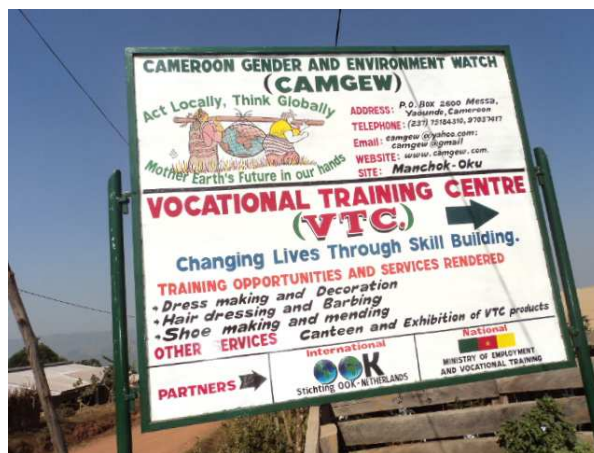


2014 CAMGEW-VOCATIONAL TRAINING ANNUAL REPORT

CAMEROON GENDER AND ENVIRONMENT WATCH

(CAMGEW)



CAMGEW-Vocational Training Centre (VTC) Presentation

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CAMGEW-VTC authorisation Order: N° 055/MINEFOP/SG/DFOP/SDGSF/CSACD

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PREFACE

A productive, competent, and flexible workforce is a prerequisite for furthering economic development. The demand for skilled workers and technicians is already acute and will become ever more intense as the industrial sector becomes the dominant provider of employment; yet the Vocational and Technical Education sub-sector is unable to respond to the changing labour market requirements because of its present supply-driven orientation. Cameroon has to provide trained manpower for all sectors including the provision of technical knowledge and vocational skills to enable the country to be economically self reliant.

CAMGEW-Vocational Training Centre seeks to support government's action to provide opportunities to all Cameroonians especially the less privileged to have access to formal and informal trainings and contribute to nation building.

CAMGEW while working with children in elementary school in 2011 discovered that many children end education at elementary level and cannot have employment. Many girls were taken to towns as house helps, some got pregnant and their mothers had no means to help them in this situation because of unemployment. Some boys became deviant. Some children ended school at this level just because they were orphans or were from very poor homes. CAMGEW then saw the need to start a vocational training centre to help these mothers, girls, teenage mothers and boys in this situation to learn a skill and become entrepreneurs who create jobs and fight poverty. Stichting OOK supported CAMGEW to set the Vocational School and run it for 15 months till March 2014. CAMGEW-VTC wishes to thank OOK specially for her assistance, the Cameroon Ministry of Employment and Vocational Training for technical support, the community for participating in the project and all people and institutions of good will that have supported us in one way or the other.

CAMGEW-Vocational Training Centre has not had support since March 2014 and is faced with challenges of paying trainers' salaries, buying training materials and paying rents for the building hosting the centre. The fee charged for students is hardly paid because many of them have a poor background. Cameroon's vision of becoming emergence by 2035 can only be met if the vulnerable population is helped to help themselves and participate in nation building.

This 2014 report, presents what CAMGEW-Vocational Training Centre achieved, the challenges she encountered and her expectations from planned activities in 2014. For exhaustive information about our activities, we gladly refer you to our website; www.camgew.com, and when you visit our website, feel free to contact us with your criticisms, suggestions, and support to any posted projects and request to be a volunteer for any of our activities. Help us change lives of poor communities and make them nation builders.

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SECTION I

INTRODUCTION

A) PRESENTATION OF CAMGEW

Cameroon Gender and Environment Watch (CAMGEW) is a non profit created in October 2007 with authorisation number N° 000998/RDA/JO6/BAPP. CAMGEW works locally and thinks globally, integrating gender in solving environmental problems in Cameroon. CAMGEW believes that the future of our mother planet-earth is in our hands and also that this planet can be sustained by putting social and environmental justice at the centre of development. CAMGEW has as **vision** “Changing lives of women, children and communities while protecting the environment” and as **mission** to fight poverty; promote sound environmental management, gender balance and economic sustainable development.

B) PRESENTATION OF CAMGEW-VOCATIONAL TRAINING CENTRE (VTC)

CAMGEW-Vocational Training Centre (VTC) went operational in November 2012 as a programme under Cameroon Gender and Environment Watch (CAMGEW). It is a well furnished centre that trains youths especially school drop out, graduates from school, single/teenage mothers and less privilege youths to become useful and self employed community members. It was approved as a Private Vocational Training Centre by the Cameroon Ministry of Employment and Vocational Training through Order N° 055/MINEFOP/SG/DFOP/SDGSF/CSACD of 6th January 2014.

CAMGEW-VTC functions in the following departments

- **Dress making and Decoration department:** This department has two trainers, an expert for men’s dresses and another for women dresses. They train interested persons in these domains. Products and services are sold to the public.
- **Shoe making and Mending department:** This department has an expert on shoemaking and mending. This department train interested persons in these domains. Products and services are sold to the public.
- **Hair dressing department:** It has an expert who trains interested persons on skills in hair dressing and treatment. Hair dressing products like hair oils, other cosmetics and different hair products are available to the general public to the general public

CAMGEW-VTC is involved in training, service provision, and sales of produces and materials in line with the services she renders. Sensitisation of community members is a regular feature of the institution to increase the enrolment of students and get more customers. This is done through Oku Community Radio, CAMGEW-VTC posters, sensitisation in churches and social gatherings and advertisement of CAMGEW-VTC products in the markets. The year 2014 was a year CAMGEW dedicated for CAMGEW-VTC to become self reliant. Our partner Stichting OOK-Netherlands stopped supporting us financially in March 2014 with the reason that the centre was

to be self reliant. This never came true because of some challenges like poor sales of CAMGEW-VTC product and services plus low payment of fees by students because of their financial situation. CAMGEW-VTC could not pay her staff salaries and buy the needed training materials regularly. CAMGEW-VTC also engaged in establishing a small poultry to raise funds to support CAMGEW-VTC running cost. This has been successful to an extent but CAMGEW-VTC has been faced with a market for the birds.

The centre has been offering courses in the basics of French, English and mathematics; citizenship; entrepreneurship; HIV/AIDS; book keeping; business management; hygiene and sanitation; team spirit building; peace building; conflict management; self confidence and leadership. The centre has had an increase in number of students as time goes on. Below is the statistics of student enrolment in the centre.

Table 1: CAMGEW-VTC Student enrolment

Departments	January	June	December
Hair dressing	4	9	9
Shoe making	3	4	5
Dress making	10	23	23
TOTAL	17	36	37

C) CAMGEW-VTC REGULAR DAILY ACTIVITY

The CAMGEW-VTC daily and weekly activities take this form. From Monday to Friday devotions and moral education for CAMGEW-VTC team runs from 7:30 to 8:00 am. Practical training in various departments runs from 8:00 to 12:00 am on daily basis. Students and trainers have a break between 12:00 and 1:00 pm. From 1:00 pm to 2:00 pm students receive theoretical lessons on basic subjects like English Language, French Language, Hygiene, Citizenship, general knowledge, mathematics, entrepreneurship etc. Training continuous in the various departments from 2:00 pm to 4:30 pm when the day ends. On Saturdays' students and trainers close from centre at 12:30 pm. This day is marked by training till 11:00 am and then cleaning-up of CAMGEW-VTC from 11:00 am to 12:30 pm. Roll call for teachers and students is done every day at 8:00 am, 12:00 noon and 4:30 pm. The trainers filled in the daily activities at the end of each day. Every Wednesday, students and teachers do sporting activities as from 3:30 pm. Club activities for all departments is organised on Tuesdays as from 2:00PM to 3:00PM. Each trainer in the various departments is the manager of that department and control, coordinate and regulate students and activities in his/her department.

Daily cleaning of the centre is done by the students and each department has a roster for the cleaning of their department. The campus is cleaned on Manual Labour Day which is every Thursday as from 3:00PM. The students in the centre have 2 types of uniforms with one used daily for training and the other used during official activities like national and youth days. All teachers are under the Administration of the Manager of the CAMGEW-VTC, CAMGEW and the CAMGEW-VTC Board. The manager reports to CAMGEW authority and CAMGEW report about the CAMGEW-VTC to the CAMGEW-VTC Board. All financial transactions are handled

by the manager of the centre and channelled to CAMGEW authorities for management. The manager collects all the income produced in all departments before the end of the day. She is also responsible for the collection of students' fees. Expenditures for CAMGEW-VTC are approved by CAMGEW authorities after presentation by CAMGEW-VTC manger. In the absence of electricity, CAMGEW-VTC uses generators (donated by Stichting OOK) to provide energy.

D) SPORTING ACTIVITIES INTRODUCED IN CAMGEW-VTC

From the month of October to December 2014, CAMGEW-VTC management decided to introduce sporting activities in their curriculum. This activity was scheduled to take place every Thursdays as from 3 PM. The venue for the sporting activities was the field of the Government High School-Elak that is situated less than 300 metres from the centre. Sport is a subject in which the students will be tested when they sit for National examinations set by MINEFOP. Both students and trainers have been deeply satisfied with the introduction of sports in the CAMGEW-VTC's curricular. The students were very happy with the introduction of sports in their training process. Most of them had been practicing sports like handball when they were schooling and they enjoyed it while in the vocational school. These sporting activities especially team sport helped in building team spirit amongst the students.

SECTION II

CAMGEW-VTC SUPPORT SERVICES

A) CAMGEW-VTC DAY CARE FOR CHILDREN

CAMGEW-VTC has been running a small Day Care Centre where all nursing mothers who are CAMGEW-VTC students keep their children to play. This is a big room in the VTC building with a bed and toys. The children are placed to sleep during the day while their mothers are learning. Most students with babies are teenagers with some few single mothers too. Considering the fact that CAMGEW-VTC could not stop them from bringing their children with them, she had to see how to help them become entrepreneurs with little disturbance from their children.

B) CAMGEW-VTC CANTEEN

CAMGEW-VTC made functional the CAMGEW-VTC Canteen. Students now have access to cooked food at very low cost. Basic items like chewables, stationeries, detergents and other items are available. CAMGEW-VTC asked a committed woman to provide these services to the CAMGEW-VTC students and staff. CAMGEW-VTC authorities provided space, tables and chairs for the canteen. Our students and staff no more go out in search of food. They can get food from canteen and other needs and pay when they receive their salaries. Some parents prefer to pay food in advance for their children. Many of our students who are vulnerable cannot afford to buy even at low cost. CAMGEW-VTC authorities is reflecting on how to help these students.

C) POULTRY FARMING AS SUPPORT ACTIVITY FOR CAMGEW-VTC

In May 2014, CAMGEW decided to introduce poultry farming in CAMGEW-VTC programme to raise funds to support CAMGEW-VTC running cost. CAMGEW-VTC had faced problems running the centre, buying training materials and paying centre's staff after Stichting OOK ended her support to CAMGEW-VTC in March 2014. The poultry farming was introduced to train the students in the CAMGEW-VTC through learning-by-doing while fattening table birds to sale and raise money to support CAMGEW-VTC running cost. The poultry farm has been moving on well to an extent but CAMGEW still need to build a steady market for the birds. The start was timid with the centre loosing many chicks because lack of sufficient knowledge. We are mastering the business now and have less death of chicks out of ignorance. The fowl droppings from the poultry have been used by CAMGEW in the tree nursery as manure.

Table 2: Batches of table birds reared

Batch no.	Date of buying	No. of fowls	No. dead	No. remained
1	19/05/2014	90	10	80
2	01/07/2014	60	7	53
3	28/8/2014	50	2	48
4	18/10/2014	90	7	83
5	6/10/2014	80	1	79

SECTION III

CAMGEW-VTC EVENTS

A) CAMGEW-VTC CELEBRATES 2014 NATIONAL YOUTH DAY.

CAMGEW-VTC was among the 24 institutions from the private and public sector in Oku that took part in the 2014 march pass activity organised to celebrate the National Youth Day on the 11th of February 2014. The activity started at 11 AM with the singing of the National Anthem. Present at the occasion were the people of Oku, Heads of various services, the administrative and Traditional authorities. CAMGEW-VTC took this opportunity to show case their production potentials and quality to attract more students and customers to the CAMGEW-VTC. The performance of CAMGEW-VTC was highly applauded by the public and dignitaries. CAMGEW displayed all its departments and works during the march pass. Our students enjoyed the day but fell bad because they were not given the opportunity to present the dance and sketches they prepared.



CAMGEW-VTC staff and students in National Youth Day Celebration.

B) CAMGEW-VTC PARTICIPATE IN THE CELEBRATION OF 50TH ANNIVERSARY OF CAMEROON REUNIFICATION

The 20th of February 2014 marked the commemoration of 50 years of reunification of Cameroon in the Anglophone region of the North West. This event marked the day when the English speaking Cameroon (Southern Cameroon) and the French speaking Cameroon (East Cameroon) reunified to form the Republic of Cameroon. This event was marked by march pass by the forces of law and order; the military; private and public institutions; and political parties. In the presence of the Divisional Officer for Oku, the Mayor for Oku and Traditional Authorities in Oku and other dignitaries CAMGEW-VTC displayed all her departments, products and services.



CAMGEW VTC celebrate 50 years of reunification of Cameroon

C) GOVERNMENT PEDAGOGIC INSPECTION TEAM VISIT CAMGEW-VTC

A pedagogic inspection team of 3 persons visited CAMGEW-VTC from the North West Regional Delegation of the Cameroon Ministry of Employment and Vocational Training on the 26th of February 2014. The team came from Bamenda. The objective of this visit was to assess the quality of training given to students and examine existing infrastructure and equipment used. The team inspected the CAMGEW-VTC structure, the equipment, the number of students, and pedagogic programme before having a meeting with CAMGEW-VTC authorities and staff to discuss successes, challenges and the way forward for the centre. The pedagogic team guided the CAMGEW-VTC team on how to make the centre function better. The pedagogic team appreciated CAMGEW-VTC team for keeping standards. They told CAMGEW-VTC team that the equipment in the centre was enough and that our centre was more equipped than others in the region. The bed for nursing children in the centre was innovative as it gave the nursing mother an opportunity to learn their trade conveniently without fear of being disturbed by their children. CAMGEW also shared with the inspection team the idea of setting up either a poultry or rabbitry to train the students on other income generating activities to improve on their livelihood. The centre and its activities were appreciated and the team called on CAMGEW-VTC authorities to do more advertisement about the centre to attract more students and customers. The log book, timetable, and other materials used for training were also appreciated. The team encouraged the CAMGEW-VTC team to do much record keeping; increase advert for products and services; look for more sources of income to the CAMGEW-VTC and follow the MINEFOP curricular.



Delegation from the Regional Delegation of MINEFOP with CAMGEW-VTC Team in front of the VTC Campus

D) CAMGEW-VTC IN NATIONAL DAY CELEBRATION

CAMGEW participated in the National Day celebration of 20th May 2014 to show patriotism to her fatherland. CAMGEW-VTC took part in the March pass and showed case its products and services with much applaud from the public. A total of 36 persons from CAMGEW took part in the March pass. The day was marked by a meritorious award that was handed over to the Director of CAMGEW, Wirsiy Emmanuel Binyuy by the Divisional Officer for Oku, Lienwotue Patrick Pelepou for his relentless work in the domain of Vocational training, Child Development, poverty alleviation and Forest Conservation.



CAMGEW VTC participate in National Day Celebration



CAMGEW-VTC team join CAMGEW Director to celebrate the award.

E) CAMGEW-VTC OPEN-DOOR-DAY EVENT

CAMGEW-VTC Open-Door-Day was organised on the 26th May 2014 with the objective to make known to the public all what CAMGEW-Vocational Training Centre (VTC) does. The population, administration and all stakeholders were invited to come and see what CAMGEW-VTC does and make comments for improvement. The public had also opportunity to get our services and products. CAMGEW-VTC created awareness on the training opportunities available, the products and services offered. The ceremony started at 9:00 am in the presence of the population, Oku authorities and the representative of the Divisional Delegate for MINEFOP Bui. The representative of the Divisional Delegate for MINEFOP Bui made a speech appreciating the efforts put by CAMGEW-VTC team to keep the centre running. Other speeches were made by Divisional Officer for Oku, the representative of the Mayor for Oku and members of the community.

This day was animated by students of the centre with singing, dancing, sketches on the impacts of societal ills like gossips; music interpretation and fashion parade of various dresses and decorations produced by the Dress making Department. There was animation all day long and youths interpreted music and danced. CAMGEW discovered many talents in youths like those who interpreted music while dancing. While there was continues display by VTC students, the VTC trainers and some students continued working in their various workshops and members of the public visited them and asked questions. The local radio- Oku Community Radio was present and did coverage and this event was replayed many times over the radio for sensitisation.

The students of the VTC amazed everyone when they came up with a welcome song and made some speeches. All of us were happy because they believe so much in the training that CAMGEW-VTC offers and this has convinced many other youths to join. The 2014 Open-Door-day was marked by fundraising from those who attended. Donations were made in cash and in kind. The donations made in kind were sold during the activities through auction sales. The funds raised were used to support some vulnerable students pay VTC fees. We were proud we

organized the Open-Door-day. Many parents promised to send their children to VTC when they finish from elementary school and also encourage those that had earlier finished elementary school and had nothing doing to come and register and receive trainings in any vocational course.



Students sing a welcome song to all people present in the training centre.



VTC students in a traditional dance and invitees visit CAMGEW demonstrated works



Students do fashion parade on what CAMGEW-VTC produces during the Open Door day 2014.



Students do fashion parade on what CAMGEW-VTC produces during the Open Door day 2014.

F) CAMGEW-VTC TEAM VISITED THE OKU PALACE

On the 15th of October 2014, CAMGEW staff and students visited His Royal Highness the Fon of Oku Fon Sintieh II to celebrate the 7th Anniversary of the existence of CAMGEW after creation in October 2007. 8 CAMGEW staff including CAMGEW-VTC staff and 39 students carried firewood and some palm wine to visit the Fon and his wives. This is what happens in the traditional setting. CAMGEW-VTC had to be presented in the palace to gain local recognition. The team movement in uniform down the streets of Oku to the palace created a lot of awareness and we learned a lot from it. Many community members came out to watch us go down and were

amazed with our number. It was a cheap way of good publicity. We saw it important to make it a yearly event. Our students and staff liked it. The visit took place from 3:00PM to 6:00PM. CAMGEW-VTC staff and students were highly welcomed in the palace. The Fon of Oku granted them an audience of 3 hours which is something that rarely happens in the Oku Fandom. CAMGEW conservation, child development, poverty alleviation and Vocational training activities were appreciated by His Royal Highness. These activities promoted development in Oku. The Fon in return gave CAMGEW staff and students palm wine which they drank together as tradition demands. CAMGEW-VTC students sang songs in the palace yard and danced. Palace children and women, palace attendants and surrounding population watched CAMGEW with admiration. His Royal Highness the Fon of Oku was overwhelmed by the works of CAMGEW and by the growth of the VTC. He acknowledged the fact the students' number was increasing and also added that there was need for the community members to send more children to vocational centres. The more community youths had a job to do, the lesser they got involved in delinquent activities. This event was covered by the Oku Community Radio and broadcasted many times. The Fon promised CAMGEW-VTC a piece of land to build a permanent structure. The activity ended with Fon giving some light refreshment to CAMGEW-VTC students and Staff.



Students and staff members in the palace to present firewood to the Fon



The Fon pouring out some “palace water” (palm wine) for students to drink

G) CAMGEW FORMS A LOCAL BOARD OF DIRECTORS FOR THE CAMGEW-VTC.

CAMGEW administration saw the need for CAMGEW-VTC to have a local board of directors that include local stakeholders, CAMGEW-VTC staff representative, CAMGEW administration and the representative of the students. This local board was to help in the functioning of CAMGEW-VTC in discipline of staff and students, raising funds locally, follow-up of the payment of small requested fees from students, lobby local authorities like Fon to get land to build a permanent site of CAMGEW-VTC and participation in the recruitment of CAMGEW staff. CAMGEW decided that the functioning of the Vocational Centre be different from the whole organisation. CAMGEW administration identified 5 key community members, 1 CAMGEW-VTC staff and 1 CAMGEW-VTC student to form the local board. This meeting was held on the 18th of October 2014 and members were elected into various positions.



Participants at the local Board of Directors meeting

H) PEACE CORP VISITED CAMGEW SITE

On the 26th of February 2014, CAMGEW-VTC was happy to have a Peace Corp Team that came to visit her for a possibility of a partnership and have CAMGEW-VTC benefit from volunteers. The Peace Corp team visited the CAMGEW-VTC workshops and the main office of CAMGEW and were pleased with the work done by CAMGEW for the community. They directed CAMGEW on how to apply for volunteers from Peace Corp. It was a great visit. CAMGEW did apply for volunteers and looks forward to hear from them. The Peace Corp volunteers could be helpful in making the CAMGEW-VTC function better.

I) THE COORDINATOR OF FUTURE IN OUR HANDS (FIOH) INTERNATIONAL NETWORK, MICHAEL THOMAS VISITED CAMGEW-VTC.

The Coordinator of FIOH visited CAMGEW-VTC on May 7th 2014. He was guided to visit all CAMGEW project activities and was marvelled with what he saw. He appreciated the efforts of CAMGEW team and their work. He was happy with the equipment in the CAMGEW-VTC and saw the need to keep the VTC running. He was however worried that CAMGEW-VTC's students made up of some vulnerable youths and orphans could not pay fees and this affected payment of trainers' salaries and the buying of training materials. The FIOH coordinator promised to make some publicity of what he had seen in CAMGEW-VTC campus in Oku. He also added that the publicity of the CAMGEW-VTC could help to get some funds to support the centre. He realise a video about the CAMGEW-VTC and other activities of CAMGEW that was put online. You could watch it at <https://www.youtube.com/watch?v=zyM89iaLnHw&feature=youtu.be&hd=1>. CAMGEW staff and students did enjoyed the visit.

J) THE MINISTRY OF SCIENTIFIC RESEARCH VISITED CAMGEW-VTC

A research team came from the Ministry of Scientific Research (MINRESI) on October 8th 2014 to inspect the CAMGEW-VTC in Oku for a possibility of partnership with the Ministry to promote innovation and creativity in young entrepreneurs. This partnership search was to help Cameroon achieve her 2035 vision of becoming emergence through building young entrepreneurs. The team had a working session with CAMGEW-VTC staff to identify successes, challenges and the way forward of CAMGEW-VTC activities to make young people creative and innovative. The team also went round all the training workshops to see the material, equipment, infrastructure and curricular. The delegation was made up of Mary Yaya Kenfoy and Njakoy Theophilus. CAMGEW-VTC looks forward to the outcome of this visit.

SECTION IV

CHALLENGES, 2015 PLANNED ACTIVITIES AND CONCLUSION

A) CHALLENGES

- The CAMGEW-Vocational Training Centre has been working towards self reliance. This has not been possible till now considering the fact that the fees charged to students is low and the lack of a market for our products. The students that the centre trains are made up of more vulnerable youths and orphans with poor back grounds. We have had problems to collect the little fee we charge from them. Our partner –Stichting OOK Netherlands who supported the centre to buy equipment and supported too its running from December 2012 to March 2014 when they ended their funding. They had supported our running for 15 months. Our running cost is not yet covered by our income. We thank Stichting OOK for helping us till this stage. We still need support from other donors to help us help our community. CAMGEW-VTC acknowledges that she needs continuous sensitization to get more students and increase customers in order to increase income.
- CAMGEW-VTC lack enough means to get training materials for students to learn various fashions and designs in the various workshops.
- CAMGEW-VTC needs volunteers that can train her to function better in the areas of management, publicity, product packaging, record keeping and fund raising.
- CAMGEW-VTC has face challenges paying her teachers. She still owes teachers' salaries for some months. The income raised from fees, sales of products and services has not been high to cover cost.
- The Vocational Centre needs a permanent site. CAMGEW- VTC has faced problems paying rents. Getting a permanent site will enable CAMGEW carryout other activities like poultry, rabbitry, secretariat works (printing, photocopying, sales of stationeries, etc) and have all other CAMGEW activities in one structure.

B) CAMGEW-VTC 2015 PLANNED ACTIVITIES

- Advert and publicity: CAMGEW-VTC needs to be made known to many people to increase number of students and customers. This will make the centre self sustaining
- Increase the poultry: CAMGEW will look for possibilities to increase the poultry and look for a bigger market for birds to raise profit.
- Graduation of first batch: CAMGEW-VTC will be graduating her first batch of students before ending May 2015.
- Getting start-up capital for graduated students to start enterprises in their various domains
- Getting land for permanent site

- Raise more funds from donors to keep the VTC running
- Organize an Open-door-day to show-case the work done in the CAMGEW-VTC
- Participation in public event like youth day and national day
- Production of school uniforms and shoes
- Production of bee suits
- Lobbying to get schools that she can make school shoes and uniform supply
- Improve on her marketing strategies for her products

CONCLUSION

CAMGEW looks forward to have a more successful year in 2015 where the above mentioned challenges will be overcome. CAMGEW wishes all her partners, would be partners, collaborators, staff, board members, well wishers and beneficiaries a successful 2015 year. She invites everyone to join her to change lives especially the vulnerable persons and orphans in the communities and make the world a better place for all.