

<b>Activity plan</b> <b>Sports coalitions in Action</b> <b>Bhutan + Partners 2010 -</b> <b>2011</b>	<b>Indicator</b>	<b>Explanation</b>	<b>Period</b>	<b>Institutions</b>	<b>Budget</b> <b>indication</b>
<p><b>Project goal:</b></p> <p>To increase the active contribution of urban youth in Thimphu Bhutan to a healthy and prosperous development of Bhutan and their local communities</p>	<p>Rural – urban migration of especially youth with low education coming from poor families is on a rise to such an extent that recipient relatives and the city of Thimphu can hardly absorb the influx by offering adequate jobs, education and housing.</p> <p>As a result groups of youth seek shelter in peer groups in which the use of alcohol, drugs, petty crime is accepted as a coping mechanism to deal with limited perspectives</p>	<ol style="list-style-type: none"> <li>1. Youth are the backbone of the future of every nation. Investment in youth is a prerequisite for development and prosperity</li> <li>2. The nation cannot absorb the numbers of young school leavers in government or white-collar jobs.</li> <li>3. Alternative ways of employment and giving perspectives are needed in order not to loose a substantial group in society</li> </ol>	<p>February 2010 – December 2011</p>	<p>Program stakeholders</p>	<p>Total 189.000 euro for technical assistance (support, expertise and training) from Bhutan and the Netherlands and operation of two facilities in the city of Thimphu</p>

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<b><i>Phase 1: project start up</i></b> <b><i>Partner contracts drafted and signed for the implementation of the Bhutan Sports coalitions in action program.</i></b> <b><i>Preparations conducted for a sound and successful implementation of the project</i></b>	<b>Assessment reports available and used for the start up phase of the program</b> <b>Program started with MoU's, contracts and budget allocation</b>	<ol style="list-style-type: none"> <li><b>Studies indicate that most vulnerable youth are migrants from low income/educated families</b></li> <li><b>It is assessed that the target youth are mostly located in Chang JiJi and Hong Kong Market in Thimphu. Therefore operations will start at these communities</b></li> </ol>	<b>February – March 2010</b>	<b>YDF, USBO, Bhutan+Partners.</b>	<b>16560</b>
<b><u>Activity 1</u></b> Program started	MoU's, contracts and working documents drafted, discussed and approved by stakeholders	<ol style="list-style-type: none"> <li>The success of the program is partly determined by a sound and structures start for which contracts, mandates and budget allocations will be available</li> </ol>	<b>February 2010</b>	Bhutan+Partners, YDF, Stakeholders	4500
<b><u>Activity 2</u></b> Assessment formats applied, Report delivered	Formats applied and analysed data in two identified quarters in Thimphu including data on education, perspectives, youth issues and sports requirements	<ol style="list-style-type: none"> <li>The assessment in two quarters, based on the USBI M&amp;E system indicate the project directions</li> <li>The assessment includes discovery of new perspectives via sports</li> </ol>	<b>February 2010</b>	USBO, Bhutan+Partners	4200
<b><u>Activity 3</u></b> Assessment report discussed approved, planned and ready for implementation	Assessment report available Operations in two communities planned and organized. Facilities selected Staff selected.	<ol style="list-style-type: none"> <li>Assessment at community level on this subject is the first of its kind in Bhutan</li> <li>Assessors are selected from the target group and receive proper supervision</li> <li>Planning of operations will be done by the main stakeholders including the target group</li> </ol>	<b>February – March 2010</b>	USBO, Bhutan+Partners, RBP, BOC, DYS	6860

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<b>Phase 2: mitigation</b> <b>Equipment of facilities, selection of participants and activities.</b> <b>Stabilization of situation of participants by means of sports and guidance.</b>	Mitigation (first aid) means to stabilize the participants' situation. Two centres will be equipped and staffed and will focus on maximum 30 persons with in the target group Their individual situation will be assessed. A <i>first aid</i> support plan, including sports activities, will be drawn up.	<ol style="list-style-type: none"> <li>1. The two facilities will work with each max. 30 selected participants.</li> <li>2. The <i>first aid</i> program entails activities to mitigate anti social behaviour</li> <li>3. Sports activities will be designed to support <i>first aid</i> intervention</li> </ol>	April 2010 – September 2010	Local communities YDF BOC*NSF Bhutan + Partners Netherlands partners	53070
<u>Activity 1</u> Establishment of centres in two selected communities in Thimphu: location, furnishing, staffing	Two informal local centres selected, hired and furnished Local staff selected,	<ol style="list-style-type: none"> <li>1. Informal and simple centres will be selected with local community.</li> <li>2. Local staff will be selected</li> </ol>	May – June 2010	Local community YDF	25000
<u>Activity 2</u> Training of staff (volunteers), NSFs Awareness and involvement of local leaders on sports as a tool for development, harm reduction and community work	Staff trained and operational. Community and community leaders informed and involved	<ol style="list-style-type: none"> <li>1. Local staff of centres, YDF, NSFs is to be selected, preferably among the targeted youth</li> <li>2. Staff, including NSFs, is to be trained in youth issues, self help methods, harm reduction and community work</li> <li>3. Centre Staff is to be linked up with BOC*NSF/DYS and YDF for sports support activities</li> </ol>	June – July 2010	Mainline Doenja Bhutan+Partners BOC*NSF YDF DYS	14000
<u>Activity 3</u> Identification/selection of participants. Drafting and implementation of individual <i>first aid</i> plan	Participants selected and active in program. Participants design <i>first aid</i> plan and receive coaching while implementing Sports are integral and dominant element in activities	<ol style="list-style-type: none"> <li>1. 60 participants selected: criteria: age, gender, background, present situation</li> <li>2. participants design their own plan</li> <li>3. sports and social activities form an integral part of the plan</li> </ol>	July 2010 – September 2010	Local community Local centre staff BOC*NSF Netherlands partners YDF	14070

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<b>Phase 3 Rehabilitation</b> <i>Increasing self-esteem, empowerment, self-respect by providing, sports, community activities, music, arts, theatre, media.</i>	<b>Participants healthy, active and reclaim direction over personal life. Participants undertake social and sports activities. Participants defined steps for future integration</b>	<b>Self esteem, confidence and testing abilities are integral part of recovery and rehabilitation. Participants are supported and encouraged to regain a healthy, active and serving lifestyle</b>	<b>October 2010 – December 2011</b>	<b>Local centres, participants, NSFs, YDF, VAST, media groups, Netherlands partners</b>	<b>48605</b>
<b>Activity 1</b> Counselling, coaching and personal support to participants	Support systems in place, operational and effective	Personalized and decentralized support is the ore of the Bhutan program	<b>October 2010 – January 2011</b>	Local centres, self help groups, YDF (Rehab centre)	12000
<b>Activity 2</b> Sports, media, arts activities entertained, gaining self esteem and self confidence	Improved activity, self-management and own initiatives developed by participants. Role of staff more supportive/facilitative rather than directive	Sports will be the starting point in most activities. Sports will be complemented by other activities appealing to the rehabilitation of the participants	<b>October 2010 December 2011</b>	NSFs, media, arts clubs, YDF, business community	20000
<b>Activity 3</b> Social and community activities prove to be a contribution to the local environment	Activities executed and documented. Inclusion in social environment increased	Rehabilitation means connecting to the outside world in a simple manner	<b>October 2010 December 2011</b>	Local community, local government RBP	16605

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<b><u>Phase 4 Integration</u></b> <b><i>Back to school, skills development, vocational training, entrepreneurship, regular employment.</i></b>	<b>50% of participants back to school/vocational training.</b> <b>40% self employment or regular job</b> <b>10% non success rate</b>	<b>Low education, no school access, unemployment and low income lead to frustration, loss of ethics/values, exclusion. Integration is to work on one's abilities and potentials to reach personal and societal meaningfulness</b>	<b>January 2011 – November 2011</b>	<b>Participants, local community, centres, support organizations, Ministry of Education, DYS Ministry of labour and humans resources</b>	<b>34190</b>
<b><u>Activity 1</u></b> Selection of schools, arranging scholarships	Relevant ministries make available education opportunities at low/no cost Scholarships available for inclusion in school systems 50% participants enter school system	<ol style="list-style-type: none"> <li>1. Integration in a new regular learning environment is a prerequisite for integration for those who want/need to improve professional qualifications to be successful in the labour market.</li> <li>2. Many participants may have left school because of poverty. The availability of scholarships/school funds is instrumental for this phase in the project</li> </ol>	<b>January - February 2011</b>	Participants, centres, YDF, Ministry of Education, DYS, Ministry of labour and human resources schools, vocational training centres	8000
<b><u>Activity 2</u></b> Approaching entrepreneurs and owners of workshop to take participants as internships, trainees or workers	Entrepreneurs able and willing to adopt 40% participants as workers, trainees or internships in their company	<ol style="list-style-type: none"> <li>1. Entrepreneurs are to be involved in the program as job providers and coaches for those who want to be self employed</li> <li>2. Probably blue-collar jobs will be most suitable. Image upgrading for these jobs will be necessary</li> </ol>	<b>January – march 2011</b>	Participants, centres, YDF, Ministry of labour and human resources, entrepreneurs, employers. Business community	9000
<b><u>Activity 3</u></b> Coaching, support participants in new working and learning environment based on individual development plans	Coaching/support plans/systems/capacity available and operational	<ol style="list-style-type: none"> <li>1. Local community, the centres and the support groups, including NSFs will have to play an active role in this phase of the project to embark on previous progress</li> <li>2. Sports will remain important when the participants flock out to schools/jobs to ensure physical health and to further develop life skills</li> </ol>	<b>January – November 2011</b>	Centres, YDF, NSFs, DYS	17190

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<b><i>Phase 5 Replication: strategy, process and activities documented for evaluation and replication by means of reports, short documentaries and case stories.</i></b>	<b>Reports, methods, systems, social support networks, documentaries and developed government policies/budgets in place and endorsed by government and stakeholders</b>	<ol style="list-style-type: none"> <li>1. The program has to prove itself in the course of the activities and the timeframe.</li> <li>2. Monitoring, in between assessments, documentation and evidence based systems are the base for meetings with the government on the program outcomes</li> <li>3. The program final success is to derived from the impact and the acceptance by the general public and the government</li> </ol>	July 2010 – December 2011	Key stakeholders	36245
<u>Activity 1</u> Regular reporting, assessments, evaluation and monitoring	Reports, documentaries, evaluations	<ol style="list-style-type: none"> <li>1. The program is to be evidence based</li> <li>2. The reports are to reflect reality, successes and failures</li> </ol>	June 2010 – November 2011	YDF Bhutan+Partners Stakeholders	11000
<u>Activity 2</u> Communication and meetings with relevant stakeholders based on progress/impact reports	Meetings with relevant stakeholders. Adapted policies and budget lines for replication and continuation of (elements of) the program	<ol style="list-style-type: none"> <li>1. Program finance by the Netherlands will come to an end by 2012</li> <li>2. The program touches a problem that is to be tackled by society and the government.</li> <li>3. The final proof of the success is the acceptance of the results by making available budgets and developing policies</li> </ol>	January 2011 – October 2011	YDF Bhutan+Partners Stakeholders	15000
<u>Activity 3</u> Closing workshops, publication of final document including working methods, case stories, lessons learnt and good practices	Concluding workshop. Report published Follow up activities planned with stakeholders	<ol style="list-style-type: none"> <li>1. Codification of working processes, results and recommendations for future actions is instrumental for follow up, replication and up scaling of the program</li> </ol>	October 2011 – December 2011	YDF, Royal Government of Bhutan, all program stakeholders. Business and NGO community	10245