



LOIC
2019 ANNUAL REPORT



Mr. Joseph K. Duwor
Chairman of the Board

Mrs. Marie K. Kolenky
National Executive Director



MESSAGE

Reaffirming our commitment to excellence

The commitment of LOIC to teach people how to fish, rather than give them a fish, has been the hallmarks of the organization since its inception in September 1977. With the training of thousands of beneficiaries most of whom are now productively engaged, LOIC has made great accomplishments over the past four decades, from a humble beginning at the basement of the Providence Baptist Church on Ashmun Street, Monrovia, to our present headquarters in New Matadi, LOIC has remained firm and committed to its philosophy that a poor person should be given a hand up and not a hand out. People working together can help themselves to a large extent.

It can be recalled that during the Liberian civil crisis, LOIC operated 13 training facilities in 10 of the 15 Counties of Liberia, to deliver much needed training and support services for war-affected youth, with financial assistance from both local and international partners such as USAID, UNICEF, UNDP, EED, ICCO, UNOPS, among others. LOIC was considered the premier human resource development organization in Liberia. Nonetheless, the growth of LOIC over the years had placed enormous strain on the secretariat, the National Office, as some key functions such as the improvement of internal control systems, information dissemination to the public, strategic planning, among others received little or no attention because of other priorities during the emergency period. New staff members were never adequately trained to understand the organization's modus operandi.

Considering these challenges, the Management Control Team and the Board of Directors, having realized the deficiency, decided to take corrective measures to alleviate the problem; thus, contacts were made with Bread for the World through the New African Research and Development Agency (NARDA) to provide the needed resources which have enabled us to mitigate these challenges, in order to deliver quality training and services and uphold our organization's commitment to excellence. Accordingly, we are extremely gratified to present this annual report to our stakeholders, a year after the exercise was completed and a new multi-year grant is being implemented. We trust that you will appreciate our modest achievements during the past year and please accept our profound salutations.

THE PROGRAM

The Liberia OIC has for over 40 years initiated a successful human resource development organization catering for the least educated, most socially and economically underprivileged individuals most of whom had never held a job and faced with despair and hopelessness. They were judged by others as outcast and highly unlikely to succeed. LOIC has turned their stories around from hopelessness to hope. As it is often said, a balloon does not rise because of its colour but the air in it.

The societal impact of LOIC is considerable in the local community. Besides the many oral and written accolades from various groups and organizations in appreciation of LOIC's contributions to reducing unemployment and underemployment by empowering the youth through skills, job and hope, various communities have provided in-kind support to assist the program. Also, financial subventions from trainee's tuition have covered a small portion of LOIC's own contribution to program operational costs as required by our partners.

Essential to LOIC success is the active workforce of men and women who make valuable contributions of professional and technical skills and expertise. They represent an outstanding and unique workforce with a reputation of providing effective, practical training and most of all, for being firmly committed to the mission and vision of the organization. Over the years, LOIC maintains close collaboration with local communities to foster long and fruitful relationship with individuals and groups from both the public and private sectors.



LOIC has commenced the implementation of its five-year Strategic Plan (2019-2023) which is focused on key priorities including 1) Public Relations, 2) Stakeholders Engagement, 3) Out-dated Equipment and Programs, 4) Capacity Development, and 5) Sustainability.

FISCAL YEAR 2019 AT A GLANCE

Major Highlights

- Upgraded the Curriculum and optimized eight trade areas for Bread for the World project
- Conducted a two-day staff orientation and capacity-building workshop
- 669 Trainees enrolled and underwent orientation and life skills training
- 568 completed Vocational skills training, underwent internships and graduated
- Conducted Psychosocial counselling activities and addressed 20 deviant behaviours issues
- Conducted Small enterprise development training and job creation services
- Placed 156 graduates on entry-level jobs
- 451 newly recruited trainees undergoing training at Monrovia and Buchanan centers
- Commenced facility upgrading and re-equipping the trade shops
- 74 Personnel rendered services
- Continue Collaboration and networking with various local and international institutions
- Board of directors plan recruitment for new members
- Lessons learned for program improvement
- Plans for the next fiscal period – implementation of the Strategic plan second year deliverable as well as continuation of training activities



OUR ACHIEVEMENTS

It is often said that the best way forward is to take a step backward. The past determines the best course of action for the future or in the African setting, you sit on the old mat to plait the new one. Thus, the Management Control Team has deemed it expedient after a long lapse in the submission of annual report to our partners, hereby present this document in retrospect of the major highlights for the period, January 1, to December 31, 2019 for perusal and to abreast our partners of the achievements, challenges and lessons learned during the period under review. The National Office which serves as the program secretariat administered the various training facilities in Monrovia, Gbarnga and Buchanan respectively. The Buchanan Satellite is being operated on a self-help basis through tuition, fees for service and community support. This annual report was compiled based on information gathered from various sources including progress reports, field visitations, interviews and program review activities conducted by the Management Control Team to ascertain that relevant information is captured and disseminated to all stakeholders.

Facility upgrading/re-equipping

During the period under review, the various trade shops are being refurbished to ensure a conducive learning environment based on budgetary allocation. They are also being re-equipped with modern tools in comparison with other manpower training institutions as reflected in our five-year strategic plan to ensure quality training delivery.

Staff orientation

In order to facilitate effective services, the instructional and support staff underwent a two-day orientation at the LOIC headquarters as pre-service training to develop plans and strategies for the implementation of program activities and to achieve the desired objectives as agreed by our partners. It should be well noted that of the 74 personnel that provided services at both the National Office and the three training centers, 27 individuals served as volunteers.

National Office / Program Secretariat

The National Office serves as the administrative arm of the Board of Directors. All Program managers report directly to the National Executive Director through the National office which monitors all activities of the training centers. During the period under review, a total of 16 Personnel rendered professional services at the National Office, while 58 served the Monrovia, Gbarnga and Buchanan centers respectively. It should be noted that of the 74 personnel that provided services at both the National Office and the three training centers, 27 individuals served as volunteers.

Board of Directors

The LOIC Program is legally incorporated and governed by a volunteer Board of Directors who represent a cross section of the community. The Board is the principal policy making body

of the organization and is autonomously bound only by its legal responsibility under its charter and by-laws, and its contractual obligations to funding sources.



During fiscal year 2019, the Board of Directors met three times, in addition to other informal meetings with the Management Control Team to discuss program issues. Some Board members also participated in official ceremonies such as graduation ceremonies at the Satellite Program and Monrovia. The Board assist in litigating court cases through its representative that is legally minded at no cost to the program. We refer to cases in court by staff members for unjust compensation because of the lapsed in government funding. The current Board has only five active members and there are plans to recruit new members. Some members appointed from various organizations stopped attending meetings when they are no longer with the organization and attempt to replace them by their successors have proved futile. The current members include: 1) Hon. Joseph K. Duwor, AITB & chairman of the Board (Agriculturist), 2) Cllr. Robert G.K. Freeman, Liberia National Bar Association & Vice Chairman of the Board (Lawyer), 3) Mrs. Marie S. Kolenky, LOIC National Executive Director (Administrator/social worker), 4) Rev. Canon A-Too Williams, Liberia Council of Churches&Chaplain (Clergyman), 5) Hon. Yonton B. Kesselly, Ministry of Education (Lawyer), 6) Hon. Pius W. Sie, Liberia Water and Sewer Corporation (Administrator), 7) Cllr. Charles Karmoh, Stubblefield & Associates (Lawyer).

Gender Policy

LOIC hopes to see women and men earn their own livelihoods and ensure poverty-free retirement with the help of high-quality education and training, equal compensation, and equitable access to the employment market.



Training Tools, materials, office equipment and logistics

During the period under review, in consonance with the operational work plans, training materials, tools, office equipment, stationeries and logistics were provided in conformity with budgetary allocations. We are especially grateful to Bread for the World, our main partner for making the appropriate budgetary allocation in the multi-year grant to enhance the operations at Monrovia and Gbarnga training centers. Regrettably, the Buchanan center has not been properly funded as it is self-supported and depends on tuition and fees as well as some level of community support.

Trainees Enrolment

The program enrolled a total of 669 trainees who underwent orientation and pursued vocational training in various trade areas that were optimized by the stakeholders. However, we wish to indicate that out of this number, 568 successfully completed the required course of study and graduated. As a result of a number of factors ranging from relocation, family problems, financial constraints, etc. a total of 101 individuals discontinued their studies. A detailed breakdown of trainees who completed the center-based training, underwent job training and subsequently graduated are as follow:

Training Statistics

(A) Buchanan

No.	Trade area	Male	Female	Total per trade
1.	Electricity	45	2	47
2.	Building trade (carpentry and Masonry)	15	-	15
3.	Mechanic	25	8	33
4.	Welding and fabrication	8	3	11
5.	Home economic and cosmetology	1	35	35
6	Computer	36	24	60
7	Plumbing	30	8	38
	Total	160	80	240

(B) Monrovia

No.	Trade area	Male	Female	Total per trade
1.	Electricity	88	3	91
2.	General construction (carpentry and Masonry)	33	-	33
3.	Auto mechanics	18	5	23

4.	Fashions design (tailoring)	1	6	7
5.	Plumbing	38	1	39
6.	Air conditioning & refrigeration	30	-	30
	Total	208	15	223

(C) Gbarnga

No.	Trade area	Male	Female	Total per trade
1.	Masonry	17	-	17
2.	Agriculture	12	3	15
3.	Auto mechanics	6	-	6
4.	Electricity	20	-	20
5.	Computer	2	3	5
6.	Cosmetology	0	10	10
7.	Plumbing	16	2	18
8.	Home economics	0	14	14
	Total	73	32	105

Psychosocial counselling

Like vocational training, counselling is regarded as an integral part of the program. Accordingly, during this reporting period, regular group and individual counselling sessions were conducted at all training centers based on a schedule drawn up by the Counselling staff. Trainees with deviant behaviours underwent psychotherapeutic activities such as religious services, motivational training, drama, plays, singing and cultural dances. Also, trainees were educated on the importance and definition of leadership, human rights, obedience and tolerance, etc. trainees were organized to elect monitors who assisted in providing guidance for their classmates and their interaction with the training staff.

Training analysis

A. Agriculture

Agriculture training was conducted at the Gbarnga Satellite for those interested in crop production. It is one of the courses that is presently offered at the centre. Trainees were given theoretical lectures covering crop science (soil definition, type and sampling, field measurement and the watering and thinning of vegetable seedling) and Animal science (animal improvement and past & parasites of livestock). Practical training was also conducted as regards to transplanting, planting, weeding, and harvesting. Additionally, during the period under review, the Management Control Team engaged the services of a volunteer to assist in

planning for cash crop production at the Gbarnga facility to enhance LOIC's long-term sustainability efforts especially in oil-palm production since there is already a good number of palm trees and space own by the Gbarnga Program.

B. Vocational

Vocational skills training was implemented as key element of the program, the activities covered theory and practical training in various trade areas that were optimized through consultations with stakeholders and the community at large to ensure relevance and employability. The areas include auto mechanics, general construction (carpentry and masonry), electricity, plumbing, fashions design, air conditioning/refrigeration, agriculture, computer, welding/fabrication, and home economics. Each of the three centers is offering trades that are relevant in their community.

Accordingly, skills training activities were implemented consisting of 75% practical and 25% theory. All trainees underwent small enterprise development training in order to acquire basic skills regarding setting up their small business venture in their area following graduation from LOIC. Some of the topics covered include introduction to business; definition of goods and services, different types of goods and services, simple business transaction, record keeping, salesmanship, business etiquette, etc. At the end of the training cycle, assessment was done to ascertain if the minimum levels for training was attained, and to measure both the impact and results. The trainees have begun utilizing their expertise with jobs in their communities for local and international NGOs as well as companies and/or contractors.

Job placements

During the period under review, a total of 156 trainees were job placed at various institutions. Below is a detailed listing of each training center and the placements.

(A) Gbarnga

Entity	Trade	Total placed
1. Jungle Energy Power	Electricians	14
2. Tutu garage	Auto mechanics	5
3. Confidence garage	Auto Mechanic	1
4. Elizabeth Hallie Saloon	Cosmetology	8
5. Sis Lela Tailoring Shop	Home economics	1
6. Kwaa Teeke Radio Building	Masonry and Plumbing	24
7. Tomatoes Camp/Kpoe	Agriculture	4
8. Gbarnga Lutheran Training Center	Agriculture	4
9. Gbarnga Lutheran Training Center	Agriculture	4
10. Ansu Saysaye Building	Plumbing	<u>8</u>
		<u>73</u>

(B) Buchanan

Entity	Trade	Total placed
1. Arcelor Mittal Liberia, Ltd.	Building Construction/Electricity	5
2. Hotel Buchanan	Home Arts and Plumbing	3
3. Elizabeth Village	Building Construction	2
4. Liberia Agriculture Company	Auto	<u>1</u>
		<u>11</u>

Note: a total of 78 trainees underwent four months on-the-job training at various institutions including Crown Hotel, This and That Beauty Saloon, Liberia Agriculture Company, Hotel Buchanan, Arcelor Mittal Liberia, Ltd, Elizabeth Village, etc. The above 11 persons were permanently placed after their internships at the Buchanan Satellite.

(C) Monrovia

Entity	Trade	No. placed
1. LBS	R/A and electricity	4
2. UL	Auto	3
3. ELWA Technical services	Plumbing, electricity, masonry	6
4. St. Joseph Catholic Hospital	Plumbing, Auto, R/A, electricity	8
5. Gedar Garage	Auto	3
6. Dolphin Garage	Auto	2
7. Z & H Investment Garage	Auto	1
8. Auto Service Station	Auto	1
9. Liberia Revenue Authority	Electricity	1
10. SOS	Electricity	4
11. River Cess Construction Company	Masonry	1
12. IGC RIA Highway	Masonry, Electricity, plumbing	24
13. LEC	Electricity	6
14. H. Construction	Masonry	2
15. Teo Blessed Garage	Auto	2
16. Africa Motor	Auto	2
17. J & J Cool	R/A	<u>2</u>
		<u>72</u>

Program Monitoring

As part of the regular monitoring, formal and informal visits were made to the training centers by personnel of central administration to monitor the activities being implemented and assess the level of achievements and impacts attained at these centers. This was done so as to afford

the management to effect the appropriate action when necessary in order to achieve the desired results.

Networking and collaboration

The Management Control Team continues to engage different partners in an effort to establish partnerships to help with the challenges the institution is currently faced with in getting donor funding for the sustainability and routine operations of the institution. During the period under review, the institution was able to establish successful partnership with two funding agencies – USAID Liberia and IECD (Institute European de Cooperation et Development). With USAID, we completed discussions as a joint project with other youth development institutions and developed a concept note that was approved by USAID and we were given the go ahead to develop a full proposal. USAID is presently studying the proposal for possible approval. IECD came to Liberia as a result of an appeal made by the President of Liberia to the French Government for support for T-VET, and with some connections, we were recommended to them. From their assessment, they were able to contact us when they were selected to receive funding from the French Government for support to Liberia. They have presently developed a proposal for submission to the French Government of which we are a part of the development process.

Issues & Constrains

During the period under review, the program encountered serious financial problem as the Government of Liberia has not provided funding to the institution as stipulated in the grant funds for FY 2019-2020 non-governmental entities. All efforts to access the funds have proved futile, thus incapacitating LOIC to make significant financial contribution to the current multi-year budget as required by Bread for the World. As a result, staff members are being paid less than 50% of their salaries. Also, most of our planned activities as reflected in the five-year strategic plan have not commenced due to insufficient funding.

LESSONS LEARNED

1. Program impact (infrastructural development): Trainees were utilized in the upgrading/refurbishing of the trade shops. They are also involved in construction activities in their communities to earn pocket money while in training and after graduation. This serves as a source of pride and respect in their communities where others are keenly observing them in admiration and urging their peers who are not in training to follow suit.
2. Program impact (Single teenage mothers' enrolment): The program has enrolled several teenage mothers, some of whom have young babies. There is a need to provide some

assistance such as day-care services while the mothers are in school. In light of this development, an appeal is being made for some financial assistance in this direction to set up a mini day-care service at the satellites or rural program to enable young teenage mothers to pursue their studies.

3. There is a need to reactivate the various Project Advisory Groups and alumni association at the Satellite Programs to ensure the full participation of community leaders, elders and alumni in program activities, to address pertinent issues in the interest of their local training center as required by LOIC Board policy.

PICTORAL HIGHLIGHTS OF PROGRAM ACTIVITIES





We want to thank all Partners, Donors and Supporters of LOIC!