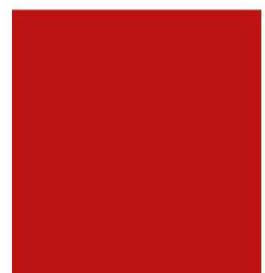




Institut Européen de Coopération et de Développement





THE IECD key data

Acknowledged **non-profit organization**

38 development projects in 16 countries

24,000 direct beneficiaries

56 local partners worldwide

67 employees and **30** technical experts

Operating budget: **€8.5 million**

Private funds: **73%** – public funds: **27%**



The **Institut Européen de Coopération et de Développement** (IECD) is a development organization operating in Africa, the Near East, Madagascar, Southeast Asia and Latin America.

Entrepreneurs in Human and Economic Development

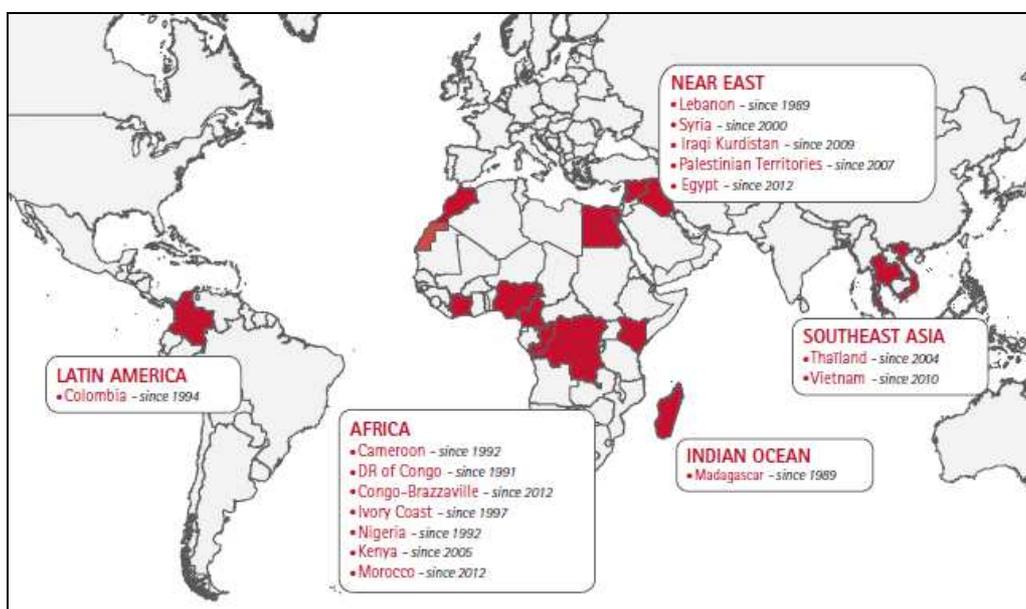
For 25 years, the IECD has trained the responsible actors of tomorrow to follow the development of the countries in which it operates. With 56 local partners, the IECD constructs favorable environments where each person has the possibility to reveal their talents. The organization aspires to enable the youth, adults, professionals and development actors to acquire the necessary tools and know-how to build up their future and have a positive impact on society.

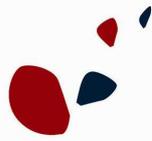
The Principles of action

- Bring the IECD expertise to the beneficiaries
- Build lasting partnerships with local actors who share the vision of the IECD
- Work in close collaboration with economic actors in order to adapt the trainings to the requirements of the labor market and foster the professional integration of the youth
- Involve local authorities in the projects that are implemented on their territories
- Rely on skilled expertise to ensure the relevance of the executed projects
- Act transparently and responsibly thanks to strict and efficient systems, procedures as well as technical, operational and financial tools

The IECD Around the World

The IECD operates in 16 countries in Africa, the Near East, the Indian Ocean Southeast Asia and Latin America.





The IECD has developed a renowned expertise in vocational training & professional integration, support to small enterprises and access to education and health care for vulnerable persons. It manages projects that have a sustainable impact.

The IECD Strategic Aims

VOCATIONAL TRAINING & PROFESSIONAL INTEGRATION

The IECD develops qualifying trainings in promising fields that generate employment locally. These trainings focus on practice and professional learning. Whenever it is possible, they lead to a recognized degree.



Actions

- The vocational training program for rural entrepreneurship
- The training program to hospitality, catering & tourism jobs
- The training program to industrial jobs
- The trainings to specific jobs (health care, IT, handcraft)

18 projects > Cameroon, Ivory Coast, Kenya, Nigeria, DR of Congo, Morocco, Madagascar, Egypt, Lebanon, Syria, Thailand, Vietnam

SUPPORT TO SMALL ENTERPRISES

In Africa and the Near East, the IECD offers a support program to small urban and rural entrepreneurs. It provides them with the tools to develop their activity, generate value, create jobs, ensure the sustainability of their enterprises and, therefore, improve their living conditions.



Actions

- The support to small enterprises program in urban areas
- The development of local economic fields in rural areas

11 projects > Cameroon, Ivory Coast, Nigeria, DR of Congo, Iraqi Kurdistan, Lebanon, Palestinian Territories, Vietnam

ACCESS TO EDUCATION AND HEALTH CARE FOR VULNERABLE PERSONS

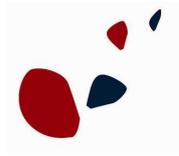
In the countries where it operates, the IECD works to strengthen the capacities of the existing health and educational institutions. The goal is to improve the care and follow-up of the most vulnerable persons. In some cases, it creates adapted structures.



Actions

- The education and school reinforcement program
- The sickle-cell disease support, training and watch program
- The support to health centers programs
- Specific actions for refugees and handicapped persons

9 projects > Madagascar, Congo-Brazzaville, DR of Congo, Lebanon, Palestinian Territories



Vocational Training & Professional Integration Programs

The IECD, Vocational Training and Professional Integration

In the developing countries, it is estimated that between 30 and 40% of the population is under 20. This population growth is associated with a strong rural exodus: the youth tend to leave the countryside to go to the city in search for better-paid employment. Often, though, they are not sufficiently trained and only find precarious jobs in the informal sector.

This is why, for the past 25 years, the IECD has put vocational training and professional integration at the heart of its action. With the support of experts, the IECD develops qualifying trainings that generate employment locally. These trainings focus on practice and professional learning. Whenever it is possible, they lead to a recognized degree. They are meant for young people – girls and boys – who have limited access to education or whose initial training does not address the real needs of the companies. Through the training, they acquire essential tools to be permanently integrated in the labor market and sustainably deal with the uncertainties of life.

The Competency-Based Approach

It is an educational approach that articulates the work and the training process. Referring to the occupation itself, the students acquire the skills that will allow them to achieve their integration in the labor market and throughout their career.



The Goals of the Vocational Training & Professional Integration Programs

- ⇒ **Give young persons the means to access a training** that allows them to have an attractive job and sustainably enter the labor market
- ⇒ **Reinforce existing institutions** or **participate in the creation of a training center**
- ⇒ **Contribute to the emergence of economic and social actors** who are responsible and sustainable

Key Data

- ⇒ **18 Vocational Training & Professional Integration projects** in Cameroon, Ivory Coast, Kenya, Nigeria, Democratic Republic of Congo, Madagascar, Lebanon, Syria, Thailand, Vietnam
- ⇒ **More than 4,000 young people** who are trained and accompanied in their job search
- ⇒ **About 1,000 trainers** who are trained and strengthened in practice
- ⇒ **Enhanced living conditions for the beneficiaries and their family**

The Programs

1. The Training Program for Agricultural Careers

Since 1992, the IECD and its local partners have developed Family Farm Schools (FFS) in Africa. For three years, students - often uneducated rural youth - receive a cooperative training for agricultural careers (agriculture, breeding, crafts, farm management). Each cycle includes three phases: empirical observation of agricultural reality, theoretical and practical training in the classroom, and application in the family farm. The FFS provide students with the skills to find stable employment or create a small agricultural enterprise.

2. The Training Program for Careers in Hospitality, Catering and Tourism

Since 1995, the IECD has encouraged the opening of hospitality schools in countries where tourism has great potential. These schools are for young people who have limited access to education. They are trained in cooking, service, reception and housekeeping. The courses focus on the acquisition of skills through professional practice in school or during internships. 90% of them find a permanent job within six months following the training.

3. The Training Program for Careers in the Industry

In 2007, the IECD and Schneider Electric launched, in Lebanon, the Seeds of Hope project to modernize

the training in electrotechnical engineering. The training standards that were therefore developed focus on the skills required by professionals. Students can practice in real-life conditions with the teaching material provided by partner companies. They are also encouraged to do internships. The electrotechnical baccalaureate was accredited by the Lebanese Ministry of Education in 2010.

4. The Training Program for Careers in Health Care

The IECD works with professionals, by developing training in health care. With experts, it develops and delivers comprehensive training modules designed for nurses and disability professionals. The aim is to improve their technical skills, while supporting them in their daily practice. Ultimately, the goal is the improvement of general care.

5. Trainings for Other Careers

In some countries, the IECD conducts targeted actions in response to local need. Thus, it has developed specific trainings in promising local employment sectors (IT, sewing, secretariat, crafts, and electricity). These courses are often short and are intended for people who have very limited access to education. They focus on the practice to promote the acquisition of skills and enhance the employability of students.

"I come from a modest family: my father is a farmer and my mother sells the products on the market. For me, it was a real chance of being admitted to the training program in IT. My parents did not have the money to pay for my studies. Today, I am happy because I learn a lot. Our teachers are practical and suggest actual exercises to help us assimilate the concepts. Next year, I will make a 2-month internship. I think it will help me find a job because I will have a real work experience. It is important that I earn money, because it will allow me to help my brother and sister to go to college."

Hoang Thi Hau, 1st-year student in the IT Training Center, Vietnam



The Support to Small Enterprises Program

The IECD and Support to Small Enterprises

In most developing countries, economic activity and employment are fostered by a multitude of small informal businesses and shops, which are the sole source of income for the founder and their family.

These small enterprises are fragile because they were initiated spontaneously, by necessity. As the founders often lack management skills, they do not control their cash, often undervalue their selling prices and know little of their rights and duties (taxation, employment contracts). This managerial weakness reduces their access to credit, hinders investment and is causing many bankruptcies.

That is why, since the early 2000s, the IECD has run the Support to Small Enterprises program, by training beneficiaries in management and providing them with personalized support. The goal is to enable them to move from a logic of survival to sustainable, structured and income-generating growth.

A Positive Impact for the Small Enterprises

In 2012, an independent evaluation conducted in Africa showed that, 6 months after the training, turnover has usually increased, and the impact on employment is significant after one year. Additionally, the program develops an entrepreneurial culture among the participants. They now have a more entrepreneurial approach to their business, its development and its challenges.



The Goals of the Support to Small Enterprises Program

- **Structure and boost the small business sector** by improving management practices
- Enable small entrepreneurs to **improve their living conditions and those of their employees**
- **Participate in local economic development** by promoting job creation

Key Data

- **14 Management and Services Centers and 4 mobile units** in Cameroon, Ivory Coast, the Democratic Republic of Congo, Syria, Lebanon, the Palestinian Territories and Vietnam
- More than **2,000 beneficiaries who are trained and accompanied**
- **A positive impact on the living conditions of the entrepreneurs and their relatives** (six months following the training):
 - the monthly turnover has increased 25%
 - the number of entrepreneurs who save money has multiplied by 2
 - 60% of the participants believe that their living conditions have improved

The Activities

In the Management and Services Centers, training and dedicated services are proposed to small entrepreneurs. Focus is on individuals and sustainable support. The participants contribute about 10-20% of the actual cost of the training, which strengthens their commitment.

1. The Training in the Basics of Management

⇒ **15 sessions of theoretical and practical training:** The discussed subjects are sales price calculation, cash management, customer relations, legal and fiscal environment, savings, credit and investment.

⇒ **Individual accompaniment:** The trainers hold an average of 6 visits to the workplace of the participating entrepreneurs during and after the training. Therefore, they ensure the appropriation of concepts and management tools.

2. The Training for Projects Holders

⇒ **Assess the feasibility of the projects** of starting or experienced entrepreneurs who want to diversify their activity or change professionally.

⇒ **8 sessions of theoretical and practical training and six individual interviews** during and after the training to ensure ownership of tools and adapt the business plan.

3. The Club of Entrepreneurs

Entrepreneurs who attended the initial training can subscribe to the Club for 6 months or 1 year:

⇒ **Specialized trainings:** It is designed for entrepreneurs who attended the initial training and

who wish to complete their qualifications. Courses include: accounting and financial analysis, computer literacy, marketing, and human resources. Like during the initial training, they alternate theory, practical exercises and follow-up on the workplace.

⇒ **Support and personalized monthly coaching:** Entrepreneurs benefit from personalized accompaniment. During the coaching sessions, they get advice and long-term support for specific projects (investment, business diversification), which allow them to strengthen the development of their business.

⇒ **Business nights and networking workshops:** Once a month, the Club's members can meet to discuss a theme of common interest (taxation, social protection) to further develop their skills or exchange among peers and create synergies (per industry or geographic area). These meetings facilitate the sharing of good practices and consolidation among entrepreneurs.

⇒ **The documentary and computer resources center:** Members can use the Club's computers for the management of their activity or develop communication tools. They also have access to the internet or to library resources center (manuals, legislation).

"I attended the whole training program. I enrolled to the initial courses: Project Holders and The Basics of Management. I also participated in Specialized Trainings, such as: Accounting, Marketing and Introduction to Office. As I was already doing business, I was interested in all these courses because I knew that having a basic understanding of management would allow me to better manage my enterprise. These trainings have helped me improve the way I manage my company and acquire knowledge of accounting and marketing. Today, I believe that with all the skills I have developed during the training program, my company will not experience failure."

Vincent Tshibakelula, Kinshasa, Democratic Republic of Congo





The IECD and Access to Health Care for Vulnerable Persons

In developing countries, access to quality care is often a major public health issue. In the Near East, considerable progress has been made in the past 10 years, marked by a significant reduction in infant and maternal mortality. In Africa, the situation remains very serious, since one woman in 30 dies in pregnancy, and one child in eight dies before the age of 5. In both regions, large gaps remain regarding the quality of care. The most vulnerable people are less likely to receive adequate care, especially because of the low level of qualification of health personnel.

For 20 years, the IECD has made the support to health structures one of the major axes of its intervention in Africa, the Near East and Madagascar. It has committed to improve the care of vulnerable people, such as mothers, children, the elderly and people with sickle-cell disease. The IECD works to strengthen existing health facilities on the technical, institutional and financial level. In some cases, it creates establishments tailored to meet a particular need.

Promote the Sustainable Adoption of Good Practices of Care

In the past 20 years, the IECD has implemented health care projects in Congo-Brazzaville, the Democratic Republic of Congo, Syria, Lebanon and Madagascar. The IECD has involved in health care facilities, developed quality training and fostered a sustainable momentum to improve care practices. It has, therefore, strengthened two hospitals and established five training centers supporting fifty health facilities. The IECD has also contributed in developing initial trainings: since 1996, it has helped create four schools of nursing and a school of nursing managers.



The Goals of the Health Care Program

- **Improve the quality of care and support for the most vulnerable patients**
- **Strengthen the capacity of health professionals**, by fostering a training dynamic in health centers and **increasing the level of initial courses** for health careers
- **Promote the adoption of best practices among population** through community outreach

Key Data

- **4 Health projects** in Congo-Brazzaville, the Democratic Republic of Congo and Syria
- **About 1,200 professionals** who are trained and supported in practice
- **1,200 students** who are trained to good health care practice
- **Significant and sustainable improvement of the care of the most vulnerable patients**

The Support to Health Structures Projects

1. The Support Program to Health Structures (PASS)

Since 2012, the IECD has involved in Congo-Brazzaville to strengthen the capacity of health facilities in Pointe-Noire. Nurses, midwives and laboratory technicians receive medical and paramedical training, while administrative services are supported in their management. Finally, actions are taken to encourage the population to consult doctors.

2. The Support, Training and Watch Platform of Sickle-Cell Disease (PAFOVED)

In 2006, the IECD and the CECFOR created in the DR of Congo the PAFOVED to improve the care of sickle-cell anemia, a very common blood disease. The PAFOVED trains and supports health professionals. It also works with patients (screening test, support). Its approach was recognized in 2011 by the Ministry of Health.

3. The Promotion Cell of Good Hygiene Practice (CEPPHY)

In 2008, the IECD and the CECFOR created the CEPPHY in the DR of Congo. It organizes training in

good hospital hygiene practices in health centers and nursing schools. In 2011, the subject was incorporated into the curricula of health studies by the Ministry of Higher Education. The CEPPHY also raises awareness on domestic hygiene among the population.

4. Nursing

Since 2008, the IECD has led a training project in Damascus to strengthen the skills of nurses, support them in their practice and improve the overall quality of care. In 2011, a training of trainers in nursing was created to ensure the sustainability of the project. This project also helps to enhance the nursing profession in Syria.

5. Assistance to the Elderly and Sick Persons

In 2012, the IECD created in Syria a course for the assistance to the elderly and sick persons. This training aims to give young Syrians skills to support vulnerable people in their daily lives. In addition to 12-week training, students do a one-month internship at the St. Louis Hospital.

The IECD Approach

The IECD has developed a specific approach that focuses on four areas:

➔ **Promote Training-Action:** This methodology focuses on practice and individual coaching. In addition to training, health personnel are accompanied on their workplace. The goal is to adapt the tools to professional context for sustainable assimilation of good care practices. Regarding the students, they must do internships during their studies.

➔ **Create Professional Committees:** The IECD encourages the creation of dedicated committees in health centers to strengthen the direction involvement in training projects, but also to ensure the implementation of best practices by health personnel beyond the project duration.

➔ **Involve Public Authorities:** The IECD informs local authorities and involves them in projects implemented in their territory. This aims at having institutions or degrees accredited, but also at contributing in the creation or strengthening of specific national programs.

➔ **Raise Awareness Among the Communities:** The IECD raises awareness among the population in order to promote good hygiene, nutrition and maternal care practices. Ultimately, the objective is the improvement of living conditions.