC) and diplomas; - Further Education Teacher Training and Higher Teacher Training; - Bachelor's degree Program in Community Building and Design in collaboration with Dalhousie University in Canada and the University of The Gambia; - Higher National Diplomas in Engineering, Construction and Computer Science
Per diem / stipend for trainees	GTTI does not provide any stipend or per-diem. However, international partners such as the World Bank, GIZ and ECOWAS may provide scholarships, stipends and/or transportation allowances.
Post-training monitoring / labour market integration statistics	A tracing study has been conducted with the support of GIZ to assess the impact of the GTTI trainings. According to that study, around 50% of the graduates are employed in the formal sector. Others are active in the informal sector.
Partnerships	
Capacity to integrate returnees into the program	GTTI has experience working with returnees.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships with the private sector	Informal collaborations are in place for internship opportunities.
Remarks	
Challenges expressed	Lack of space and need to renovate facilities; Equipment is old and/or outdated; need for maintenance and/or replacement.
Contacts	
Focal Point	Alieu Secka, Academic Director
Contact	+220 3040120
	masenba@yahoo.co.uk

Infosheet 7: Ida's Ideas, Fashion and Design Training Institute

Ida's Ideas, Fashion and Design Training Institute	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Serrekunda
Structure	
Type of organization	'Ida's ideas' is private training institute founded in 2019 by Ida Saine Conteh – an internationally recognized Gambian fashion designer – together with her daughter, Chan Mendy.
Type of trainings provided	Career-focused and creative education to train and empower women and youths in West Africa with marketable skills to penetrate the fashion industry and position themselves to be successful fashion designers and future entrepreneurs.
Organization and size / structure	9 staff are currently employed by the school.
Costs	<ul style="list-style-type: none"> - Fashion Design and Garment Making, Level 1 (Certificate): D44,050 (USD 817) - Fashion Design and Garment Making, Level 2 (Diploma): D55,150 (USD 1,023) - Garment Making, practical only, Level 1 (Certificate): D35,050 (USD 650) - Garment Making, practical only, Level 2 (Diploma): D49,150 (USD 912) - Entrepreneurship and Business Plan Development: D5,200 (USD 96)
Profile of trainees	Mostly young women wishing to become fashion designers and who have completed Grade 12. Through the partnership with the GIZ's Tekki Fii program, three male returnees have also been trained.
Total capacity	During the 2021-2022 academic year, the institute trained 33 students at the certificate level and 70 at the diploma level, which makes up a total capacity of about 100 students / year. This capacity could be increased with further investments in equipment, especially sewing machines.
Communication strategy	Website, social media, flyers, word of mouth.
Details about the types of trainings offered	
Training courses	<p>Training courses:</p> <ul style="list-style-type: none"> - Garment construction - Fashion illustration - Portfolio development - Entrepreneurship and business plan development - Fashion and design development - Computer-aided design

	Additional courses: Career guidance and counselling, to help students and professionals in making adequate educational and occupational choices and in taking career decisions based on the demand and requirements of the job market.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> - The standard entry qualification requirement is Grade 12. To be eligible, applicants must present a transcript record for Grade 10 to Grade 12. - Students who are Grade 9 dropouts are also considered and can be accepted. An entry exam is conducted to assess the students' level.
Training length / structure / format	<ul style="list-style-type: none"> - Integrated Certificate Level in Fashion Design & Garment Making (1 year) - Integrated Diploma Level in Fashion Design & Garment Making (1 year) - Entrepreneurship and business plan development (3 months) - Garment Making/Sewing Certificate and Diploma (1 year and 1 year) - Part-time Certificate Training in Sewing/Tailoring (6 months)
Frequency of courses	Training lengths range from 3 months to 1 year, depending on the type of training. Trainings run on a school-year basis.
Type of training	Students can choose between practical-only <i>curricula</i> or both practical and theoretical courses. After graduation, students are placed for internships through the Fashion and Design Association's network.
Literacy levels required	English is mandatory as classes are held in English.
Curricula	The curricula are accredited by the National Accreditation and Quality Assurance Authority (NAQAA). Upon completion, students are awarded a State Recognition Certificate by the Ministry of Higher Education, Research, Science and Technology (MoHERST). This certification is nationally and internationally recognized.
Trainers	Trainers are national and international fashion designers, fashion illustrators, coaches in professional entrepreneurship, and garment makers. They all have an academic background and are active designers and professionals. In addition to the permanent staff, the institute also invites guest coaches and designers.
Certifications offered	<ul style="list-style-type: none"> - Integrated Certificate Level in Fashion Design & Garment Making - Integrated Diploma Level in Fashion Design & Garment Making - Garment Making/Sewing Certificate and Diploma - Part-time Certificate Training in Sewing/Tailoring
Per diem/ stipend for trainees and attrition rates	Scholarships, stipends or per-diem are not provided.
Post-training monitoring	The institute does not have a formal monitoring system in place yet, as it is fairly new. The first graduation took place in January 2022. The delay was due to the Covid-19 crisis (the centre remained closed from March 2020 till January 2021).
Labour market integration statistics	No statistics on job market integration available.
Partnerships	

Capacity to integrate returnees into the program	GIZ sponsored two cohorts of students for a total of 60, including 3 returnees (the training lasted six months, as per GIZ requirements and available budget). The institute expressed interest in enrolling additional returnees.
Partnerships with the private sector	No formal partnerships are in place with the private sector. Students can be placed for internships through the Fashion and Design Association.
Partnerships with labour market intermediation mechanisms	None.
Remarks	
Challenges expressed	The collaboration with the Tekki Fii program was reportedly challenging: <ul style="list-style-type: none"> - The training period (6 months) was considered insufficient; - Heavy workload and paperwork, and insufficient funding to cover additional related costs; - Overhead costs (such as electricity and rent) were not covered;
Other comments and lessons learnt	The length of trainings should not be shortened. If needed, representatives advise international donors to sponsor less students but for the appropriate amount of time in order for them to benefit from quality trainings and acquire the necessary skills to successfully enter the job market.
Contacts	
Focal Point	Chan Mendy, Creative Director/Fashion Designer
Contact	+220 7878312 / +220 7080015
	idasideasinstitute@gmail.com

Infosheet 8: Insight Training Centre

Insight Training Centre	
Country	The Gambia
Region	Kanifing Municipality (KM) and North Bank Region (NBR)
City	Sinchi Alhagie and Kuntaya
Structure	
Type of organization	The Insight training centre is a private tertiary education institute established in 1999.
Organization and size / structure	Two campuses, one in Sinchi Alhagie (KM) and one in Kuntaya (NBR) - opened in 2021. Around 70 employees in KM and 8 in NBR.
Costs	Between D17,000 / USD 314 per year (for catering, poultry and management programs) to D20,000 / USD 369 per year (for construction and architecture programs)
Profile of trainees	Young men and women, but mostly men, including migrant returnees, school dropouts and high school graduates.
Total capacity	As of 2022, the centre has been able to enrol up to 750 students / year. The centre in Kuntaya enrolls 200 students / year. An additional facility has recently been built on the Sinchi Alhagie campus area which will enable the centre to increase its capacity to 1,000 students next academic year.
Communication strategy for reaching trainees	Social media, radio program (Teranga FM) and radio commercials; website.
Details about the types of trainings	

<p>Training courses</p>	<p>Certificate level: 1 year (9 months on site + 3 months attachment program) Diploma level: 2 years (including 3 months attachment) Higher National Diploma: 18 months (including 3 months attachment) In Kuntaya training lasts between 6 and 9 months.</p> <ul style="list-style-type: none"> - Access Program: English language, mathematics, general sciences / technical drawing - Information technology: certificate and diploma - Management studies: diploma. An advanced diploma in Business Studies is awarded upon completion of Part 1 subjects. A Graduate Diploma in Management Studies is awarded upon completion of Part 1 and 2 subjects. Associate degree in Management Studies (with the Institute of Commercial Management) - Journalism: certificate and diploma - Banking: certificate, diploma, advanced diploma - Plumbing: certificate and diploma - Architecture: ordinary national diploma in building construction / architecture and higher national diploma in quality survey / construction economics - Business Management: (From level 1 to level 4). A graduate diploma in Business Management is awarded upon completion of all subjects. Each level is 6-month long. - Human Resources: diploma is awarded upon completion of all Part 1 subjects; advanced diploma upon completion of Part 1 and 2 subjects; degree in Human Resources Development is available with the Institute of Commercial Management (ICM) - AutoCAD: part-time course for those who have already completed at least two years study in the area of construction or architectural draughtsmanship and are already working or intends to work in the construction industry. - Business studies: graduate diploma upon completion of all four levels, advanced diploma, associate degree in Business Administration at the Institute of Commercial Management - Hospitality management: certificate, diploma, advanced diploma, graduate diploma - Electricity: certificate and diploma, ordinary and higher national diploma in electrical engineering and practical qualification in electrical installation - Marketing: diploma in sales management and marketing <p>In Kuntaya: horticulture, poultry, small ruminants, IT, electrical and satellite installation, entrepreneurship.</p>
<p>Entry / Admission requirements / criteria</p>	<p>Grade 12 or 9. However, “Entry Exams” can be taken by other candidates without these qualifications. The exam evaluates the applicant’s language proficiency and, if not satisfactory, the candidate can be offered free proficiency classes.</p>
<p>Frequency of courses</p>	<p>Intakes take place every year in September. In Kuntaya, intakes take place every six months.</p>
<p>Type of training</p>	<p>Both theory and practice, with a strong focus on practice. For example, the program “Learning while earning” employs students in construction sites. Any student (boys and girls) can apply. Students are paid D200 (4 USD) / day – or D6,000 (111 USD) / month.</p>
<p>Literacy levels required</p>	<p>Grade 12 or Entry exam.</p>

Curricula	Curricula are approved by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	More than 70 in different areas. Trainers are bachelor, master or PhD graduates and all are licensed by NAQAA.
Per diem / stipend for trainees	In Kuntaya, students (including returnees) have been sponsored by IMVF Tekki-Fii programme. The sponsorship scheme included a stipend of D1,000 (18 USD) / month. In Serrekunda, GIZ, under the Tekki-Fii program, sponsored students for three years (2019-2021) and provided stipends of D500 (9 USD) / month. Students who are not sponsored by international organizations do not receive any stipends.
Post-training monitoring	No formal post-training monitoring system is in place yet.
Labour market integration statistics	According to a survey conducted by the centre itself, 95% of graduates are employed or self-employed. The centre also employs a number of its own students. In Kuntaya, 40% of the graduates are reportedly either employed or self-employed.
Partnerships	
Capacity to integrate returnees	The centre has enrolled returnees through the GIZ Tekki-Fii programme and could do so again in the future.
Partnerships	In addition to informal partnerships with private structures for internship placements, the centre has developed collaborations with the following institutions; <ul style="list-style-type: none"> - The MRC Holland Foundation and UNDP (sponsored trainings for detained individuals); MRC Holland also built the centre in Kuntaya. - The Dutch Embassy in Dakar - The US Embassy (sponsored training for journalists) - ITC YEP Program (sponsored several scholarships at the Certificate level) - IMVF (sponsored scholarships and training equipments in Kuntaya), - Enabel (provided the infrastructures in Kuntaya) - Ministry of Higher Education (which provided technical support through NAQAA and organizational capacity) - NAQAA sponsored several scholarships
Remarks	
Challenges expressed by key stakeholders	The experience with the Tekki-Fii program was reportedly challenging. Representatives felt that they were considered as service providers, rather than partners. Instead of aligning with the existing training offer, donors requested an <i>ad-hoc</i> approach which, according to representatives, did not favour the training institution nor the trainees. In Kuntaya, the institute faces financial challenges and is in need of additional space as well as renewed equipment. The collaboration with IMVF lasted until September 2022. After that, the funding of trainings will solely rely on tuition fees.
Contacts	
Focal Point	Ismaila Ceesay, Principal
Contact	+220 07797797
	info@insight.gm

Infosheet 9: Njawara Agricultural Training Centre (NATC)

Njawara Agricultural Training Centre (NATC)	
Country	The Gambia
Region	North Bank Region (NBR)
City	Kerewan
Structure	
Type of organization	NATC was established as a Community Based Organization in 1990 but has been operating as a fully-fledged NGO since 1996. NATC owns six hectares of land for agricultural production and two building blocks used as dormitories for students.
Type of trainings / services provided	The Training Centre acts as a service provider for organisations supporting trainings in agriculture-related sectors. The mission of the Centre is to support women and the youth in rural areas. It is engaged in the fields of food processing and preservation through capacity building, fundraising and creating linkages with potential buyers and other stakeholders. In addition to providing trainings, NATC contributes to the implementation of community outreach, livelihood and climate resilience programs.
Organization and size / structure	NATC is a medium-size training organization (1 Executive Director, 1 M&E officer, 2 administrators, 3 extension workers/field staff, 1 driver, 1 cleaner).
Costs	The cost of training is D15.000 (USD 274). Fees include accommodation, food and healthcare costs.
Profile of trainees	NATC trains different profiles, including returnees, high school graduates, school dropouts, youths and women, people with disabilities, etc. depending on the needs of the sponsoring organisation.
Total capacity	120 students a year (with a maximum of 40 at a time).
Communication strategy for reaching trainees	Social media such as WhatsApp, Facebook and Instagram.
Details about the types of trainings	
Training courses	<ul style="list-style-type: none"> - Horticulture - Climate change smart agriculture - Livestock production - Poultry and bee keeping - Husbandry and rabbit rearing - Bakery - Metal - Motorcycle driving - Entrepreneurship (basic accounting, micro-financing, micro-business, value addition)
Entry / Admission requirements	Admission requirements are flexible: usually, Grade 9 is requested, but school dropouts, madrassa students and other individuals without formal education may also be accepted.
Training length	3 to 9 months
Frequency of courses	All year round

Type of training	Trainings include both theory (25%) and practice (around 75%).
Literacy levels required	Ability to understand, speak and write basic English is a plus, but local languages are also accepted.
Curricula	Designed and approved by the NAQAA
Trainers	Faculty includes both internal (agriculture and climate change) and external staff (poultry, livestock and bee keeping), depending on training programmes. All trainers are NAQAA accredited.
Certifications offered	Certificate of completion.
Per diem / stipend for trainees	Stipends and per-diem are not provided since all living costs are covered.
Post-training monitoring	NATC has developed a database that is shared with the Ministry of Higher Education for data collection. When students undertake the internship period, the staff monitors their work and results and keep the centre informed.
Labour market integration statistics	After training, about 80% of the trainees are integrated into the labour market. Most of them are self-employed in the agricultural sector in their own communities. Apprentices often own land belonging to their families. Upon completion of the training, many apprentices exploit their own land with their newly acquired skills, grow a business and employ other youths from their communities.
Partnerships	
Capacity to integrate returnees	Previous experiences with returnees: ITC sponsored the training of 40 beneficiaries, including returnees.
Beneficiary capacity	Maximum capacity of 120 beneficiaries per year.
Partnerships	A few partnerships are in place with individual businesses offering internship and job opportunities. NATC has also developed collaborations with national and international NGOs and received trainees referred by ITC, GTTI, COOPI, IOM, Ministry of Agriculture, and the Red Cross.
Partnerships with labour market intermediation mechanisms	No existing partnerships
Remarks	
Challenges expressed	Need for additional equipment; attrition rates remains relatively high
Contacts	
Focal Point	Mama MK Manneh, Executive Director
Contact	+220 9906933 /+220 3445154 mmkm59@gmail.com

Infosheet 10: President's International Award (PIA)

President's International Award (PIA)	
Country	The Gambia
Region	Kanifing Municipality (KM) and North Bank Region (NBR)
City	Bakau and Kerawan
Structure	
Type of organization	PIA is a public institution established 1968. It is placed under the umbrella the Ministry of Youth and Sports.
Type of support / trainings / services provided	The Duke of Edinburgh's International Award is a global framework for non-formal education and learning, which is present in over 130 countries. The program is structured around three levels (bronze, silver, and gold) and targets youths between 13 and 25. Each level includes activities and voluntary work in rural communities (cleaning, planting trees, helping the communities in their daily life, etc.). PIA also includes a training centre accredited by NAQAA.
Organization and size / structure	PIA currently employs 76 staff, including 24 trainers.
Costs	<ul style="list-style-type: none"> - D6,000 (USD 111) / year; D2,000 (USD 37) / term; - Depending on training courses, students may have to pay an additional fee to cover material/equipment costs that they use; - A large number of students are sponsored by organizations and donors.
Profile of trainees	Admission requirements are flexible: school dropouts, madrasa students and other individuals without formal education are accepted.
Total capacity	Capacity of 600 students / year (the structure is unable to meet the demand that is much higher). In Kerewan, 200 students are enrolled each year.
Communication strategy for reaching trainees	Social media, flyers, radio.
Details about the types of trainings offered	
Training courses	<p>In Bakau, 10 types of trainings are offered:</p> <ul style="list-style-type: none"> - Auto-mechanic - Baking and confectionery products (starting in 2022-2023) - Electrical installations - Hairdressing and beauty therapy - Carpentry and joinery - Building construction - Plumbing - Home and hospitality services - ICT and office management - Tailoring and fashion design <p>In Kerewan, three types of trainings are offered:</p> <ul style="list-style-type: none"> - Hairdressing and beauty therapy - Tailoring and fashion design - Auto-mechanic

Entry / Admission requirements	Grade 9 for all training programs. An Apprenticeship Programme for which no prerequisite is required is also offered.
Training length / structure / format	All training courses are two-years long, except for the Hairdressing course which lasts only one year.
Frequency of courses	Trainings run on a school-year basis, from September to June.
Type of training	Trainings include both theory (20%) and practice (around 80%). Students are also provided basic courses in Math, English communication, ICT, and Entrepreneurship.
Curricula	The curriculum is certified by the NAQAA.
Trainers	Trainers are employed by the centre. There are different levels: technicians, associate trainers, trainers, and senior trainers.
Certifications offered	National Certificate Level 1.
Per diem / stipend for trainees	Not available.
Post-training monitoring	No post-training monitoring is yet in place.
Partnerships	
Capacity to integrate returnees into the program	PIA has previously worked with IOM through the National Youth Service Scheme (NYSS) and supported the reintegration of returnees through livelihood skills training.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships with the private sector	The Gambia Chamber of Commerce and Industry (GCCCI) supports their internship programs by connecting PIA with private sector businesses to find placement opportunities for their trainees.
Partnerships with labour market intermediation mechanisms	PIA collaborates with the National Enterprise Development Initiative (NEDI) to offer post-training opportunities through the provision of entrepreneurial trainings and funding opportunities.
Remarks	
Challenges expressed	YEP sponsored the training of 90 youths in Tailoring and Fashion Design and provided 25 sewing machines. PIA representatives found that the length of trainings was too short, and the number of machines provided insufficient to ensure good quality trainings.
Other comments and lessons learnt	PIA intends to restructure the training offer and articulate it around 1 year for Certificate level and 2 years for Diploma level. PIA is particularly relevant in the TVET landscape as it accepts and trains youths that don't have the minimum academic level required by most other TVET centres.
Contacts	
Focal Point	Sainey Drammeh, Executive Director
Contact	+220 9964054, edpia2022@gmail.com

Infosheet 11: Rural Development Institute (RDI)

Rural Development Institute (RDI)	
Country	The Gambia
Region	Lower River Region (LRR)
City	Mansa Konko
Structure	
Type of organization	RDI is a public tertiary education institute placed under the umbrella of the Department of Community Development.
Type of trainings provided	RDI offers professional trainings in rural and community development.
Organization and size / structure	15 staff are currently employed by RDI, including administrative staff, trainers, and auxiliary staff (cooks, cleaners and security providers).
Costs	<ul style="list-style-type: none"> - The Certificate programme is fully funded by the Government and includes a monthly stipend, accommodation as well as teaching and learning materials. - The Higher National Diploma is a fee-paying programme, and the current cost of the course is D23,000 / year (USD 421).
Profile of trainees	<ul style="list-style-type: none"> - Certificate programme: students are grade 12 graduates with at least a score of 5 (out of 8) at the West Africa Senior School Certificate Examination (WASSCE), which is a standardized exam in Anglophone West Africa that confirms graduation from secondary school. - Higher National Diploma: includes RDI graduates (from the Certificate level) or students with any other training qualifications + 2 years relevant work experience.
Total capacity	RDI can currently enrol up to 120 students, but its capacity is expected to increase.
Communication strategy for reaching trainees	RDI uses community radio, social media like Facebook, Twitter, Instagram and WhatsApp groups to reach out to potential trainees.
Details about the types of trainings	
Training courses	<ul style="list-style-type: none"> - Home-craft Assistant Programme - National Certificate in Integrated Rural Development - Higher National Diploma in Development Studies - it is the continuation of the National Certificate in Integrated Rural Development.
Training length / structure / format	<ul style="list-style-type: none"> - Home-craft Assistant Program (2 years, certificate programme) - National Certificate in Integrated Rural Development (2 years, certificate programme) - Higher National Diploma in Development Studies (1 year)
Frequency of courses	Certificate program trainings are held every two years and the HND on an annual basis.
Type of training	Both theory and practice.
Literacy levels required	At least high school graduates.

Curricula	Designed and approved by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	Trainers hold Bachelor or Master's degree. They are mostly Gambians, and sometimes include foreign volunteers (e.g., American Peace Corps).
Certifications offered	Certificate and Higher National Diploma (HND) levels. Plans are underway to offer a new degree in sustainable development and climate change.
Per diem / stipend for trainees	The certificate programme is fully funded by the government and includes a monthly stipend of D1,000 (USD 18) / month.
Post-training monitoring	No post-training monitoring system in place yet.
Labour market integration statistics	None.
Partnerships	
Capacity to integrate returnees into the program	The Department of Community Development signed an MoU with IOM. Returnees are already part of RDI trainings. According to the Vice-Principal, their presence at the centre contributes to increase awareness on migration issues among other students. Returnees usually attend the National Certificate in Integrated Rural Development programme. Female returnees tend to prefer the Home-Craft Assistant Programme
Beneficiary capacity	With external funding and support, RDI could enrol up to 30 returnees per year.
Partnerships with the private sector	Internships form an integral part of the training program; RDI developed relationships with a number of companies offering internships and placement opportunities.
Partnerships with labour market intermediation mechanisms	No relationships with intermediation mechanisms.
Remarks	
Challenges expressed / other comments	The school is currently underfunded, which has led to relevant programs being discontinued, such as the Skills and Livelihoods Development training program.
Contacts	
Focal Point	Ousman Sonko, Vice Principal
Contact	+220 7877813 / +220 3794037 / +220 9934037
	ousmansonko450@gmail.com

Infosheet 12: Real Tech Gambia

Real Tech Gambia LTD	
Country	The Gambia
Region	West Coast Region (WCR)
City	Farato Village, Kombo South District
Structure	
Type of organization	Real Tech Gambia LTD is a private ICT Skills training centre founded by Ibou Camara in partnership with Maxim Nyansa IT solutions. The latter is a foundation established in Ghana in 2016, which raises funds and mobilize volunteers to train unprivileged young Africans in the field of IT, personal development and education. The foundation is active in Sierra Leone, Nigeria, Ghana, The Gambia, Burkina Faso and the Netherlands.
Type of trainings provided	It provides ICT training in mobile phone, flat panel TV, desktop & laptop and photocopier & printer repairs. Trainings on coded web design, web content management are also available, as well as basic computer skills training for beginners.
Organization and size / structure	Real Tech Gambia is a small-size private institution, currently employing about 10 staff, including the administrative team and the technical instructors.
Costs	Costs range from D3,500 (USD 65) to D9,000 (USD 166)
Profile of trainees	Real Tech Gambia enrolls a variety of trainees, including high school graduates, dropouts and returnees.
Total capacity	Its current capacity is of up to 60 trainees. There are plans to expand the capacity to 150, as the organisation is mobilizing funds to build a centre in Lower River Region (LRR) – as opposed to be renting its space, which is the current situation.
Communication strategy	Social media, posters and leaflets.
Details about the types of trainings offered	
Training courses	<ul style="list-style-type: none"> - Basic Computer Course - Flat-Panel TV Repairs - Mobile Phone Repairs - Desktop or Laptop Repairs - Photocopier and Printer Repairs - Graphic Design - Web Design and Web Content Management Course
Entry requirements	<ul style="list-style-type: none"> - Ability to read, write and understand basic English. - Grade 9 or 12 level education. However, dropouts are also accepted.
Training length / structure / format	The first year of training is dedicated to acquiring technical skills. The second year focuses on entrepreneurship capacity-building in the IT sector. The objective is to enable beneficiaries to start up a business in IT repair.
Frequency of courses	For the next academic year, courses will run from July 2022 to June 2023.
Type of training	Training programs include both theory and practice, with a strong focus on practice.

Curricula	The curricula are approved by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	Most of the trainers are previous trainees.
Certifications offered	Certificate level.
Post-training monitoring	A database has been developed to keep track of post-graduate trainees and record is kept of their employment status.
Labour market integration statistics	According to representatives, there is a 100% post-training success rate. Trainees either find employment or start their own businesses.
Partnerships	
Capacity to integrate returnees	Real Tech Gambia offers a good practical learning environment that can fit the profile of a number of returnees, as well as good prospects of integration in the labour market.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnership with the private sector	The training centre provides students with the opportunity to take part in entrepreneurship bootcamps co-organized by Maxim Nyansa IT solutions, which provide them with exposure to the private sector.
Partnerships with labour market intermediation mechanisms	No existing relationships with labour market intermediation mechanisms.
Remarks	
Challenges expressed / Other comments	A number of trainees struggle to pay their tuition fees. Returnees, in particular, often lack the financial means to cover transportation costs. Representatives recommend supporting beneficiaries through the provision of a stipend to cover transportation costs and other expenses.
Contacts	
Focal Point	Mr. Ibou Camara, Managing Director
Contact	+220 9433949 / +220 2435767
	realtech.org@yahoo.com

Infosheet 13: SASS Cosmetology and Skills Academy

SASS Cosmetology and Skills Academy	
Country	The Gambia
Region	Kanifing Municipality (KN)
City	Serekunda
Structure	
Type of organization	<p>SASS Cosmetology and Skills Academy is a private training institute founded in 2014 by Adam Tournay, who started training young girls in his hairdressing salon in 2009. He was providing informal training for free until he decided to contact the National Accreditation and Quality Assurance Authority (NAQAA) to register his salon as a NAQAA accredited training institute.</p> <p>In 2014, the first official training enrolled 8 people; eight years later, SASS has trained more than 500 youths.</p>
Organization and size / structure	SASS employs 11 staff, including an Executive Board, a director, trainers and administrative staff.
Costs	<ul style="list-style-type: none"> - D23,400 (USD 424) / year for Hairdressing Certificate Level 1 - D30,000 (USD 554) / year for Hairdressing Certificate Level 2 - D15,000 (USD 277) / year for single courses (beauty therapy, makeup artistry, massage therapy, customer services, entrepreneurship)
Profile of trainees	Up until now SASS has trained only women. Students are mainly from communities of the North Bank and West Coast Regions where many girls drop out of school. In September 2022, SASS will open a second centre, which will be able to welcome both male and female apprentices.
Total capacity	SASS' current enrolment capacity is of 150 and is expected to increase up to > 170.
Communication strategy	Trainings at SASS are advertised through social media platforms such as Facebook, Twitter and Instagram.
Details about the types of trainings available	
Training courses	Beauty therapy; Make-up artist; Massage therapy; Customer services; Entrepreneurship; Hairdressing level 1 and 2
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> - A minimum of basic secondary school certificate (Grade 9) is requested. - Students with lower academic qualifications can undergo a practical test (Prior Learning test, certified by NAQAA) to assess their competencies.
Training length / structure / format	<ul style="list-style-type: none"> - The length of the certificate level is 1 year and diploma level is 2 years. - Single courses are offered over a period of six months.
Frequency of courses	Enrolment periods are set three times a year.
Type of training	Trainings include both theory (20%) and practice (around 80%).
Literacy levels required	Students are expected to understand, speak, and write basic English. However, those who have difficulties understanding written English can take exams in another language.

Curricula	The training curricula is accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	50% are highly skilled professional, 30% are people who have been trained by the academy, and 20% are assistants.
Certifications offered	<ul style="list-style-type: none"> - Certificate Level 1 (after one year, 9 months training and 3 months placement) - Certificate Level 2 (called Diploma, after a second year, 9 months training and 3 months placement)
Per diem / stipend for trainees	Until 2021, most students were sponsored, received stipends and training material under the MoTIE/ UNDP Entrepreneurship and Private Sector Development (EPSD) project.
Post-training monitoring	SASS has been keeping a database since 2014 to monitor the evolution of their students after the training.
Labour market integration statistics	<p>SASS has developed a program called “Life After SAAS” that offers coaching and mentoring services to graduates. According to representatives, about 85% of graduates are either employed or self-employed.</p> <p>A number of students are offered employment following the placement program. Students who performed particularly well during the training and who have sufficient financial resources are supported in the establishment of their own business. SASS provides these students with the cosmetic products needed to launch their business, in the form of a loan. For now, SASS cannot provide furniture to furnish the shops, but they would like to provide those too in the future.</p>
Partnerships	
Capacity to integrate returnees	At the time of the study, there female returnees were being trained at SASS. Their studies are fully covered by SASS, through their Social Responsibility program that provides scholarships to 5 students every year.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	SASS developed partnerships with hotels, beauty and hairdressing salons in need of skilled staff. SASS keeps a list of these institutions for both internships and job opportunities. Increasing requests are coming from hotels, since the launch of the massage training program.
Remarks	
Challenges expressed	Financial constraints: additional scholarship opportunities are needed; electricity and water costs are high
Other comments and lessons learnt	GIZ is currently sponsoring the training of 22 beneficiaries (6 months training + 3 months placement). Interviews took place at a Job Fair organized by the Gambian-German Advisory Centre. SASS received more than 600 applications for only 22 spots. The training period is considered too short to allow the transmission of good quality education, lessening chances of getting employed afterwards.
Contacts	
Focal Point	Adam Touray, Director
Contact	+220 7994498; adamtouray@hotmail.com

Infosheet 14: Sterling Technical Training Centre

Sterling Technical Training Centre	
Country	The Gambia
Region	West Coast Region (WCR), Upper River Region (URR), Central River Region (CRR)
City	Busumbala, Basse, Janjanbureh
Structure	
Type of organization	The Sterling Technical Training Centre is a registered and accredited private TVET institution since 2016.
Organization and size / structure	5 staff in the management team; 10+ trainers
Type of trainings and costs	<ul style="list-style-type: none"> - Certificate/Diploma in satellite installation: D12,500 - Certificate electronic security system: D15,000 - Certificate solar and electrical installation: D12,500 - Certificate plumbing & pipe fitting: D14,500 - Certificate small engine repairs: D14,000 - Certificate tiling & plastering: D14,000 - Certificate auto-mechanic: D12,500 - Vehicle diagnostic's technique & repair: D15,000 - Hair dressing & beauty therapy: D20,500 - Certificate in aluminium fabrication: D14,500 - Certificate in welding fabrication: D14,500 - Certificate in building construction: D15,000 - Certificate in architectural craftsmanship: D19,000 - Diploma in road construction: D38,000 - Certificate in cyber security: D17,000
Profile of trainees	Young people between 15 and 35 years old. Returning migrants and potential migrants are included. A number of returnees are referred from partner organizations such as IOM and GIZ, while others enrol on their own.
Total capacity	Up to 1,000 students per year.
Communication strategy	Advertisement through the website and social media platforms such as Facebook and Instagram.
Details about the types of trainings offered	
Entry / Admission requirements	<p>Both a regular program and an apprenticeship program are offered.</p> <ul style="list-style-type: none"> - For the regular program, Grade 12 is the minimum requirement. - For the apprenticeship program, Grade 9 students, dropouts and former Madrassa students are admitted.
Training length / structure / format	For both Level 1 and Level 2, the length of the training program is 9 months, plus an additional 3-month industrial attachment (internship).
Frequency of courses	Three terms beginning in January, April, September each year.

Type of training	All training programs provide 70% practice and 30% theory, both at Certificate and Diploma level.
Literacy levels required	Ability to read and write basic English.
Curricula	The training curricula is accredited at Level 1 (Certificate) by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	Certified by NAQAA.
Certifications offered	<ul style="list-style-type: none"> - Certificate level after 1 year - Diploma level after 2 years
Per diem / stipend for trainees	Only through projects implemented by partners such as GIZ (Tekki-Fii), ITC (YEP) and IOM (EU-IOM JI). No per-diem/stipend available for non-sponsored students.
Post-training monitoring	A database is in place to monitor the evolution of graduate students and their integration in the labour market.
Labour market integration statistics	According to representatives, more than 50% of graduates are either employed or self-employed.
Partnerships	
Capacity to integrate returnees	Returnees have been successfully enrolled in the past.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	<p>The Centre offers entrepreneurship training, career guidance and counselling. It also supports students accessing funding opportunities (such as Tekki-Fii mini grants and micro-finance institutions that provide loans and grants, like NACCUG).</p> <p>During the 3-month industrial attachment period and for post-graduation job placement, Sterling facilitates contacts with the industry, both in the public and the private sector. A number of formal relationships are in place - through MoUs - while others are still informal.</p> <p>Over the past few years, Sterling has partnered with GIZ Tekki-Fii Project, ITC YEP, IOM, UNDP, NYSS, Child Fund the Gambia, as well as the US Embassy in The Gambia. In addition, Sterling collaborates with the Gambia Chamber of Commerce and Industry (GCCCI) and the Gambia Youth Chamber of Commerce (GYCC).</p>
Partnerships with labour market intermediation mechanisms	No formal relationships with labour market intermediation mechanisms.
Remarks	

<p>Challenges expressed / other comments</p>	<ul style="list-style-type: none"> - Costs incurred by the training centre are very high (electricity and training materials) and funding is a challenge; - Accessibility to the centre located in Busumbala is difficult, particularly during the rainy season; - For future programs, representatives recommended to extend the training period of sponsored students to at least one year. Shorter programs are considered insufficient. Apprentices should be supported towards the completion of Diploma level trainings; - Need for staff capacity-building and continuous training; - Need for additional / renewed training equipment.
<p>Contacts</p>	
<p>Focal Point</p>	<p>Kebba Sillah, CEO</p>
<p>Contact</p>	<p>+220 3658926</p>
	<p>kebbasillaba@gmail.com</p>

Infosheet 15: SOS CV Regional Mothers and Adult Training Centre (RMATC)

SOS CV Regional Mothers and Adult Training Centre (RMATC)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Bakoteh
Structure	
Type of organization	Training Centre of SOS Children's Villages Gambia
Type of services provided	Care Training targeting SOS Children's Villages mothers, Vocational and employability training, and literacy training
Organization and size / structure	The Centres employs 17 staff: Educational (6); Administrative (3); General Service/Maintenance (8).
Profile of beneficiaries	Youth from vulnerable communities supported by SOS Children's Villages through their Family Strengthening programme and other youth looking to acquire marketable skills.
Total capacity	Currently, the centre has the capacity to enrol 225 students per year. With additional classrooms and training resources it could accommodate up to 675 students.
Communication strategy	Radio advertisement, school advertisement, word of mouth, brochures.
Details about the types of trainings	
Type of courses, admission requirements and costs	<p>Literacy & Numeracy:</p> <ul style="list-style-type: none"> - Lasts 6 months to 1 year and is based upon interest, no specific requirements for admission. - Cost: 5,000 GMD (USD 93) <p>Social work Certificate:</p> <ul style="list-style-type: none"> - Lasts 1 year and is accessible to Grade 12 graduates. - Cost: 18,000 GMD (USD 333) <p>Social Work Diploma:</p> <ul style="list-style-type: none"> - Lasts 2 years and is accessible to Grade 12 graduates. - Cost: 20,000 GMD (USD 370) <p>Catering & hotel management</p> <ul style="list-style-type: none"> - Lasts 1 year and is accessible to Grade 9 graduates - Cost: 15, 000 GMD (USD 278) <p>Sewing and craftwork</p> <ul style="list-style-type: none"> - Lasts 1 year and is accessible to Grade 8 graduates. - Cost: 11,000 GMD (USD 204)
Frequency of courses	Trainings run on a school-year basis, from September to July.
Type of training	Both theory and practice. Each program includes a 3-month internship period.
Literacy levels required	Understand, speak and write basic English. The Literacy & Numeracy program is designed for students with no academic background. It can last from 6 months to 1 year depending on the progress of the student.

Curricula	The curricula are certified by the National Accreditation and Quality Assurance Authority (NAQAA).
Types of industry sectors targeted by trainings	<ul style="list-style-type: none"> - Social work Certificate: Schools, Hospitals - Social work Diploma - Catering & hotel management, Hotels, Restaurants, Embassies, Airports - Sewing and craftwork, Tailoring shops, Fashion houses, craft markets
Trainers	Trainers either hold Higher Teachers Certificate, a bachelor's degree or a master's degree.
Per diem/ stipend for trainees and attrition rates	No.
Post-training monitoring	No formal process to monitor job placement after training.
Partnerships	
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	<p>The Training Centre has a partnership in place with UTG (University of The Gambia), UNFPA and GTHI (Gambia Tourism and Hospitality Institute).</p> <p>All students undertake a three-month internship at the end of the training program. Social Work students usually intern with hospitals, schools, NGOs, the Department of Social Welfare and other institutions such as the police or the immigration department).</p> <p>Students from the Catering and Hotel Management program can intern with hotels such as Senegambia Beach Hotel, Tamala, Coco Ocean.</p>
Contacts	
Point focal	Ellen Maraizu, SOS RMACC's Director
Contact	ellen.maraizu@sosgambia.org

2.2. Possible partnerships for the reintegration of returnees through entrepreneurship and access to financial services

Infosheet 16: Gambia Youth Chamber of Commerce (GYCC)

Gambia Youth Chamber of Commerce (GYCC)	
Country	Gambia
Region	Kanifing Municipality (KM)
City	Fajara
Structure	
Type of organization	Public Institution established in 2016 with the support of NEDI. It advocates for Gambian young entrepreneurs and supports them in the establishment of their businesses.
Type of support / services provided	Training, coaching and mentoring, market space and linkages for young entrepreneurs, and advocacy for the development of a business-friendly environment for the youth.
Organization and size / structure	The organisation is comprised of a National Executive Board, as well as Management, Finance, Enterprise and Program Departments.
Costs	The institution follows a 3-level membership system: <ul style="list-style-type: none"> - A Class Membership: GMD 3,000 (USD 54) / year - B Class Membership: GMD 2,500 (USD 45) / year - C Class Membership: GMD 2,000 (USD 36) / year
Profile of trainees	Young entrepreneurs and aspiring entrepreneurs, including returnees and school dropouts. Services are also provided to Start-ups and MSMEs.
Total capacity	Currently there are 7 staff and 1 Intern in the management team. As a membership organization, it counts almost 700 members across the country. The number of members is expected to increase in the future.
Communication strategy	Website and social media platforms, especially WhatsApp, Facebook, LinkedIn, and Twitter.
Details about the types of support available	
Training courses	<ul style="list-style-type: none"> - Entrepreneurship training workshop - Product packaging and branding - Business plan development - Agro-business, food processing and preservation - Financial literacy - Digital marketing - Additional services: support services for business registration and business mentorship and coaching
Entry / Admission requirements	Youths between 18-35, already established or aspiring entrepreneurs.

Training length / structure	Business development, Coaching and Mentorship program: 3 months minimum Single courses have a shorter duration, usually between 3 to 7 days.
Frequency of courses	All year.
Types of training	Trainings include both theory and practice, with a stronger focus on practice.
Literacy levels required	Required literacy level depends on the training course. Courses such as Digital Marketing require a minim level of literacy in English. Others, such as Packaging and Branding, have no set requirements.
Curricula	Some <i>curricula</i> are developed by the Chamber based on training needs, while others are outsourced to specialized agencies (e.g., the Digital Marketing curriculum).
Trainers	External certified trainers. They are referred from different organizations, depending on the topic of the training. The organizations providing trainers are: Cyber Security Alliance / Food, Safety and Quality Authority / the Gambia Standards Bureau / IT Association of the Gambia / ITC.
Certifications offered	Certificate of achievement and participation.
Per diem / stipend for trainees	Trainees do not perceive stipends; only food, accommodation and transport.
Post-training monitoring	GYCC regularly follows up on its trainees and conducts tracing studies (through visits and/or questionnaires) 3-6 months after the training. This allows GYCC to check how the former trainees are implementing what they have learned during the training and if they need extra support with their business. Trainees also have the possibility to remain connected and continue exchanging with GYCC through a dedicated WhatsApp group.
Labour market integration statistics	According to representatives, 70% of former trainees are self-employed.
Partnerships	
Capacity to integrate returnees	GYCC has already successfully participated to the reintegration of returnees.
Beneficiary capacity	Would depend on demand and capacity of the institution.
Partnerships	GYCC has concluded MoUs with the Gambia Women's Chamber of Commerce, the Gambia Chamber of Commerce & Industry, the Gambia National Youth Council, UNDP, ITC, GIZ, GIEPA, IFAD, FAO, and others. GYCC further developed relationships with the private sector through trade fairs and networking events where the MSMEs it accompanies can showcase their products. The organisation holds the National Youth and Women Trade on Agribusiness and Tourism Fair bringing together more than 500 businesses. It also organizes regional exhibitions in rural Gambia to provide networking opportunities to rural youths and women, with a special focus on tourism and agribusiness. Lastly, GYCC organizes market linkages workshops to bring together businesses, hotels, restaurants, and supermarkets to discuss ways of collaboration and partnership opportunities.
Remarks	

Challenges expressed	Funding remains a challenge, as GYCC mainly depends on membership subscriptions.
Contacts	
Focal Point	Kawsu Fadera, Enterprise Development Manager
Contact	+220 2247337; programs@gycc.gm

Infosheet 17: Gambia Youth Innovation Network (GYIN)

Global Youth Innovation Network Gambia Chapter (GYIN Gambia)	
Country	The Gambia
Region	West Coast Region
City	Brusibi
Structure	
Type of organization	GYIN Gambia is the Gambian chapter of the Global Youth Innovation Network. GYIN is a global initiative aiming at contributing to the reduction of poverty of rural youth in Africa and South America through exposure to business opportunities, innovation and knowledge in the agri-business sector.
Type of trainings / services provided	Entrepreneurship and Business Advisory Services, Training, Coaching and Mentorship.
Organization and size / structure	GYIN is managed by an Executive Director, supervising 12 staff and a network of 1,800 members.
Costs	Costs depend on available funding. If it is a donor-led project, the training is free. Otherwise, GYIN usually charges: <ul style="list-style-type: none"> - GMD 7,500 (USD 136) for the Coaching and Development Program - GMD 1,500 (USD 28), for the Entrepreneurship, Leadership, and Information Technology program (ELIT)
Profile of trainees	Young men and women living in urban and rural areas, including returnees, potential irregular migrants, school dropouts and high school graduates.
Total capacity	The current capacity is of 300 trainees per year (for all programs). Plan is to increase capacity to meet the growing demand for training and support.
Communication strategy	Website and social media platforms such as Facebook, Twitter, LinkedIn, Instagram and WhatsApp.
Details about the types of support available	
Training courses	<ul style="list-style-type: none"> - Entrepreneurship, Leadership and Information Technology (ELIT): 6-month program designed to develop entrepreneurship competencies and skills to become an entrepreneur, learn how to formulate a business plan, coaching and mentoring services. - Coaching and development program: 6-month program designed for already established businesses that want to grow and scale-up. - Sustainable Peace for community leaders: 5-day program - Media and Information Literacy: 2-day program - Agri-food program: 3-month program <p>The information reported below refers to the ELIT Program, which is GYIN flagship entrepreneurship program.</p>

Entry / Admission requirements	No specific admission requirements, motivation is the key element.
Training length	6 months. Cohorts start every three months.
Type of training	The training is both theoretical and practical, with a stronger focus on practical aspects.
Literacy levels required	Speak and write basic English.
Curricula	The training <i>curriculum</i> is designed by the Columbia Business College
Trainers	GYIN Gambia Chapter has a pool of about 40 trainers. Some of them are employed by GYIN, while others are external trainers that are mobilised on an <i>ad hoc</i> basis. Trainers come from a variety of academic backgrounds: universities in The Gambia and abroad, national schools like the Management Development Institute (MDI), Insight Training Centre, and the Gambia College.
Certifications offered	Certificate of completion.
Per diem / stipend for trainees	Stipends are made available depending on funding.
Post-training monitoring	GYIN has an M&E team made of two M&E Officers that conduct regular evaluations on a quarterly basis. Every three months, the team monitors former students by phone/visits/questionnaires.
Labour market integration statistics	According to representatives, around 80% of past beneficiaries successfully integrate the labour market by setting up their own Agri-enterprises.
Partnerships	
Capacity to integrate returnees	Returnees have already been included in GYIN programs. In most cases, returnees had independently applied through a call for application published by GYIN. In other cases, they were referred to GYIN by IOM, GIZ or ITC.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	GYIN has developed partnerships with the Gambia Chamber of Commerce and Industry (GCCCI) as well as ASPUNA Gambia Ltd, with which GYIN collaborates for the implementation of its agricultural program.
Challenges expressed	Main challenges concern: Funding; Office space and equipment; Development of up-to-date training materials
Contacts	
Focal Point	Mamadou Idrisa Njie, Executive Director
Contact	+220 3938929; edrissanjie@gyin.org

Infosheet 18: National Enterprise Development Initiative (NEDI)

NEDI (National Enterprise Development Initiative)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Kanifing
Structure	
Type of organization	NEDI is a public institution placed under the umbrella of the Ministry of Youth and Sports (MoYS).
Type of support / services provided	Trainings in entrepreneurship, mentoring and coaching services, market linkages and access to finance.
Organization and size / structure	<ul style="list-style-type: none"> - 12 staff - Pool of trainers that are mobilized on an <i>ad hoc</i> basis - Capacity to cover the regions through the Regional Youth Committees
Costs	Free of charge (covered by the government, development support to young people).
Profile of beneficiaries	Male youth (below 35) and women (no age requirement).
Total capacity	25 people per cohort that can run at the same time. In a year, up to 600 beneficiaries can be trained.
Communication strategy for reaching beneficiaries	NEDI communication channels are social media and radio programs.
Details about the types of support available	
Training courses	Entrepreneurship development: General entrepreneurship; Agro-entrepreneurship; Business plan development
Entry / Admission requirements	Each training has specific acceptance criteria. Both literate and illiterate individuals are accepted. Physically-challenged people, potential migrants and returnees are also included.
Training length / structure	Depends on the training, but the length is 6 days on average.
Frequency of courses	Trainings are being offered all year round.
Type of training	Mix of theory and practice with the use of case studies and practical sessions. Training manuals are also provided.
Literacy levels accepted	Both literate and illiterate trainees are accepted.

Curricula	Curricula are designed and accredited by the National Accreditation and Quality Assurance Authority (NAQAA).
Trainers	NEDI has a pool of trainers that can be mobilized according to training needs.
Certifications offered	A certificate of participation is awarded at the end of the training.
Perdiem and attrition rates	Transport, accommodation and meals are covered by NEDI.
Partnerships	
Capacity to integrate returnees into the program	NEDI has successfully participated in the reintegration of returnees in the past.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Partnerships	<p>NEDI supports women and youth entrepreneurs by giving them the opportunity to showcase their products and services at the Gambia Chamber of Commerce and Industry (GCCCI) international trade fairs.</p> <p>NEDI has also established partnerships with various actors, programs, and financial institutions. It worked closely with IOM, GIZ, and ITC-YEP and also collaborates with the MoA for the implementation of the Small Ruminant Production Enhancement Project (SRPEP). This project aims to grant loans in the total amount of GMD 3.5 million to nine small ruminant farmers across the country.</p>
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - Future plans involve the establishment of a regional business hub in LRR, but capacity and resources are lacking; - Limited financial support from Government; - There is a need to strengthen ongoing collaborations with other institutions involved in the entrepreneurship ecosystem in the country in order to increase partnerships, synergies and coherence of actions.
Contacts	
Point focal	Abass Bah, General Manager
Contact	abassb16@gmail.com / nedigambia0@gmail.com
	+220 9963883 / +220 3721878

Infosheet 19: Start-up Incubator Gambia

Start-up Incubator Gambia (SIG)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Kanifing
Type of Organization	
Type of organization	<p>Start-up Incubator Gambia (SIG) started in 2015 as a project funded by the US Embassy in Banjul and the Gambian American Chamber of Commerce.</p> <p>The project was extended after its initial phase of implementation and the centre is now registered as an NGO.</p>
Type of support / services provided	<ul style="list-style-type: none"> - Consultancy services: The incubator aims at supporting aspiring entrepreneurs (clients) develop their ideas and validate their business strategies through practical teamwork exercises using their businesses as case studies as well as building business models and prototypes. - Incubation program: it is a six-month hands-on training for entrepreneurs wishing to develop their business ideas. Clients benefit from the coaching of a team of successful entrepreneurs who can provide training and mentorship. - Accelerator program: support is provided to access funding opportunities for existing businesses. In addition, SIG's seed-funding program includes an interest-free revolving fund for clients meeting the requirements upon graduation. - Design Thinking Bootcamp: mentors and professional entrepreneurs offer their expertise in the fields of business training, funding strategy, management and technical support. - Co-working space: access to office resources is made available during and after the incubation program period.
Current / major funding	<p>SIG's main sources of funding are donor-funded projects. SIG also performs consultancy work and rents office space to entrepreneurs (co-working space).</p> <p>SIG received financial and technical support from ITC (YEP), GIZ (Tekki Fii), COOPI-ENABEL, IMVF, and the MoA through an AfDB-funded project. In addition, it signed an MoU with MoTIE to co-organize the Design Thinking Bootcamp.</p>
Organization type and size / structure	<p>Number of employees (estimate): 7 people + 25 coaches in the regions. For specific trainings - such as high-level financial training- specialized/ <i>ad hoc</i> trainers are mobilised.</p>
Profile of beneficiaries	<ul style="list-style-type: none"> - Design Thinking Bootcamp: youths between 18 and 35 years old, wishing to develop a business or that have a business idea they want to test. - Incubator and accelerator programs: aspiring or already established entrepreneurs in need of assistance for starting and/ or developing a business and/or access funding.
Total capacity	<p>At SIG in Kanifing, the co-working space has a capacity of 25 people, and the Incubation program can host up to 20 people over a 6-month period.</p>

	In the regions, an estimated 40 businesses are supported every six months. The SIG incubation team travels to the regions while SIG's certified coaches provide continuous support and coaching to clients.
Communication strategy for reaching beneficiaries	Website, social media, word of mouth and connections with other institutions in the entrepreneurship ecosystem such as NEDI, GIEPA, and NACCUG.
Details regarding organizational capacity to perform services	
Incubation lab	Type of support provided: design thinking bootcamp, incubator program, sector-specific acceleration program, scale-up program, ILO Certified SIYB Program, SME Loop Program.
	Profile of beneficiaries: <ul style="list-style-type: none"> - Design thinking bootcamp: targets idea-stage entrepreneurs. - Incubator program: targets established businesses that have been operating for at least two years and which present growth potential. - Sector-specific acceleration program: targets businesses in operation for a minimum of three years, have a viable business plan within their sector (agribusiness of fashion), demonstrated innovation and growth potential. - Scale-up program: targets high-growth businesses in operation for a minimum of 5 years. The program helps business owners access funding and prepares them to scale up their operations. - SME Loop Program: targets growth-oriented businesses. These businesses have been in existence for at least 2 years with an employment record of at least 2 employees (new program adopted from GIZ/RSDf project) - ILO Certified SYIB Program: targets businesses across all stages of the program; support is adapted based on the level of the entrepreneurs.
	Main results: <ul style="list-style-type: none"> - Design thinking bootcamp: supported a total of 454 businesses (including 254 TVET graduates) generate new ideas and viable business solutions. - Incubator program: incubated 80 businesses now in a position to consolidate their business ideas and grow. - Sector-specific accelerator: accelerated 80 agribusinesses as well as 20 fashion design businesses through sector-specific programs. - SIYB program: supported 20 businesses on the GYB and SYB training packages. - Start-up program: supported the scaling up of 50 businesses. - SME Loop Program: 20 businesses supported to grow and scale up.
Microfinance	Type of support proposed: access to finance program.
	Profile of beneficiaries: businesses owned and managed by youth aged between 18 and 35.

	Main results: provided revolving loans to 17 businesses in the incubation program with a 95% repayment rate. Connected more than 100 start-ups to financing schemes.
Short term courses	Type of support proposed: financial literacy program.
	Profile of beneficiaries: the program targets individuals and groups with little to no financial management literacy and/or management skills.
	Main results: trained over 300 individuals in financial literacy & management skills.
Certifications	A certificate of participation is awarded at the end of the training period.
Monitoring mechanism for beneficiary progress	Start-ups' needs assessments and regular program evaluations are conducted to adjust and implement changes in order ensure the quality and efficiency of the programs. Both entrepreneurs and SIG's coaches / mentors also provide monthly updates on progress. In addition to satisfaction surveys, SIG also conducts two quarterly site visits in order to assess business' growth and provide recommendations and feedback. Post-program evaluations are also conducted on a regular basis in order to keep track of the growth, challenges, and needs of businesses beyond programs.
Partnerships	
Capacity to integrate returnees	Yes.
Beneficiary capacity	No set figures: capacity depends both on the demand and assistance provided by potential partners to the Centre.
Existing partnerships	Start-up incubator developed partnerships with EUTF partners (ITC, IMVF and COOPI-ENABEL). The former partnership with GIZ Tekki-Fii, provided support to TVET graduates by helping them develop their business ideas through the sponsoring of incubation programs.
Perspectives / future partnership opportunities	Start-up Incubator will continue working in the entrepreneurship sector and collaborating with different actors. Representatives wish to strengthen the existing relationships with MoTIE and receive more support from the Government.
Remarques	
Challenges expressed / other comments	<ul style="list-style-type: none"> - Funding is project-based and does not cover overhead costs. The length of sponsored trainings is often too short to ensure appropriate learning. - Additional support should be provided to developing microfinance in order for start-up to grow and employ people.
Contacts	
Focal point(s)	Muhammed Danso, Program Coordinator
Contact	danso@startupincubator.gm
	+220 3142286 / +220 4382050

Infosheet 20: National Association of Cooperative Credit Unions of The Gambia (NACCUG)

National Association of Cooperatives Credit Unions Gambia (NACCUG)	
Country	The Gambia
Region	Kanifing Municipality (KM)
City	Kanifing
Type of Organization	
Type of organization	NACCUG's mandate is to promote and support the development of Credit Unions across the country. It is licensed by the Central Bank of The Gambia as a Non-Bank financial institution.
Type of support / services provided	<ul style="list-style-type: none"> - Financial services: NACCUG serves as an investment window for credit unions. It offers a wide range of products and services to credit unions at competitive rates. - Training/capacity building: NACCUG provides credit union education and sensitization on the philosophy and operating principles of credit unions to both new and existing Credit Unions. In addition, specialized training packages are offered based on the need and requirements of the credit unions (e.g., management, governance, entrepreneurship) - Field services: field officers represent NACCUG in all the regions of The Gambia. The officers are stationed in the regions to monitor and at times update books of accounts for smaller credit unions within their jurisdiction. NACCUG also carries out periodical monitoring and inspections of credit unions across the country.
Current / major funding	<p>NACCUG is funded by its 55 registered credit unions, which are of two types:</p> <ul style="list-style-type: none"> - Work-based credit unions: employers/institutions create credit unions for the staff. - Community-based credit unions: the community comes together and creates its own financial cooperatives
Organization type and size / structure	Apex of Credit Unions. Led by the Board of Directors and supported by the management staff (35 staff).
Profile of beneficiaries	<ul style="list-style-type: none"> - Cooperatives of credit unions and their members; - In collaboration with development partners, NACCUG provides financial assistance services to partners' beneficiaries. It is not mandatory for beneficiaries to be a member of a credit union, but it is encouraged. Being a member of a credit union allows beneficiaries to become part of a financial network. Beneficiaries in rural areas can, for example, benefit from facilitated access to certain services such as grants, in-kind support and training.
Total capacity	<p>There are currently 112,000 members registered at NACCUG (this figure does not include beneficiaries of partners-led projects).</p> <p>The target for 2022 is to reach 120,000 members.</p>

Communication strategy for reaching beneficiaries & potential beneficiaries	NACCUG conducts marketing campaigns through social-media, newspapers and radio programs. Its team also regularly travels to the regions to directly sensitize and inform communities of the work, role and benefits of NACCUG.
Details regarding organizational capacity to perform services	
Microfinance	<p>Type of support offered: Short and long-term loans at affordable and competitive interest rates (compared to the rates proposed by banks and other conventional services). Loans are disbursed to finance a variety of expenses, such as education fees, healthcare, real estate investments and consumer products.</p> <p>Financial services offered in the context of development projects include:</p> <ul style="list-style-type: none"> - Entrepreneurship training - Mini-grants with 1% interest rate/month - In-kind support/start-up material
	<p>Profile of beneficiaries (for development projects):</p> <ul style="list-style-type: none"> - Youth aged 18-35, willing to undergo entrepreneurship training - Returnees from Europe and other returnees
Short term courses	<p>Type of support offered: capacity building and entrepreneurship training (3-4 days). Most of the time, trainers are NACCUG staff. However, international partners may also hire external trainers.</p>
	<p>Profile of beneficiaries:</p> <ul style="list-style-type: none"> - Youth aged 18-35, willing to undergo entrepreneurship training - Returnees from Europe and other returnees
Certifications	<p>Certificates are awarded upon completion of the training. Certification by NAQAA has been solicited.</p>
Monitoring mechanism for beneficiary progress	<p>Progress is monitored three months after the disbursement of funds. Based on the assessment and recommendations, further training/financial support can be provided by NACCUG.</p>
Partnerships	
Capacity to integrate returnees into the program	<p>Yes, NACCUG has already successfully participated to the reintegration of returnees.</p>

Existing partnerships	<ul style="list-style-type: none"> - ITC: TVET-Mini Grants competition with the objective to support 200 TVET graduates to establish their own business. This competition is part of the “Activating skills and employment opportunities” project implemented by ITC and funded by the German government. - DSIK: NACCUG provides entrepreneurship training, coaching and access to loans for the “Economic Inclusion of returned and potential migrants to in Ghana and The Gambia”, implemented by DSIK, with funds from the German government. - UNICEF: NACCUG provides mini-grants to women in order for them to be able to provide for their children and households.
Perspectives / future partnership opportunities	NACCUG is currently collaborating with the partners mentioned above and is open to further collaboration with the EU.
Remarques	
Challenges expressed	Returnees often lack the basic education level required to understand and learn from the entrepreneurship training
Contacts	
Focal point(s)	Foday Sanyang General Manager
Contact	Phone: +220 02142166
	Email: foday.sanyang@naccug.com

2.3. Possible partnerships for the reintegration of vulnerable returnees

Infosheet 21: COOPI

COOPI	
Country	The Gambia
Region	North Bank Region
City	Farafenni
Locations served	North Bank Region and Central River Region
Structure	
Type of organization	COOPI is an International NGO operating in The Gambia since March 2018.
Type of support provided	Child protection and psycho-social support services provided at the Child Friendly Space centre in Farafenni.
Current / Main Funding	<p>Currently, private funds from COOPI are financing the second phase of the “Investing in the Future” project, which provides support to minors in mobility at the Child Friendly Space in Farafenni.</p> <p>Funds from Save the Children’s project PROTEJEM (‘Improving the protection of children and young migrants on the main migratory routes of West Africa’) support the operation of the Child Friendly Space centre.</p> <p>In the past, COOPI Gambia implemented two projects funded by AICS (‘Investing in the Future’ and ‘No More Back Way’) as well as a component of the EU-funded Tekki Fii programme.</p>
Organization structure	<p>COOPI Gambia currently employs 17 staff:</p> <ul style="list-style-type: none"> - 1 Project Manager/ Country Rep. (Expat) - 1 Protection officer - 1 Admin - 3 Social Workers - 2 Animators - 3 Volunteers - 4 Security guards - 2 Cleaners <p>Until February 2022, COOPI Gambia had two offices, one in the capital and another in Farafenni, North Bank region. Due to decreasing financial resources, but also for operational reasons, (the only ongoing project being implemented in Farafenni) only the field office is now operational. However, COOPI Gambia receives continuous support and works closely with the regional office located in Dakar.</p>
Activities	COOPI Gambia is currently implementing a child protection project which includes the operation of a Child Friendly Space in Farafenni, psychosocial support activities,

	recreational activities, reception and accommodation of minors in mobility, reunification as well as reintegration of minors in their families.
Psychosocial support	<p>COOPI Gambia works closely with a consultant psychologist to train its staff on MHPSS. It is one of the pioneering organisations in this field and all its projects in the country so far included a PSS component.</p> <p>Since 2018, hundreds of returnees and unaccompanied minors have received psychosocial support from COOPI staff and dozens of trainings have been organised for both staff and key actors. Cascade trainings have also been conducted to raise community awareness on MHPSS.</p> <p>COOPI Gambia currently provides PSS to several target groups: children attending the CFS on a daily basis as well as minors in mobility staying at the CFS for shorter periods of time. In the latter case, all minors receive a listening session upon arrival and once reunited with their families of origin. Follow-up visits by COOPI social workers are also carried out to support them in their reintegration process.</p>
Profile of Beneficiaries	Migrant children and their families, vulnerable children, potential migrants and, previously, returnees.
Total capacity	<p>For the current project ‘Investing in the future’, target beneficiaries are the following;</p> <ul style="list-style-type: none"> - 120 child migrants identified, received at the Child Friendly space and reunited with their families - 35 child migrants reintegrated within their families with the support of a reintegration package (around 400 euros of in-kind support) - 100 children from the community in Farafenni benefit from recreation activities (e.g., sports, music, drawing and dancing) and education activities (e.g., on children rights, hygiene practices) organized by the Child Friendly Space centre - 30 members of the Community Child Protection Committee trained on MHPSS <p>No clear prospects beyond December 2022 as no new projects are confirmed after this date.</p>
Communication strategy for reaching beneficiaries & potential beneficiaries	<p>The communication strategy consists of awareness-raising campaigns (on children rights, positive parenting, the risks of irregular migration, mental health) among the communities of origin and transit spread across the North Bank and Central River regions.</p> <p>Other activities, such as mental health trainings for local actors (e.g., police officers, border management officers, Department of Social Welfare and child protection actors) as well as family visits are opportunities to make COOPI’s work known and to reach out to beneficiaries.</p> <p>In addition, COOPI staff and management regularly participate in trainings, workshops and meetings on child protection and migration organised by other actors.</p>
Details on services offered	
Identification, emergency management of beneficiaries and referrals	Children on the move are referred by the police to a local NGO which then brings them to the Child Friendly Space. Once there, children are registered, and a listening session is held. During their stay at the CFS children receive psychosocial support

<p>Training and professional integration courses</p>	<ul style="list-style-type: none"> - Project “No more back way” funded by AICS: 305 young people received training and were supported in starting income-generating activities in the agriculture and animal husbandry sectors. - Project "Enhancing Youth Employability in The Gambia" funded by Enabel: 500 young people received training on financial literacy. - Project “Investing in the future” (phase one) funded by AICS: 30 relevant child protection actors were trained on MHPSS.
<p>Eligibility requirements for training courses</p>	<p>Project beneficiaries are selected according to the criteria established by the project:</p> <ul style="list-style-type: none"> - Cash for work: the communities, through their representatives, choose the beneficiaries for the activity (30% returnees, 25% women, youth 18-35 years, and unemployed) - Reintegration package for children migrants: social workers assess the status of the family. Based on the level of vulnerability of the family, children benefit from the reintegration package.
<p>Monitoring mechanism for beneficiary progress</p>	<p>To monitor the progress of beneficiaries, COOPI’s social workers perform regular visits in the communities and interview relevant project’s actors (families, children, community leaders).</p> <p>With the “Investing in the Future’ project, social workers carry out follow-up visits in the families where the children have been reintegrated.</p>
<p>Partnerships</p>	
<p>Existing Partnerships</p>	<p>It was intended for the Department of Social Welfare to take over the Child Friendly Space at the end of the previous project phase in September 2021. However, this plan did not concretize due to a lack of funding. Discussions are ongoing to evaluate the possibility for the Department to manage the space after December 2022.</p> <p>UNHCR runs a multi country project, financed by AICS and implemented in The Gambia, Guinea Bissau, Guinea, Mali, Niger and Senegal for the protection of children victims of rights violation (PAPEV). They provide support to the Child Friendly Space through the funding of radio programmes on child protection and children rights.</p> <p>The psychosocial component is provided by Peace of Mind with regular trainings for the staff and other child protection actors.</p>
<p>Referral mechanisms in place</p>	<p>Police officers and government migration officers refer children to CEDAG, a local NGO in charge of referrals to the Child Friendly space centre. Referrals can also be made in a more informal way through local communities.</p>
<p>Perspectives / partnership opportunities for future programming</p>	<p>Returnees are not part of COOPI's current target of beneficiaries.</p> <p>However, COOPI Gambia worked with returnees in past projects (the ENABEL-funded project "Enhancing Youth Employability in The Gambia" and the AICS project "No more back way"). Several COOPI staff members have been working with the organisation since the start of its operations in the country in 2018 and thus have experience working with returnees.</p>
<p>Beneficiary capacity</p>	<p>At present, only 8 children (4 girls and 4 boys) can be accommodated at the Child Friendly Space, while 25 to 30 children per shift can be accommodated for recreational activities.</p>

	COOPI is hoping for another phase of the project to be funded. If that were the case, representatives expressed the wish to move to a larger facility in order to be able to accommodate more children.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> - Coordination is weak among child protection actors at national and international level; - Fundings are project based which does not facilitate sustainability and government ownership; - Ownership and involvement of local community leaders and citizens is weak.
Other comments and lessons learnt	<ul style="list-style-type: none"> - The centre is located in a small facility that can accommodate only a small number of children. The centre should be relocated to a larger facility that can accommodate a larger number of children as well as a kitchen (that is missing in the current centre) and spaces dedicated to a larger variety of recreational activities. - The centre could host trainings for the youths of Farafenni (ex: with the provision of sewing machines, trainings could be organized for the production of hygienic cloth wipes).
Contacts	
Focal Point	Valentina Rosmini, Project Manager/Country Representative
Contact	+220 2863371 / +220 7591377
	pm.gambia@coopi.org

Infosheet 22: Peace of Mind

Peace of Mind	
Country	The Gambia
Region	West coast Region, Kombo North District
City	Banjul
Locations served	Countrywide
Structure	
Type of organization	Peace of Mind is a local NGO employing 10 staff.
Type of support provided	<ul style="list-style-type: none"> - Mental health and PSS support - Mental health assessments - Professional counselling - Capacity building to institutions/organizations - Professional therapy with clinical psychologist/psychotherapists Home-based interventions
Current / Main Funding	UNFPA under the Peace-Building Fund
Organization structure	CEO, Program Manager, Financial Manager, Administrative staff and volunteers.
Activities	<ul style="list-style-type: none"> - Capacity building: Mental health and PSS support for social workers in the field of sexual and gender-based violence - Individual specialized interventions at Bundung Maternal and Child Hospital (mental health assessment, professional counselling, psychotherapy) - Assessment, professional counselling, and psychotherapy for private clients at the Peace of Mind clinic - Home-based support for psychiatric patients and children with behavioural issues. - Awareness raising on mental health and PSS support - Development and delivery of tailored training packages (e.g., fundamentals of mental health and PSS wellbeing, stress management, Psychological first Aid, promoting children wellbeing)
Psychosocial support	<p>Peace of Mind team is composed of different professionals (clinical psychologists, psychotherapists, social workers, psychiatric nurses, and students of psychology) who can offer a broad range of psychologic support services:</p> <ul style="list-style-type: none"> - Psychoeducation - Home-based interventions - Group and individual sessions - Professional counselling - Art therapy - Psychotherapy - Capacity building

Profile of Beneficiaries	Children, adults, and elderly in need of mental health and psychosocial support services.
Total capacity	Between 30 and 40 individual sessions per week. Weekly capacity building sessions for groups of 25 participants.
Communication strategy for reaching beneficiaries & potential beneficiaries	<ul style="list-style-type: none"> - Social media to promote Peace of Mind's services and sensitive on mental health related-issues - Website - Collaborations with other NGOs and organizations - Local medias - Stickers and posters with key messages related to mental health
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> - Capacity building of stakeholders in the identification of mental health symptoms - Referrals from organizations and institutions of mental health cases - Ongoing collaboration with psychiatrists and psychiatrist nurses for case management
Training and professional integration courses	Peace of Mind's training curricula are in the process to be accredited by NAQAA.
Eligibility requirements	Eligibility depends on the requirements set by the project/donor.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> - After capacity building training, Peace of Mind team meets the former participants at their workplace to check whether they are able to implement what they have learned. - Evaluation questionnaires are filled-in by participants at the end of each training. - Tools such as the 'WHO Five Wellbeing questions' are used to monitor trainees progress.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> - UNFPA, GAMCOTRAP and the Network Against Gender-based Violence: capacity building for social workers in the field of sexual and gender-based violence as well as specialized services for survivors of SGBV - COOPI: capacity building on MHPSS - Paradise Foundation: capacity building and services for beneficiaries - Think Young Women: capacity building and group sessions (meditation and mindfulness) for their beneficiaries - WAVE: group sessions (meditation and mindfulness) for their beneficiaries - WILL: group sessions (meditation and mindfulness) for their beneficiaries a - MRC: specialized services and group sessions (meditation and mindfulness) for the staff - Other organizations: referrals for specialized services

Referral mechanisms in place	Available referral pathways set up by the Ministry of Health and other stakeholders.
Perspectives / partnership opportunities for future programming	<ul style="list-style-type: none"> - Establishing new collaborations with organizations sharing similar objectives for the development of mental health and PSS in The Gambia. - Mobilizing resources nationally and internationally to implement MHPSS services.
Capacity to serve returnees into the program	The variety of services offered by Peace of Mind can respond to the PSS needs of returnees.
Beneficiary capacity	20 returnees could be supported on a monthly basis
Remarks	
Challenges expressed	<ul style="list-style-type: none"> - The number of participants at training sessions should be limited to a maximum of 25 in order to ensure quality and effective transmission. - Short-term trainings, limited to a few days, are insufficient.
Other comments and lessons learnt	<ul style="list-style-type: none"> - The approach to mental health and the methodology used by Peace of Mind for capacity building sessions has proved to be effective. - Building partnerships with training institutions outside of the Gambia would enable to serve more individuals. - The recent signature of an MoU with the MoH will help guide and frame the existing collaboration.
Contacts	
Focal Point	Silvia Lorenzi, Director & Founder
Contact	+220 3979615 / +220 7240648
	silvia@peaceofmindgambia.org

3. ACTOR FICHES

The following “Actor fiches” present the key actors involved in strengthening TVET, entrepreneurship, private sector development and support to vulnerable groups in The Gambia.

Further and/or strengthened coordination with these actors is recommended for the next phases of EU programming.

Actor Fiche 1: UNCDF

UNCDF	
Country	The Gambia
Intervention area	Countrywide
Project name	Jobs, Skills, and Finance for Women and Youth in The Gambia
Main project objectives	The program is implemented in collaboration with ITC and aims at creating sustainable and equal employment opportunities for youth and women, improving and make TVET more accessible, supporting skills development and apprenticeship opportunities as well as strengthening the regulatory framework of the financial sector.
Project duration	2018-2022
Project location	Lower River Region (LRR), North Bank region (NBR), Central River Region (CRR)
Budget	EUR 15.2 million
Number of beneficiaries (target)	<p>Outcome 1: Sustainable, equitable employment opportunities for youth and women are created.</p> <ul style="list-style-type: none"> - 4 local government authorities engaged in the mechanism and benefit from on-the-job capacity building - 6000 temporary jobs created - EUR 900,000 value of additional investments delivered by local SMEs - 300,000 beneficiaries of the investments <p>Outcome 2: TVET, skills development and apprenticeship opportunities in line with MSMEs’ needs are improved and accessible to youth and women.</p> <ul style="list-style-type: none"> - 7 new curricula are developed - 7 TVET institutions report improved performance - 3500 trainees successfully complete skills development program - 300 jobs created by SMEs <p>Outcome 3: Regulatory framework on financial service improved</p> <ul style="list-style-type: none"> - EUR 4 million provided in loans - Financial literacy training offered to 100,000 beneficiaries
TVET	

<p>Main objectives</p>	<ul style="list-style-type: none"> - Support ITC and the Ministry of Higher Education, Research, Science and Technology (MoHERST) as well as the National Accreditation and Quality Assurance Authority (NAQAA) in the implementation of the TVET Roadmap 2020-2024. - Support ITC and NAQAA to facilitate the development of new TVET Curricula and standards. - Improve opportunities in education and skills development for women, youth and MSMEs, by providing support to TVET and other local training providers. - Improve the quality and accessibility of vocational training schemes offered to youth and women. - Offer on-the-job/internship opportunities coupled with TVET education and training.
<p>Entrepreneurship and self-employment</p>	
<p>Main objectives</p>	<ul style="list-style-type: none"> - Increase employment of women and youth through green and resilient economies to build communities climate resilience. - Support local authorities and communities to develop climate resilient investments in agriculture. - Create jobs for vulnerable population through Cash for Work models and procurement opportunities to local MSMEs.
<p>Support to the entrepreneurship ecosystem and access to finance</p>	
<p>Main objectives</p>	<ul style="list-style-type: none"> - Improve the regulatory framework of the financial sector, in collaboration with the Government of The Gambia. - Increase access to inclusive financial services for women, youths and MSMEs through the development of targeted financial services and products. - Increase capacity building in financial literacy for Government bodies and beneficiaries.
<p>Coordination with national authorities and external support agencies</p>	
<p>Institutional anchoring and relationships</p>	<p>The Project is funded by the European Union and is implemented by UNCDF in partnership with ITC, under the tutelage of the Ministry of Finance and Economic Affairs.</p> <p>Other partners include:</p> <ul style="list-style-type: none"> - Ministry of Lands - Regional Governments and Religious Affairs - Ministry of Higher Education, Research, Science and Technology - Ministry of Environment, Climate Change and Natural Resources - Ministry of Women, Children and Social Welfare; - Central Bank of The Gambia; - National Audit Office, Reliance Financial Services

	<ul style="list-style-type: none"> - QMoney (provision of financial services through mobile phones). <p>UNCDF also partners with ITC to support the development and implementation of the TVET Roadmap.</p>
Referral mechanisms (set up or planned)	There are no formal referrals in place. However, the program can include returnees as part of its beneficiaries.
Remarks	
Challenges expressed	Government ownership and its ability to participate in the implementation of a very ambitious program.
Other comments and lessons learnt	Developing access to finance will be key to enable the development of the entrepreneurship ecosystem.
Contacts	
Focal point(s)	Niania Dabo, Programme Manager
Contact	+44 7455951178 niania.dabo@uncdf.org

Actor Fiche 2: UNESCO

UNESCO	
Country	The Gambia
Intervention area	Banjul, Kanifing Municipality, Lower River Region, North Bank Region, Central River Region, Upper River Region
TVET	
Project name	Youth Empowerment through TVET
Main project objectives	<ul style="list-style-type: none"> - Outcome 1: TVET system strengthened through the development of the TVET Policy in The Gambia; - Outcome 2: Quality of TVET improved through enhanced TVET institutions management, TVET teacher training, and provision of pedagogical resources and equipment; - Outcome 3: Perception and attractiveness of TVET pathways improved through skills competitions, an incubator system and communications campaigns.
Project duration	4 years, 2018-2022
Project location	Kanifing, Banjul, Mansa Konko, Kerewan, Janjanbureh, Basse
Budget	USD 3 million
Number of beneficiaries (target)	<p>Direct beneficiaries:</p> <ul style="list-style-type: none"> - Ministry of Higher Education, Research, Science and Technology (MoHERST) - Gambia Technical Training Institute (GTTI) - TVET Institutions (University of the Gambia, Gambia Collage, Gambia Technical Training Institute (GTTI), SBEC collage and others. <p>Indirect beneficiaries:</p> <ul style="list-style-type: none"> - Ministry of Basic and Secondary Education (MoBSE) - Ministry of Youths and Sports (MoYS) - Teachers/trainers and training institutions - Gambia college
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	UNESCO works directly with MoHERST and NAQAA. No other partnerships have been developed with other donors/ United Nations agencies.
Referral mechanisms (set up or planned)	UNESCO does not have experience directly working with returnees and has not set up referral system with other organizations.

<p>Perspectives / future partnership opportunities</p>	<p>The project was planned to end in December 2022, but, due to delays in implementation, it will probably be extended until September 2023.</p> <p>This additional time will be used to assess the impact of the project's activities, notably the communication campaign aimed at changing perceptions of TVET in The Gambia.</p>
<p>Remarks</p>	
<p>Challenges expressed by key stakeholders</p>	<ul style="list-style-type: none"> - Close collaboration with national authorities: UNESCO involved national authorities in the design and implementation of the program since its inception. The involvement of local authorities favours a collegial management, close follow-up as well as national ownership that will contribute to the sustainability of the project. - Local capacity building: the project contributed to the development of the national TVET Policy, the update/revision of curricula as well as the training of TVET trainers. - Improved public perception and confidence in TVET: TVET education has traditionally been viewed as a path for school dropouts, and inferior to general education. By strengthening the sector through improved policies, revised curricula and the training of trainers, the sector becomes more attractive. - Gender sensitivity and social inclusion: The project is designed to empower youth and equip them with skills to successfully enter the job market. The project includes women and ambitions to overcome gender barriers in professions viewed as 'masculine', such as auto-mechanic, construction or carpentry.
<p>Other comments and lessons learnt</p>	<ul style="list-style-type: none"> - Coordination and collaboration among the TVET community should be improved and strengthened in order to ensure that the knowledge, models, guidelines, approaches, and tools developed through UNESCO-funded activities are used and widely distributed to support the development of the sector. - The project produces a lot of knowledge and skills that are not always translated into appropriate job opportunities. - Students who were interviewed expressed the need to receive further support in the form of scholarship opportunities and adapted equipments. - The Government should consider close collaboration with donors to mobilize more financial and technical resources for TVET. - The number of TVET institutions in the country should be increased, as well as highly specialized trainers. - The technical support provided by the Ministries involved in the implementation of the project is often inadequate. - Poorly designed negotiations and communication caused delays in the implementation of some activities and some frustration among partners. - The Covid-19 pandemic disturbed and delayed the implementation of some of the activities. - Unpredictability of funding does not allow the anticipation of a possible Phase II of the Project.
<p>Contacts</p>	
<p>Focal point(s)</p>	<p>Valentine Defosse, Project Assistant</p>
<p>Contact</p>	<p>Email: v.defosse@unesco.org</p>

Actor Fiche 3: Deutsche Sparkassenstiftung für Internationale Kooperation (DSIK)

Deutsche Sparkassenstiftung für Internationale Kooperation (DSIK)	
Country	The Gambia
Intervention area	Countrywide
Entrepreneurship, self-employment and access to finance	
Project name	‘Economic Inclusion of returned and potential migrants in Ghana and The Gambia’
Main project objectives	<ul style="list-style-type: none"> - Equip returnees with basic entrepreneurial skills - Provide business coaching to enable beneficiaries to design their own business protocols - Provide access to credit unions (grants and loans)
Project duration	December 2020 - April 2023
Project location	Countrywide, but the DSKI office is located in Banjul. Trainings take place in Banjul, but can also be organised in the regions, depending on needs.
Number of beneficiaries (target)	<ul style="list-style-type: none"> - 1,400 participants receive entrepreneurship training (1,000 in Ghana and 400 in The Gambia) - 500 beneficiaries attend business coaching sessions (375 in Ghana and 125 in The Gambia) - 275 are granted facilitated access to financial opportunities (205 in Ghana and 70 in The Gambia)
Number of beneficiaries (April 2021-September 2022)	<ul style="list-style-type: none"> - Entrepreneurship training: 954 in Ghana and 438 in The Gambia - Coaching sessions: 376 in Ghana and 130 in The Gambia - Access to finance: 95 in Ghana and 33 in The Gambia
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	<p>The project is funded by GIZ and is implemented by the Deutsche Sparkassenstiftung für Internationale Kooperation (DSIK).</p> <p>The project collaborates with two companies in The Gambia to facilitate access to finance: Gamtel and Cesco. Both provide financial support up to GMD 50,000 (USD 918). The money is disbursed in the form of a loan that can be repaid within 2 years, starting from the 3rd month. Interest rate is 1% a month / 12% a year.</p>
Referral mechanisms (set up or planned)	Referrals are organised with GIZ and include returnees from Germany. Collaboration with also facilitates the referral of IOM supported returnees.
Remarks	
Challenges expressed	Sustainability and follow-up are the most significant challenges.

Other comments and lessons learnt	Although the combination of entrepreneurship training, business coaching and facilitated access to finance increases chances of success, it is still too early to accurately measure results, sustainability and long-term impacts.
Contacts	
Focal point(s)	Gabriele Freifrau v. Dem Bussche, Country Representative
Contact	gabriele.bussche@sparkassenstiftung.de

Actor Fiche 4: GIZ

GIZ	
Country	The Gambia
Intervention area	Countrywide
TVET, Entrepreneurship and self-employment, and access to finance	
Project name	<p>Returning to New Opportunities Program.</p> <p>The program is financed by BMZ and has two components:</p> <ol style="list-style-type: none"> 1. Migration for development project (PME) 2. Migration and diaspora project (PMD)
Main project objectives	<p>PME: the project aims at improving economic and social participation in selected regions of origin for returnees, the local population as well as internally displaced people.</p> <p>PMD: key actors in partner countries make more effective use of regular migration and diaspora engagement to achieve their development goals.</p>
Project duration	<p>PME: 2017-2023</p> <p>PMD: 2019-2022</p>
Project location	<p>The PME is being implemented in 12 countries: Albania, Egypt, The Gambia, Ghana, Iraq, Kosovo, Morocco, Nigeria, Pakistan, Senegal, Serbia and Tunisia.</p> <p>The PMD is being implemented in 22 countries: Albania, Cameroon, Colombia, Ecuador, Ethiopia, Georgia, Ghana, India, Indonesia, Jordan, Kenya, Kosovo, Morocco, Nepal, Nigeria, Palestinian territories, Peru, Senegal, Serbia, Tunisia, Ukraine, Viet Nam.</p>
Budget	The budget for the Gambia component of the Returning to New Opportunities Program is estimated at EUR 3,100,000 for three years of implementation (2020-2023).
Number of beneficiaries (target)	<p>PME:</p> <ul style="list-style-type: none"> - 150 youth benefit from employability training - 50 MSMEs are trained, and 2 job fairs are organized - 50 Training of Trainers are delivered to 400 students
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	PME: In The Gambia, the project is managed by the Gambian-German Advisory Centre.
Referral mechanisms (set up or planned)	IOM refers returnees to the program, but there is no formal agreement in place yet. GIZ uses Migrants as Messengers (MaM) for communications activities.

Perspectives / future partnership opportunities	The current phase of the Program runs until July 2023 (with a possibility of extension).
Remarks	
Challenges expressed	<ul style="list-style-type: none"> - The demand is higher than the number of training opportunities available. In 2022, 20 students have been sponsored and trained for a period of 6 months at SASS Cosmetology and Skills Academy and Sterling Consortium. The volume of applications was very high: 201 for SASS and 152 for Sterling. - After being trained, beneficiaries face difficulties finding concrete job opportunities. In the beauty industry, beauty and hairdressing salons are usually small and private businesses and do not hire. Most apprentices are therefore encouraged to start their own businesses. - The initial phase of EUTF programming was mostly focused on “quick wins”: the EU requested partners to provide quick results in short periods of time (the initial 6 months). This created discrepancies between expectations and concrete outcomes. Many youths have been supported under the Tekki Fii project, but only for short-term trainings, often insufficient to provide good-quality education. - University graduates felt excluded from the financial support provided by Tekki Fii TVET graduates.
Other comments and lessons learnt	<ul style="list-style-type: none"> - Trainings sponsored by international donors such as GIZ should align with the national education system (curricula, calendar) instead of creating parallel avenues. - Financial support could be provided to better equip facilities and offer scholarships to avoid dropouts after the first year.
Contacts	
Focal point(s)	Kawsu Sillah, National Coordinator
Contact	kawsu.sillah@giz.de

Actor Fiche 5: UNCTAD

UNCTAD	
Country	The Gambia
Intervention area	Countrywide
Support to the entrepreneurship ecosystem and access to finance	
Project name	Empretec Gambia.
Main project objectives	<p>Empretec Gambia is a demand-driven program aiming at:</p> <ul style="list-style-type: none"> - Providing training and business development services to existing and aspiring entrepreneurs, farmers, employers, and employees of both the private and the public sector. - Unleashing the growth potential of MSMEs and farmers; - Spreading and strengthening the entrepreneurial mindset of key decision makers: private firms, government officials and employees of various institutions in order to improve performance and promote the expansion and sustainability of businesses.
Project duration	Started as a project in 2014, it is now an entrepreneurship model.
Budget	Not available
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	The project is being implemented with the application of the Empretec model developed and tested under the guidance of UNCTAD. It sits at The Gambia Investment and Expert Promotion Agency (GEIPA).
Referral mechanisms (set up or planned)	<p>A collaboration has been established with IOM in order to include returnees in the 6-day entrepreneurship training provided through GIEPA. GIZ also sponsored trainings in different regions and training kits are offered by the sponsoring partner.</p> <p>The collaboration with EUTF partners enabled to almost double the number of trained beneficiaries.</p>
Perspectives / future partnership opportunities	As part of GEIPA the Empretec model will continue operating to support the entrepreneurship landscape in The Gambia and could constitute a valuable partner for future programming.
Remarks	
Challenges expressed	Coordinating efforts in the entrepreneurship ecosystem is a challenge, even if improvement have been noticed in the past years.
Other comments and lessons learnt	The 6-day training on basic entrepreneurship may be too short, although it allows for an introduction on business development, accounting and basic business actions, such as opening a business account.
Contacts	
Focal point(s)	Ousman Jasseh, Entreprise Support Manager (GEIPA)
Contact	ogjasseh@giepa.gm

Actor Fiche 6: African Development Bank

African Development Bank (ADB)	
Country	The Gambia
Intervention area	Countrywide
Local economic development	
Project name	Rice Value Chain Transformation Program
Main project objectives	<ul style="list-style-type: none"> - Improve farms' incomes, rural livelihoods, food and nutrition security - Support the production, processing and marketing of rice in the country - Provide subsidized inputs and foster policy reforms to scale food production
Project duration	December 2018-June 2024
Project location	Central River Region (CRR) and Upper River Region (URR)
Budget	USD 7 million + additional USD 3.2 million allocated in 2022
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	<p>The project is funded by the AfDB and co-financed by the Gambian Government, under the umbrella of the Ministry of Agriculture. The project collaborates with 'Africa Rice' which provides the climate-smart resilient seeds.</p> <p>The youths involved in the project are trained by NEDI on entrepreneurship and business development.</p>
Referral mechanisms (set up or planned)	<p>500 youths are integrated in the rice value chain.</p> <p>Returnees are referred to the program through the regional structures of the Ministry of Agriculture. No data related to the number of returnees enrolled in the program is available as they do not constitute a beneficiary target <i>per se</i>.</p>
Remarks	
Challenges expressed by key stakeholders	<p>Gambia imports 70% of the rice it needs for local consumption. The project aims to reduce it by 20% and make local production amount to 50% of the supply.</p> <p>In 2022, due to the impact of the Ukraine crisis, the Government of The Gambia made a request for additional financial support from AfDB to enable the country to meet its food production needs for 2022-2023.</p>
Other comments and lessons learnt	Strong and continuous monitoring at community level is essential to ensure that the project is rolled out effectively and able to produce significant results and long-term impact.
Contacts	
Focal point(s)	Bakary Sanyang, M&E Specialist
Contact	bakskaddy@gmail.com

Actor Fiche 7: FAO

FAO	
Country	The Gambia
Intervention area	Countrywide
Local economic development	
Projects names	Two main projects are being implemented to support local economic development: Project 1: Agriculture for economic growth and food security/nutrition to mitigate migration Project 2: Support to the sustainable production & marketing of fish and vegetables products for urban/peri-urban women
Main project objectives	The 'Agriculture for economic growth and food security/nutrition to mitigate migration' aims to contribute to sustainable growth in the agricultural sector and reduce food insecurity and malnutrition to mitigate migration flows to Europe Objectives of the 'Support to the sustainable production & marketing of fish and vegetables products for urban/peri-urban women project' program are: <ul style="list-style-type: none"> - To sustainably enhance production, conservation and marketing of fish and vegetables product. - To reduce fish post-harvest losses and to increase opportunity of income generation for fisher traders. - To contribute towards increased availability of locally produced fresh vegetables at affordable prices.
Project duration	Project 1: January 2023 (end date) Project 2: October 2022 (end date)
Project location	Project 1: North Bank Region (NBR), Central River Region (CRR), Lower River Region (LRR), Upper River Region (URR). Project 2: West Coast Region (WCR)
Budget	Project 1 overall budget: USD 15,850,000 (EU 94% and FAO 6%) Project 2 overall budget: USD 424,000
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	Project 1: Department of Agriculture, National Agriculture Research Institute, Department of Livestock Services, National Seed Secretariat, Food Quality and Safety Authority, Department of Planning Project 2: Department of Agriculture, Fisheries Department
Referral mechanisms (set up or planned)	Project 1: Through the Department of Agriculture and the Department of Livestock Services Project 2: Through the Departments and Technical Units, but also through IOM and YEP to include returnees and provide them with capital to start a business

Perspectives / future partnership opportunities	Returnees could be included among beneficiaries.
Remarks	
Challenges expressed by key stakeholders	The 'Agriculture for economic growth and food security/nutrition to mitigate migration' large geographical coverage minimise its overall impacts. The long-term impact of such large scope programs is critical but not always considered a priority by national partners.
Contacts	
Focal point(s)	Mustapha Ceesay, Assistant FAO Representative in charge of Programs
Contact	mustapha.ceesay@fao.org

Actor Fiche 8: Save the Children

Save the Children	
Country	The Gambia
Intervention area	Farafenni (NBR) and Soma (LRR)
Social protection	
Project name	PROTEJEM: Improving the protection of children and young migrants on the main migratory routes in West Africa
Main project objectives	Creating a protecting environment for children and young migrants through adapted, accessible and quality basic social services.
Project duration	January 2020 - January 2023
Project location	Farafenni (NBR) and Soma (LRR)
Budget	In total, between the costs executed and the forecasts until the end of the project, it is estimated that a budget of EUR 300,000 was allocated to The Gambia, out of a budget of around EUR 1 million covering both Senegal and The Gambia.
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	<ul style="list-style-type: none"> - Ministry of Children, Gender and Social Welfare. Along with Save the Children, the Ministry developed the country's first alternative care protocol related to the conditions of care provided to children. - Save the Children also collaborates with members of the Community Child Protection Committees and police forces.
Referral mechanisms (set up or planned)	<p>Save the Children works with Police Officers, the Department of Social Welfare, the local Community Child Protection Committees and the local NGO CEDAG in the identification and referrals of children and youth on the move.</p> <p>Children are hosted at the Child Friendly Space managed by COOPI in Farafenni. During the first 24/48 hours, the project team looks for the family of the child. When found, the child is reunited with his/her family and benefits from reintegration assistance (PSS and, in some cases, in-kind support). The project has also set up a system of Host Families to host children whose families could not be found or when the social conditions of the family do not allow reintegration. Child migrants are sometimes referred from other countries, such as Senegal and Mali with the support of the Police and other NGOs (Enda, for example, in Senegal).</p> <p>Save the Children can also refer returning migrants to IOM, but in this case will go through the Gambia Immigration Department as IOM doesn't allow for direct referrals.</p>

Perspectives / future partnership opportunities	<p>The Project has developed a community-based approach to ensure ownership and sustainability. The structures that were set up (host families, mobile teams, the Child Friendly Space, and the referral mechanism) are meant to continue functioning beyond the project, with the support of the Ministry of Children, Gender and Social Welfare as well as the community structures.</p> <p>The Government has a child protection centre called Bakoté that also refers children to the project.</p>
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> - Difficulties were encountered with Koranic schools as religious leaders thought that the project meant to discourage Koranic learning and the practice of children talibés. More efforts should be employed to improve communication and build closer collaborations with Koranic schools in order to work in a more coordinated manner and ensure respect of local traditions and religious beliefs. - Even though the Project has incorporated a sustainability plan, the future of the Child Friendly Space is unsure as the Ministry of Children, Gender and Social Welfare has not explicitly proven its commitment to take over the centre in 2023. The overall sustainability of the Project is yet to be proven.
Contacts	
Focal point(s)	Alieu Mar, Project Officer EUTF
Contact	alieu.mar@savethechildren.org

Actor Fiche 9: Spanish-Gambian Red Cross

Spanish-Gambian Red Cross	
Country	The Gambia
Intervention area	Kanifing Municipality (KM), West Coast Region (WCR), Upper River Region (URR)
Social protection	
Project name	“Assistance et protection des migrants les plus vulnérables en Afrique de l’Ouest.”
Main project objectives	Ensure the protection of the most vulnerable migrants and their access to basic services in order to contribute to a better management of migration.
Project duration	15 January 2020 - 14 January 2023
Project location	The project is implemented in Burkina Faso, The Gambia, Mali, Niger, and Senegal. In The Gambia, the project is active in three regions, Kanifing Municipality (KM), West Coast Region (WCR), and Upper River Region (URR).
Budget	The total budget for the Red Cross in the 5 countries of intervention (The Gambia, Senegal, Mali, Burkina Faso, and Niger) is of EUR 10 million. The allocated budget for The Gambia amounts to about EUR 820,000.
Coordination with national authorities and external support agencies	
Institutional anchoring and relationships	The Project is an EUTF-funded regional initiative. In The Gambia, it is implemented by the Gambian Red Cross with the technical support and oversight of the Spanish Red Cross. The project works in close collaboration with the Gambian Immigration Department (GID).
Referral mechanisms (set up or planned)	Referrals are made mostly by Police Officers and GID that are responsible for border management. The ongoing collaboration with Save the Children, with whom they work in different regions, allow for referrals of children migrants.
Perspectives / future partnership opportunities	After the end of the Project, it is intended that the Government will continue providing the same support to migrants on the move through GID. Synergies could be found with return and reintegration programming.
Remarks	
Challenges expressed	GID is severely underfunded. As of now, it is unlikely that GID will be in a position to support migrants with their own limited resources. However, over the past three years, GID has benefitted from significant capacity building, especially in terms of referrals and First Aid PSS.
Other comments and lessons learnt	Without additional resources, the activities will not be able to continue. Further efforts by the Government are needed in order for it to take full responsibilities and ownership.
Contacts	
Focal point(s)	Martin Lopez de Asiain, Community Development International Delegate
Contact	martin.lopez@cruzroja.es

4. LIST OF DOCUMENTS COLLECTED AND EXPLOITED

Organisation / Author	Date	Title
Action Aid	2018	Back Way to Europe: How can The Gambia better address migration and its development challenge?
Action Aid	2019	Willing to go back home or forced to return? The centrality of repatriation in the migration Agenda and the challenges faced by the returnees in The Gambia
IOM	2018	Mapping and socio-economic profiling of communities of return in The Gambia
IOM	2019	Mobility assessment on internal migration
EASO	2017	EASO Country of Origin Information Report. The Gambia Country Focus
IOM	2019	IOM Guidelines on Referral Mechanism, for the protection and assistance of migrants vulnerable to violence, exploitation and abuse and victims of trafficking
IOM	2020	Returned migrants' debts and their impact on reintegration in The Gambia
World Bank	2021	Poverty & Equity Brief, The Gambia
FMM West Africa	2017	Migration in The Gambia, a Country Profile 2017
Government of The Gambia	-	The Gambia National Development Plan 2018-2021
Government of The Gambia	-	The National Employment Policy and Action Plan 2022-2026
Government of The Gambia	-	National Migration Policy 2020-2023
IOM	2017	Standard Operating Procedures for Assisted Voluntary Return and Reintegration
IOM	2018	Standard Operating Procedures for the Protection, Return and Reintegration of unaccompanied and separated migrant children through IOM facilitated returns to Gambia
Government of the Gambia - EU - ITC	-	The Gambia Technical and Vocational Education and Training (TVET) Roadmap 2020-2024
Government of The Gambia - UNESCO - KOICA	-	The Gambia TVET Policy Abridged Version
Government of The Gambia - ITC	2018	Strategic Youth and Trade Development Roadmap of The Gambia 2018-2022
Government of The Gambia	-	National Youth Policy Policy of The Gambia 2019-2028
Government of The Gambia - UNCTAD	2016	The Gambia, National Entrepreneurship Policy Draft

UNCTAD	2017	Formulating the National Entrepreneurship Policy
ILO	-	State of Skills, The Gambia
Government of the Gambia - EU - ITC	-	Youth and Trade Roadmap of The Gambia - Creative Industries 2020-2024
ITC	-	Entrepreneurship Ecosystem in The Gambia