



**EXIT SURVEY FOR 42 HOST TRAINERS FOR THE DEMOBILISATION,
DISARMAMENT AND RETRAINING (DDR) PROGRAMME CONDUCTED
FOR 512 PARTICIPANTS IN MOGADISHU IN 2005-7**

Conducted in January 2007

Executive Summary

An expanded demobilisation, disarmament and Reintegration (DDR) programme was conducted in Mogadishu for 14 months in 2005-7. This programme built on the first voluntary weapon's destruction programme conducted in Mogadishu City in 2003-4 (also done by SAACID and UNDP).

Funding for the programme was provided by UNDP; and the programme was implemented by SAACID.

Five hundred and twelve militiamen were invited to participate in the programme from all 16 districts of Mogadishu City – 32 per district.

The programme was broken into 3 core components.

The first was a 1-month prefatory and mobilisation period. In this period the local leaders in each district were mobilised and the programme outlined so that they could provide effective input and partnership. This was also the month for the collection, testing and decommissioning of functioning machineguns from each participant.

The second component was 3-months of literacy, numeracy, health and civics education (Literacy and Numeracy Training - LNT). This component was conducted every afternoon at SAACID's primary, secondary and vocational school in the Shibis district of Mogadishu.

The third component was either 2-months of business training and 6-months of phased micro-grants; or 10 months of vocational training in a skill of the participant's choice (Vocational Enterprise Business training – VEBT).

SAACID invited local businesses to become host training sites. After evaluation of interested businesses, SAACID selected 42 businesses to become host trainers – based on capacity, competency and ability to match the needs of the participants.

This survey was designed to elicit information about the DDRP from the 42 host trainers who participated in the training programme.

Questions were asked in different ways to overcome any possible misunderstanding of the questions by host trainers. Or, to try and overcome any possible resistance or obfuscation to questions that the host trainers might feel suspicious about.

The host trainers were extremely open and forthcoming in their answers and SAACID field staff had no problems implementing this survey.

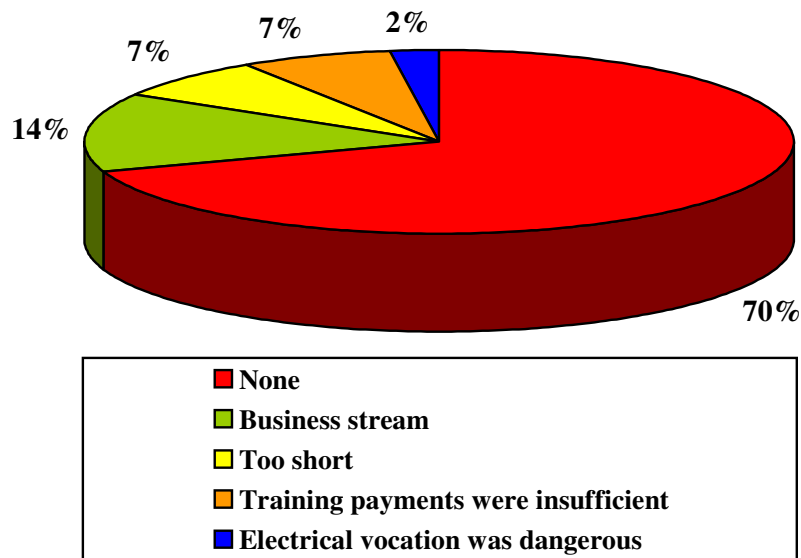
It was implemented in the last month of the VEBT element of the training.

1. In your opinion, what were the strengths of the programme?

Most of the host trainers took a self-interested view of this question and promoted their element of the programme.

- 57% (24) said that the vocational training element of the programme was the strongest element of the programme
- 9.5% (4) said that the tailoring vocational training element was the strongest element of the programme
- 7.1% (3) said that the tailoring vocational training element was the strongest element of the programme
- 4.8% (2) said that the welding vocational training element was the strongest element of the programme
- 4.8% (2) said that the auto-electric vocational training element was the strongest element of the programme
- 4.8% (2) said that the whole programme was strong
- 2.4% (1) said that the auto-mechanic vocational training element was the strongest element of the programme

2. In your opinion, what were the weaknesses of the programme?



Unhappiness with the business stream was because they thought the amount of time given to the participants on business theory and development was too short (2 months)

3. Were you happy with the payment process (please explain)?

- 79% of the host trainers (33) said that they were completely happy with the payment process
- 21% of the host trainers (9) said that the training levee provided for each trainee was too low – with most suggesting that it be raised to US \$50 / trainee / month

4. **From your observations, how do the participants see the training format?**

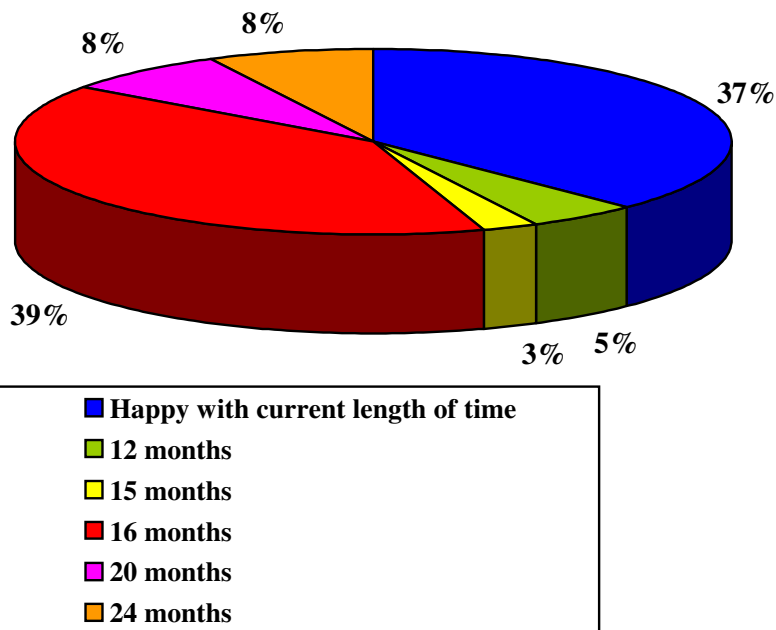
- 95% (40) of the host trainers indicated that the ex-militiamen were happy with the programme
- 2.4% of the host trainers (1) indicated that throughout the programme some of the ex-militiamen had suggested other ideas for training that should be considered
- 2.4% of the host trainers (1) indicated that throughout the programme some of the ex-militiamen had suggested computer training as well as their chosen vocational stream

5. **Were you happy with the length of the EBT training (please explain – if they indicate too short, or too long, please ask them for the length that they suggest)?**

37% of the host trainers (15) indicated that they were completely happy with the length of the training programme. This compares to 100% of the host trainers who were not happy with the length of the training cycle for the DDR programme implemented in 2003-4.

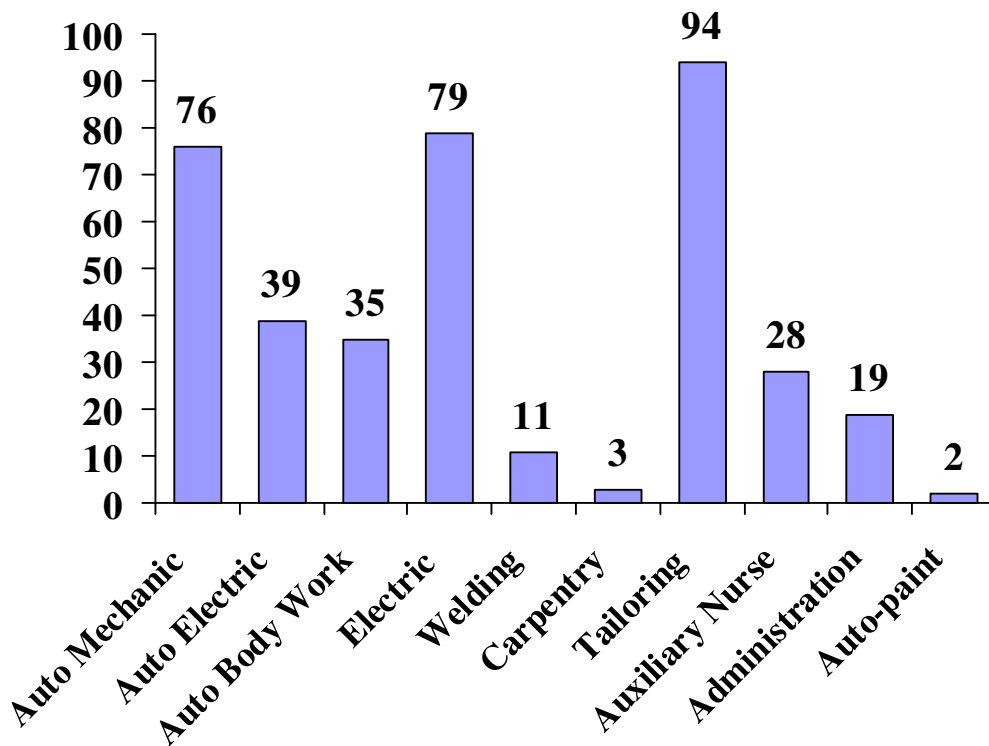
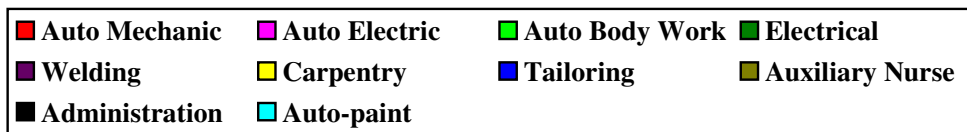
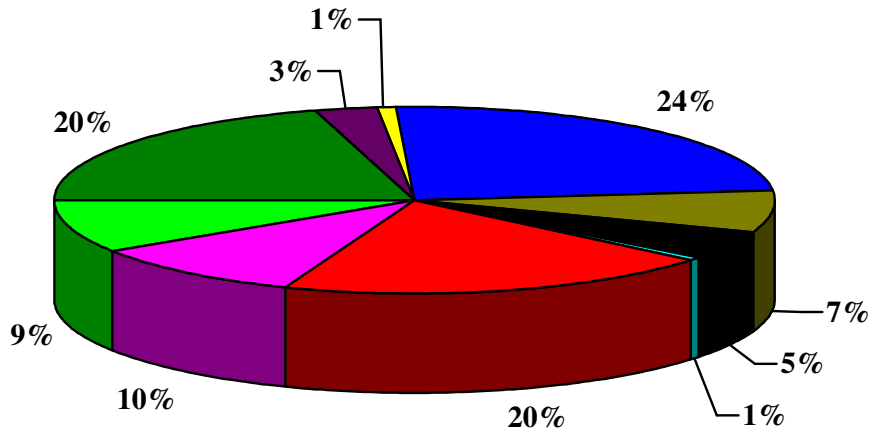
When asked what would be the optimal length of the training cycle in 2003-4, the host trainers gave an average time of 13 months. While the host trainers in the current programme indicated that the average optimal length of the training cycle should be 13 months.

The training period for VEBT in this programme was 10 months.



6. What specialisation are you teaching?

The specialisations taught were as follows:

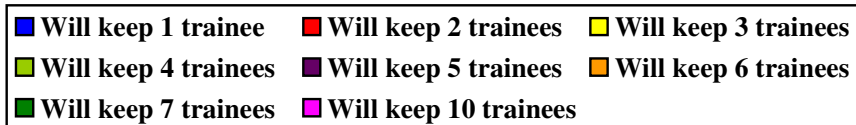
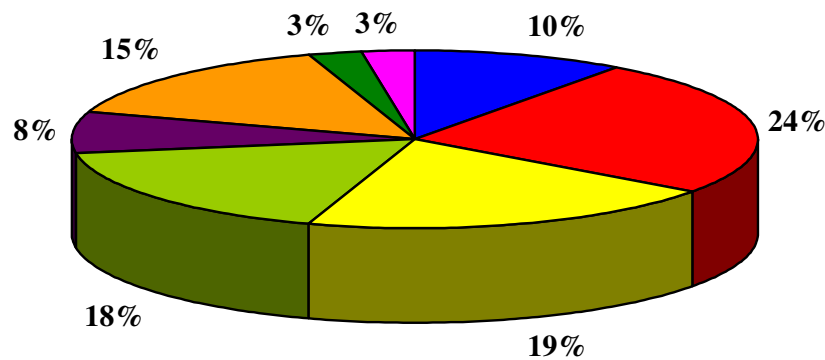


8. **Were you happy with SAACID's management of the programme? If not, where would you suggest that we could improve?**

All 42 (100%) host trainers indicated that they were happy with SAACID's administration of the programme – up from 94% in the 2003-4 programme.

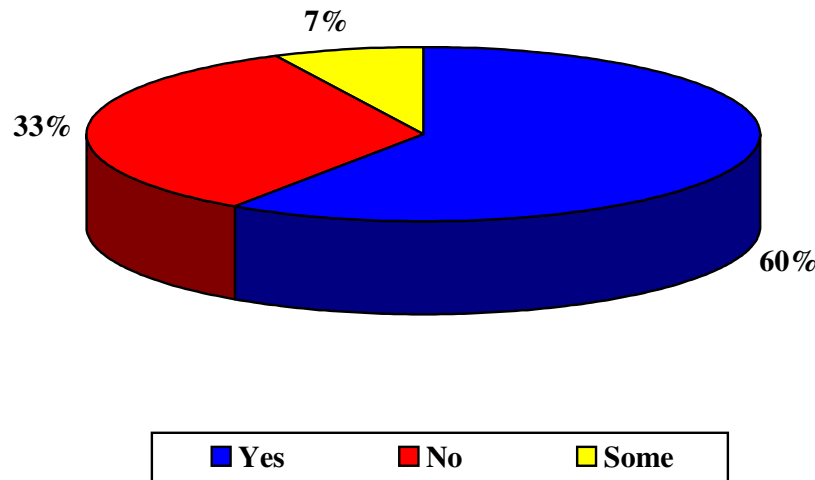
9. **Will you keep on candidates for full-time work after the programme is completed?
If yes, how many?**

- 95% of the host trainers (40) indicated that they would be keeping some or all of their trainees on as full-time employees of the programme
- 5% of the host trainers (2) indicated that they would not be keeping any of their trainees on after the programme



37% of all vocational trainees (144) were guaranteed full-time employment from the host trainers

10. **Do you think that the candidates are trained sufficiently to begin their own business activities or work effectively for someone else? If yes, are you happy for the candidates to go into their own business or work for others?**



Of those host trainers that indicated that the trainees were ready (25), 24% (6) indicated that they still suggested that the trainees work for an employer to get more practical experience before venturing into their own business.

11. **Do you think that the addition of micro-credit to the programme would enhance the capacity of the host trainers?**

98% of host trainers (41) indicated that they believed micro-credit would benefit the programme through enhancing the capacity of host trainers to deliver a better training package – especially in the area of new and better tools and equipment.

One host trainer said that only micro-grants should be given to the host trainers to enhance trainer capacity.

12. **Do you think that the addition of micro-credit to the programme would enhance the capacity of the trainees?**

95% of host trainers (40) believed that the addition of micro-credit for trainees (once they had completed their training) would significantly enhance outcomes from the programme.

5% of host trainers (2) indicated that micro-credit should be given on a case-by-case basis – reviewing the character of the ex-militiamen throughout the lifetime of the programme.

13. Did you have any problems with the candidates in the programme? If yes, what were they? How did you deal with the problems? How do you think the problems could be solved both by SAACID and the host trainers?

86% of host trainers (36) indicated that they had no problems with the ex-militiamen throughout the training element of the programme.

14% of host trainers (60 indicated that they had some problems.

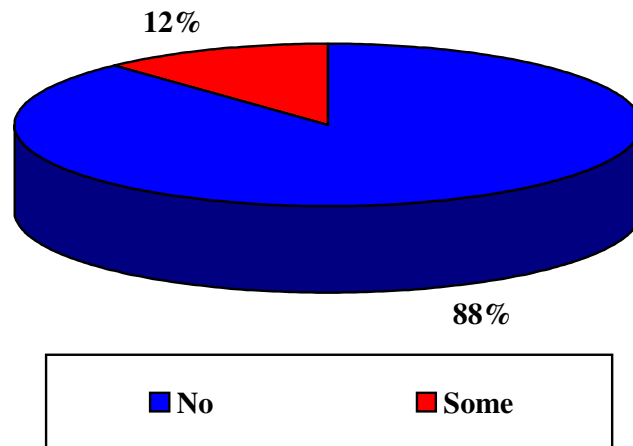
These problems included:

- Poor attendance (4)
- Breaking tools (1)
- General disturbances (1)

All host trainers that indicated that they had problems also went on to emphasise that the problems that they had were all solved in partnership with SAACID and the parents or guardians of the ex-militiamen.

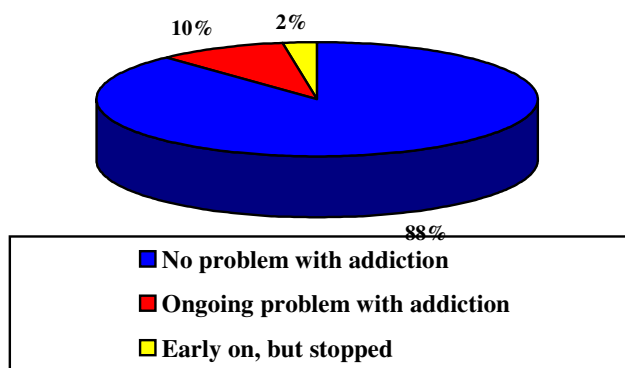
14. Do you think the militia candidates will return to militia work, or do you think that the programme has provided them with enough opportunity to engage in more productive activities?

- 88% of host trainers (37) were certain that none of their trainees would return to 'militia-work'
- 12% of host trainers indicated that they felt at least some of their trainees might return to 'militia-work' – primarily because they had still not fully absorbed the lessons that had been taught. This is down from 27% in the 2003-4 exit survey for host trainers.



15. **Have you encountered any problems with participants addicted to *khaat*? Do you think SAACID's strategy of teaching LNT to candidates in the afternoon (when they would normally be chewing) was effective in breaking the addiction? If no, what more does SAACID need to do to remedy this if you see it as a problem?**

- 88% of host trainers (37) indicated that they had no problems related to *khaat* addiction; and believed that SAACID's strategy for breaking the addiction had been successful.
- 10% of host trainers (4) indicated that some of their trainees had an ongoing addiction to *khaat*
- 2% of host trainers (1) indicated that they had a problem at the beginning of the training, but that the problem had ceased early on

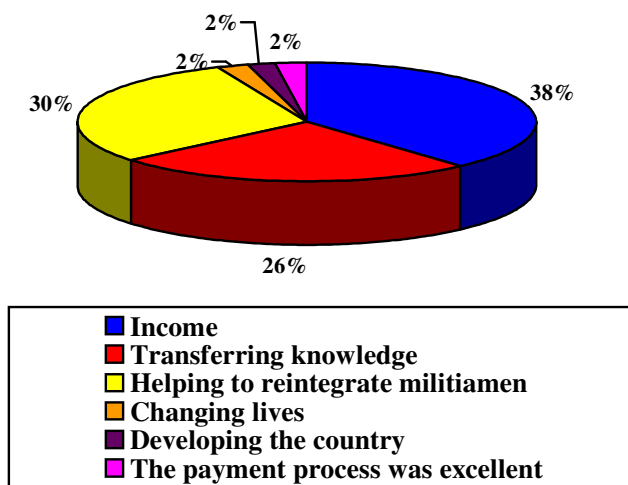


16. **Have you been happy to participate in this programme (give answers for yes or no)?**

If yes, why?

If no, why?

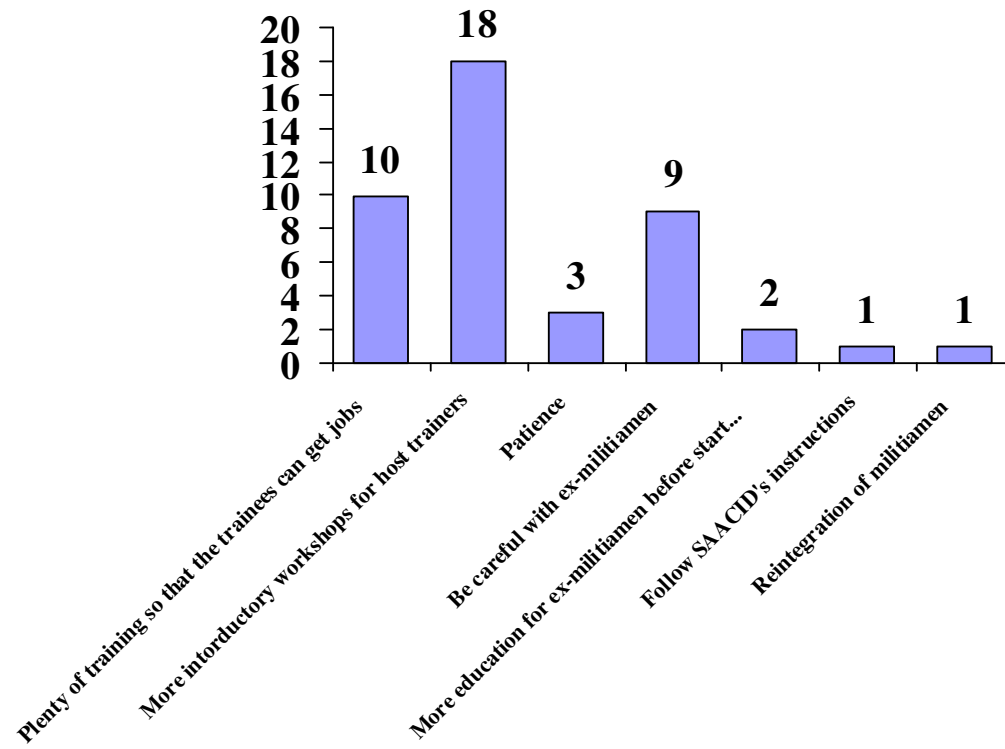
100% of host trainers indicated that they were happy to participate in the programme



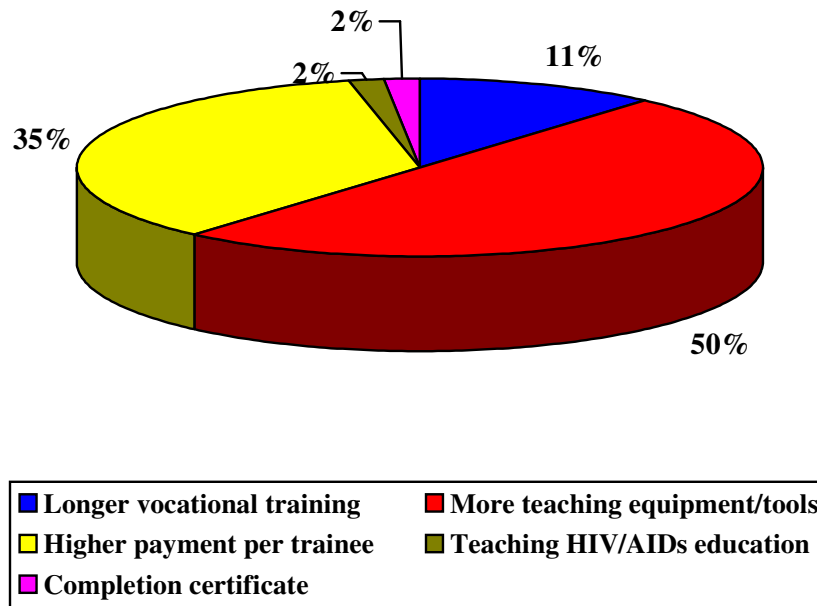
17. **Would you recommend this programme to other potential host trainers?**

- 83% of host trainers (35) indicated that they would recommend the programme to other potential host trainers
- 17% of host trainers (7) indicated that the current host trainers were sufficient, and that no new host trainers needed to be included

18. **What suggestions would you give to new host trainers that had never participated in such a programme?**



19. If the programme was to be expanded, do you have any suggestions that would improve the programme?



20. Other comments?

