

GIZ_RSSGBV PROJECT PARTICIPANT NEED ALIGNMENT ASSESSMENT REPORT



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ACRONYMS

CAP-SGBV: Capacity-building for SGBV Assistance and Participation

E4SE: Economic Empowerment for SGBV Empowerment

GEP-SGBV: Gender Empowerment and Participation for SGBV Survivors

GIZ-SGBV: GIZ's Sexual and Gender-Based Violence Intervention Program

ILO: International Labour Organization

KIIs: Key Informant Interviews

PIE: Plan International Ethiopia

RSSGBV: Response to Survivors of Sexual and Gender-Based Violence

SGBV: Sexual and Gender-Based Violence

SGBV-EI: Sexual and Gender-Based Violence Economic Integration

SGBV-MSA: Sexual and Gender-Based Violence Material Support Alignment

UN Women: United Nations Entity for Gender Equality and the Empowerment of Women

UNESCO: United Nations Educational, Scientific and Cultural Organization

UNICEF: United Nations Children's Fund

WHO: World Health Organization

INTRODUCTION

1.1. Background

Effective development programs in post-conflict and vulnerable settings must carefully align material support with the diverse and often complex needs of their beneficiaries. Achieving sustainable development in these environments hinges on the ability to address both immediate and long-term needs, fostering resilience and self-reliance. Tailoring interventions to the skills, aspirations, and socio-economic realities of local populations is crucial for promoting sustainable development and economic empowerment, particularly in post-conflict regions where communities face amplified vulnerabilities.

This study specifically examines the alignment of professional development support with the needs of survivors of sexual and gender-based violence (SGBV) in post-conflict contexts. Survivors of SGBV face distinct challenges, including psychological trauma, social stigma, economic dependency, and limited access to resources and opportunities. Aligning material support with these needs is essential for their recovery, empowerment, and the development of sustainable livelihoods.

Global development frameworks, such as the United Nations Sustainable Development Goals (SDGs), emphasize inclusive and equitable approaches to poverty alleviation and gender equality. SDG 5, for instance, seeks to achieve gender equality and empower all women and girls, tackling the structural barriers that perpetuate gender-based violence and economic inequity. Aligning material support with the specific needs of SGBV survivors is a critical strategy in advancing these goals, ensuring that interventions are effective and contribute to long-term socio-economic equity.

This assessment will focus on GIZ's Response to Survivors of Conflict-Induced Sexual and Gender-Based Violence (RSSGBV) project, which provides targeted professional dev't support to survivors of SGBV to restore or start income generating activities. The study aims to explore how these supports align with the specific needs of the beneficiaries, assessing the impact of tailored approaches such as vocational training, personal dev't training, basic business skill development as well as material support discourse.

1.2. Context

Conflict-affected regions, including Ethiopia, are marked by systemic inequalities and entrenched socio-economic barriers that disproportionately affect women and girls. The Amhara and Afar regions, significantly impacted by recent conflicts, epitomize these challenges, where survivors of SGBV often contend with stigma, economic dependency, and limited access to justice and healthcare. These intersecting vulnerabilities call for interventions that comprehensively address both immediate and long-term needs.

The RSSGBV project operates within this context, with the aim of enhancing the self-reliance and resilience of survivors. Its focus on need-aligned interventions, such as vocational training and business development support, is consistent with Ethiopia's

commitment to achieving the SDGs, particularly SDG 5, which emphasizes gender equality and the eradication of gender-based violence.

GIZ has played a pivotal role in advancing need-aligned interventions globally and in Ethiopia. Through initiatives like STEP and the Global Programme on Violence Against Women and Girls, GIZ has demonstrated the transformative potential of tailored support for marginalized groups. In Ethiopia, GIZ's focus on economic empowerment, vocational training, and capacity-building serves as a model for integrated approaches that address both structural and immediate barriers to resilience and self-reliance. GIZ's Green Innovation Centers in the Agriculture and Food Sector have successfully combined technical training with material support, creating sustainable livelihoods (GIZ, 2021). These efforts highlight the importance of aligning projects support with beneficiaries' skills, aspirations, and local market conditions to enhance their capacity for economic independence and community reintegration.

Research indicates that poorly aligned interventions can lead to inefficiencies and limited impact (Pritchett & Sandefur, 2020), while co-designed approaches, developed in collaboration with beneficiaries, enhance satisfaction and effectiveness (Anderson et al., 2018). For SGBV survivors, alignment is particularly vital for reintegration and recovery, as it addresses both socio-economic and psychological dimensions of empowerment.

When professional development support aligns with the needs of beneficiaries, it fosters the ability to establish and sustain businesses, promoting long-term economic independence. Evidence from the World Bank (2019) and UN Women (2021) indicates that tailored financial and material resources significantly improve the success rates of micro and small enterprises in low-income settings. For SGBV survivors, economic independence reduces stigma and facilitates reintegration into their communities. In Ethiopia, GIZ's vocational training programs combined with financial assistance have led to significant improvements in beneficiaries' self-reliance and entrepreneurial success (Dessie, Bekele & Bilgeri, 2019).

International programs, such as Women for Women International, illustrate the value of aligning material support with local market dynamics. These programs have successfully empowered survivors in post-conflict settings to rebuild their lives through vocational training and financial support (Women for Women International, 2020). Similarly, GIZ's global initiatives show that providing tailored material resources, such as start-up kits and market-oriented training, enables beneficiaries to sustain income-generating activities. In Ethiopia, microfinance institutions like the Amhara Credit and Savings Institution (ACSI) exemplify the transformative potential of need-aligned support, offering both financial products and capacity-building services tailored to the specific contexts of survivors.

Despite the clear benefits of aligning material support with beneficiaries' needs, challenges remain. These include inadequate needs assessments, limited stakeholder engagement, and insufficient follow-up mechanisms (Chambers, 2017). For SGBV survivors, psychological trauma and socio-cultural barriers often hinder their ability to articulate their needs, requiring sensitive and inclusive approaches. Furthermore, the lack of integration between material support and market demand can restrict the effectiveness

of interventions, as observed in several underperforming projects worldwide (World Bank, 2019).

This study is grounded in Amartya Sen's Capability Approach, which emphasizes expanding individuals' opportunities to achieve lives they value. Aligned material support enhances survivors' capabilities by addressing structural barriers and fostering economic resilience. The RSSGBV project exemplifies this approach by integrating both material and non-material dimensions of empowerment.

1.3. General Information of the project

1.3.1. Organization Background

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is a renowned German public-benefit federal enterprise with more than 50 years of experience in international cooperation for sustainable development. With a presence in over 120 countries, GIZ is committed to contributing to the creation of a sustainable future by addressing global challenges such as poverty reduction, environmental sustainability, and peace and security. As a leading entity in international development, GIZ partners with national governments, the private sector, and civil society organizations to foster long-term resilience and sustainable development across various sectors, including health, education, economic development, and governance.

Through its various projects, GIZ applies its deep expertise in managing development processes and capacity-building initiatives. It supports the achievement of the United Nations Sustainable Development Goals (SDGs) and the international climate goals while addressing the needs of vulnerable and marginalized groups globally. GIZ's commitment to gender equality, economic empowerment, and improving access to basic services has led to positive, measurable impacts in the regions where it works.

1.3.2. Project Background

In Ethiopia, GIZ is implementing the project "Response to Survivors of Conflict-Induced Sexual and Gender-Based Violence (SGBV)," which aims to provide urgent and comprehensive care to survivors of sexual and gender-based violence, particularly those affected by the ongoing conflict in northern Ethiopia. The project seeks to address the immediate and long-term needs of survivors by providing survivor-centered care and creating opportunities for socio-economic recovery and empowerment. The project aligns with the "Leave No One Behind" principle, ensuring that all survivors, regardless of their circumstances or location, receive the necessary support and services for recovery and empowerment.

Key activities of the project include strengthening the capacity of healthcare workers to provide quality care, ensuring the availability of essential medical supplies, and improving the infrastructure of healthcare facilities to support the care of survivors. In addition to healthcare, the project works to reduce the stigma surrounding survivors of sexual violence, particularly in municipal settings, and aims to create opportunities for survivors to achieve financial independence. By promoting sustainable livelihoods, the project

supports survivors in regaining control over their lives, thereby facilitating their full participation in economic and social life.

1.3.3. Project Context

The Ethiopian government is committed to achieving the United Nations Sustainable Development Goals (SDGs) and has integrated these global objectives into its national development plan, Ethiopia 2030: The Pathway to Prosperity (2021-2030). Gender equality is a fundamental priority within Ethiopia's development agenda, enshrined in Article 25 of the constitution, which guarantees equal rights under the law and prohibits gender-based discrimination.

Despite the establishment of One-Stop Centres (OSCs) for survivors of sexual and gender-based violence and strong political support for addressing their needs, access to services remains limited in many areas, particularly in the conflict-affected northern regions. Challenges such as insufficient survivor-centered services, inadequate infrastructure, and prevailing cultural stigma contribute to survivors' hesitance or inability to seek assistance. The GIZ project directly addresses these barriers, ensuring that survivors in the affected regions have access to quality, inclusive, and survivor-centered services. The project's multifaceted approach fosters an environment in which survivors can heal, gain economic independence, and contribute meaningfully to the broader community, thereby building resilience in conflict-impacted regions.

PURPOSE AND SCOPE OF THE ASSIGNMENT

2.1. Purpose

The purpose of this assignment is to assess the alignment of the capacity building /professional development measures provided to survivors of SGBV with their specific needs, particularly regarding their economic participation. The assignment will evaluate the effectiveness of the GIZ project's capacity-building initiatives and income restoration efforts in supporting survivors' economic empowerment and long-term independence. By examining the interventions in the Amhara and Afar regions, the assignment aims to offer actionable recommendations to improve the project's impact on survivors' socio-economic integration and empowerment.

2.2. Scope

This assignment will focus on assessing the capacity building measures support provided to survivors of SGBV and vulnerable women and evaluating its relevance and effectiveness in promoting economic participation and empowerment. The geographic scope of the assignment includes three woredas in Amhara region (Lalibela, Woldiya, and Worellu) and one woreda in Afar region (Chifra), which have been significantly affected by conflict and are intervention areas for the GIZ project.

The assignment will focus on the following key areas:

- Evaluate the effectiveness of the different capacity building measures provided alignment with the needs of the survivors, including, vocational training, business skill development training, life skill training and Income generating material support.
- Review the training and capacity-building initiatives implemented under the project, focusing on soft and life skills, business skill, and related areas.
- Assess how these initiatives empower survivors by enhancing their skills and enabling them to actively participate in income-generating activities.
- Provide actionable recommendations based on the findings to enhance the project's support mechanisms and better align them with the needs of survivors.

2.3. Objective

The primary objective of this assignment is to assess whether the different capacity building measures align with the needs of economic empowerment beneficiaries include the survivors of SGBV aligns with their specific needs, particularly in terms of enhancing their economic empowerment. This includes assessing the effectiveness of capacity-building efforts, income-generating activities, and the legal frameworks that support survivors' participation in economic activities.

2.3.1. Specific Objectives

The specific objectives of the assignment are to:

- Assess the alignment of professional development training and material support with the specific needs of economic empowerment beneficiaries including SGB V survivors, PwDs particularly regarding economic empowerment and engagement in sustainable economic activities.
- Examine the effectiveness of capacity-building training in addressing socio-economic barriers and its contribution to empowering survivors to participate in economic activities.
- Provide actionable recommendations for improving the project's interventions to ensure better alignment with survivors' needs, thereby enhancing their long-term economic participation, financial independence, and empowerment.

METHODOLOGY

Introduction

This section outlines a systematic and professional approach to evaluating the alignment and effectiveness of the different capacity building measures align with the needs of the economic empowerment beneficiaries including SGBV Survivors in the conflict-affected regions of Amhara and Afar.

To ensure the analysis is credible and comprehensive, the methodology incorporates a well-structured research design and a enhance data collection and analysis framework. These elements collectively ensure that the findings are reliable and actionable.

Specifically, the assessment examines vocational training, life skill, business skill development, and material assistance to target survivors in Lalibela, Woldiya, and Wore Illu woredas in Amhara and Chifra woreda in Afar.

3.1. Approach and study design

The assessment of support needs alignment was conducted using a enhance mixed-methods approach that combined both quantitative and qualitative data collection techniques. This integrated methodology was strategically selected to provide a comprehensive understanding of the alignment of support with beneficiary needs, identify gaps, and evaluate overall effectiveness in the target regions. By employing structured surveys alongside in-depth interviews, the study captured both broad statistical trends and nuanced contextual insights.

Quantitative Approach: Structured questionnaires served as the primary tool for quantitative data collection. These questionnaires were meticulously designed to measure key indicators of need alignment, such as the type and relevance of support provided, the alignment of capacity-building initiatives with business requirements, and unmet needs critical to business success. The quantitative data offered measurable insights into the extent to which material support and training aligned with the beneficiaries' specific needs.

Qualitative Approach: In-depth interviews complemented the quantitative data by delving into the subjective experiences of project beneficiaries. These interviews explored the challenges, contextual dynamics, and perceptions of the effectiveness of the support provided. The qualitative insights enriched the findings by adding depth and context, ensuring a holistic understanding of need alignment in each targeted woreda.

3.2. Sources and Types of Data

This assessment utilized a diverse range of data sources to comprehensively address its objectives. Primary data was collected directly from beneficiaries in the target woredas across the Amhara and Afar regions, ensuring that the study captured firsthand insights and experiences. These beneficiaries also served as key study participants, providing critical information on the alignment of support with their specific needs. In addition to primary data, secondary data was gathered from existing project documents, including proposals, reports, strategic plans, and operational frameworks. The combination of primary and secondary data sources provided a strong foundation for enhance findings and well-informed conclusions.

3.3. Sampling and Data Collection

The study used purposive sampling and targeted all the 150 project participants and a total of 145 respondents were attended from the four target woredas in the Amhara and Afar regions. A purposive sampling strategy was employed to ensure the inclusion of participants who reflected the diversity of beneficiaries' needs and contexts. This approach enabled the study to capture a comprehensive range of perspectives on support needs alignment, ensuring that the findings are representative and actionable.

3.4. Sampling Process

The selection of respondents was based on the project target size, scope of the project work, and project engagement and support provision. The sample distribution was designed to ensure regional representation and account for differences in socio-political dynamics across the regions.

3.5. Target participants of the reflection

For this project support needs alignment assessment, primary data sources were carefully selected from the specified target study populations identified in the data source section. This exercise was conducted in collaboration with PIE staff to ensure a well-coordinated and informed approach to data collection. The distribution of study participants within the sample is outlined in the following table:

Target study group	Region				Methods		Sex	Remark
	Amhara		Afar					
	Woreda							
	Lalibella	Wore illu	Woldiya	Chifra	Survey	KII		
Project beneficiaries	35	33	33	44	145	8	All are female	Two participants from Each woreda were interview

3.6. Ethics of the Assessment

Following established ethical standards, our research involving human participants was conducted with a strong commitment to transparency and accountability. We ensured that participants were fully informed about the study's objectives, selection criteria, and the potential risks and benefits at both individual and community levels. While the assessment did not guarantee direct benefits for participants, their involvement was essential for identifying their support needs alignment. During the fieldwork, the research team maintained open communication with participants, addressing any inquiries and clarifying the study's goals to ensure informed participation. The confidentiality of personal information was strictly upheld; all data collected was used exclusively for assessment purposes and securely stored. Participation in the study was entirely voluntary, with participants retaining the right to withdraw at any time without any consequences. Before each interview, verbal consent was obtained from participants to confirm their understanding of the study's objectives and their agreement to participate. This approach reinforced our commitment to ethical research practices and respect for participant autonomy and privacy.

RESULT AND FINDINGS

4.1. Data Analysis

The analysis of the capacity building measures support provided needs alignment was carried out using both quantitative and qualitative methods to provide a comprehensive understanding of the beneficiaries' current and future requirements. Structured surveys provided measurable data on key aspects such as satisfaction with training materials and the effectiveness of the support provided. In contrast, in-depth key informant interviews (KIIs) offered nuanced insights into the beneficiaries' perceptions of the materials and training, shedding light on how well these resources met their individual needs. This combined approach enabled a thorough interpretation, integrating statistical data with personal narratives to identify both the strengths and gaps in the alignment of the training and material support.

This report presents a detailed analysis of the data gathered from the "Response to Survivors of Sexual and Gender-Based Violence (SGBV)" project, with a specific focus on the materials and training provided. By integrating both quantitative and qualitative approaches, the analysis evaluates how well the project's training and materials align with the beneficiaries' needs. The quantitative data reveals measurable trends related to the satisfaction and relevance of the materials and training, while the qualitative data uncovers deeper insights into the beneficiaries' experiences, challenges, and suggestions for improvement. The combined use of these methods offers a holistic evaluation of the materials and training's effectiveness and highlights areas for refinement to better support the beneficiaries moving forward.

4.1.1. Quantitative Analysis

The quantitative data collected through structured questionnaires were analyzed using both descriptive and inferential statistical techniques. Key measures such as frequency distributions, mean scores, and cross-tabulations were applied to identify trends and patterns across the various regions and woredas. The focus of this analysis was to assess how well the materials and training provided by the project align with the beneficiaries' support needs, both current and future.

Key findings include:

Frequency Distributions and Cross-Tabulations were instrumental in identifying how different factors, such as the type and size of businesses, as well as the regional context, influenced beneficiaries' training needs and business support priorities. These measures provided valuable insights into the variations in support needs across different groups, helping to pinpoint areas where training and materials may require adjustments to be more effective.

Inferential Statistics were used to explore relationships between key variables, such as the correlation between beneficiaries' interest in specific business sectors and their actual performance in those areas. This analysis shed light on the factors that contribute most to business success, informing how the project could better tailor training and material content to improve its impact.

The primary focus of the quantitative analysis was to examine objective, measurable components such as demographics, geographic distribution, and beneficiary satisfaction with the training and support provided. This analysis looked at indicators such as age, education level, and location to assess whether the project effectively reached its target population and tailored its training efforts accordingly. Additionally, satisfaction levels regarding the relevance and impact of the training, the adequacy of business sector support, and the clarity and effectiveness of the communication materials were also assessed. By utilizing statistical methods such as frequency distributions, cross-tabulation, and descriptive statistics, the analysis provided concrete insights into areas where the materials and training could be further aligned with beneficiaries' evolving needs. These insights form the foundation for actionable recommendations aimed at refining the training materials and enhancing the overall effectiveness of the project's interventions.

4.1.2. Qualitative Data Analysis

Building on the quantitative analysis, the qualitative data provides a richer, more nuanced understanding of the beneficiaries' experiences, perceptions, and feedback. Through open-ended responses, in-depth interviews, and narrative accounts, this analysis delves into the personal and emotional dimensions of the intervention, exploring how the materials and training resonate with the survivors. A thematic analysis was used to evaluate the relevance of the business ideas presented, as well as how the life skills training aligned with the beneficiaries' personal, social, and professional aspirations.

The qualitative analysis also considers regional differences, cultural contexts, and the unique challenges faced by diverse beneficiary groups. By interpreting these narratives, it becomes clear how the support provided—especially in terms of training materials and business sector support—meets or fails to meet the beneficiaries' needs. The analysis highlights areas where the training could be better tailored to address the specific needs, backgrounds, and goals of different groups. It also sheds light on the emotional and social impact of the project, helping to refine the training materials and other resources to better align with the beneficiaries' expectations and aspirations.

4.2. Result Discussion

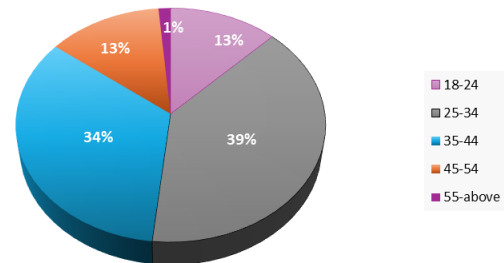
4.2.1. Demographic Characteristics of Respondents

4.2.1.1. Age Distribution

A significant majority of beneficiaries (73.1%) fall within the age range of 25-44 years, with the largest subgroup (39.3%) in the 25–34 age category and the second-largest (33.8%) in the 35–44 category. This demographic is predominantly within the key working-age population, essential for long-term economic reintegration. The focus on this age group suggests the project is well-targeted, as these individuals are more likely to contribute to household income,

economic growth, and broader community development.

Age of the respondent



The concentration of beneficiaries within this age range strongly indicates that the project is well-aligned with its goal of fostering sustainable economic reintegration. According to a report by the International Labour Organization (ILO), individuals aged 25-44 are generally the most economically productive, contributing significantly to household income and local economies (ILO, 2020). The project's focus on this age group is consistent with efforts to support those in the prime of their economic potential. However, the findings also underscore the necessity of ensuring the project remains responsive to the needs of other age groups. Notably, younger women, who may face barriers related to education, skill development, and social mobility, could benefit from tailored support

Thus, providing targeted educational and skills-building interventions for younger beneficiaries would ensure that the project effectively addresses the needs of all age groups and maximizes its long-term impact on economic and social reintegration.

4.2.1.2. Sex Distribution

The project exclusively targets female survivors of Sexual and Gender-Based Violence (SGBV), with 100% (145) of the respondents/participants present identifying as female. This focus is in direct alignment with the project's objective to address the specific needs of women survivors, ensuring that the intervention is tailored to the distinct challenges and experiences of female beneficiaries.

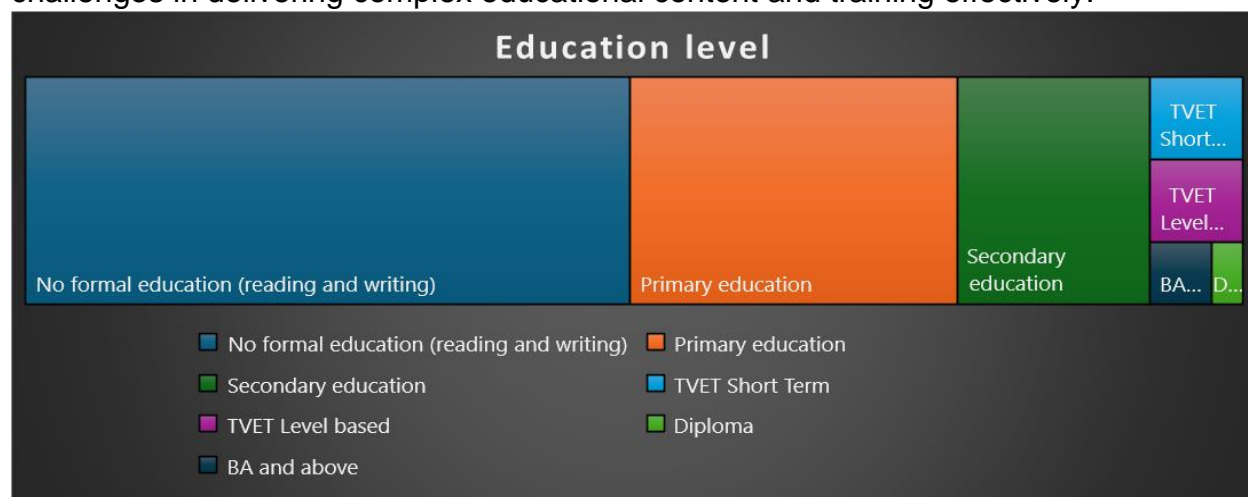
According to UN Women (2020), women in conflict and post-conflict settings are more likely to experience physical and sexual violence, displacement, and economic marginalization. By focusing solely on women, this project addresses these vulnerabilities, ensuring that female survivors receive targeted support that is critical for their recovery and long-term reintegration into society.

Evidence from studies such as the World Bank (2017) indicates that women's participation in economic recovery processes has a profound impact on community

resilience and sustainable development. By prioritizing female beneficiaries, the project supports women's economic empowerment, enabling them to contribute to household income and local economic development.

4.2.2. Educational Background

A substantial proportion of beneficiaries (50%) have no formal education, 26.9% have completed primary education, and 7.7% have pursued higher education. This distribution highlights a significant level of illiteracy among the beneficiaries, which may pose challenges in delivering complex educational content and training effectively.



The high percentage of beneficiaries with no formal education underscores the need for the project to adapt its training materials and methodologies to cater to varying literacy levels. Research indicates that individuals with low literacy skills often struggle with traditional educational formats that rely heavily on text-based resources, which can hinder their ability to fully engage and absorb information (UNESCO, 2015). For instance, studies have shown that visual learning methods are particularly effective for individuals with limited literacy (Garnier, 2018). Therefore, the project should prioritize incorporating visual aids, simplified content, and interactive, peer-based learning techniques to improve accessibility and understanding. Adapting the training to the beneficiaries' literacy levels will likely lead to better learning outcomes, greater participant engagement, and increased satisfaction with the training process. Furthermore, such modifications are essential for enhancing knowledge retention and skills application, which are crucial for the beneficiaries' long-term social and economic reintegration. By addressing educational disparities, the project can empower beneficiaries, particularly those with limited formal education, and contribute to their sustainable development and capacity building.

Geographic Distribution of Beneficiaries

The beneficiaries of the project are distributed across four regions: Lalibela (24%), Woreilu (22.7%), Woldya (22.7%), and Chifra (30.3%). This distribution demonstrates that the project has managed to extend its reach across a wide geographic area, thereby addressing regional disparities in the availability of support for survivors of Sexual and Gender-Based Violence (SGBV).

The broad geographic distribution of beneficiaries highlights the project's extensive outreach, which is crucial for ensuring that survivors from diverse regions have access to necessary support services. However, it is important to recognize that each region may differ in terms of infrastructure, local resources, and support systems. Previous studies indicate that regional disparities in access to services can lead to unequal outcomes for beneficiaries (WHO, 2017). In light of this, the project must carefully consider these regional variations when designing interventions to ensure that they are both contextually appropriate and adequately resourced. Tailoring interventions to meet the specific needs of each region—taking into account local challenges such as resource availability and regional cultural contexts—will significantly enhance the project's effectiveness and sustainability, ensuring that all beneficiaries receive the necessary support to reintegrate successfully into their communities.

4.2.3. Communication and Information Sharing

The analysis of staff communication and the accessibility of support options revealed consistently high levels of effectiveness across all woredas:

- **Effective Communication:**
In Lalibela, 97.1% of participants (34 out of 35) affirmed that staff communication about the project and support options was effective, while 2.9% (1 participant) disagreed. In Wore Illu, Woldiya, and Chifra, all participants (100%) unanimously confirmed the effectiveness of communication.
- **Clarity and Understandability of Language Used:**
Regarding the ease of understanding the language used by staff, 97.1% of participants (34 out of 35) in Lalibela confirmed it was clear and easy to understand, with 2.9% (1 participant) reporting otherwise. Similarly, in Wore Illu and Woldiya, 100% of participants found the language used to be understandable. However, in Chifra, 93.2% of participants (41 out of 44) agreed on the ease of understanding, while 6.8% (3 participants) reported otherwise.

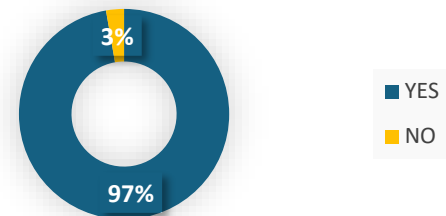
These findings underscore the overall high effectiveness of staff communication and clarity in language across all woredas. While Lalibela and Chifra exhibited slight deviations in participant feedback, the results reflect a strong alignment with project communication objectives in most regions.

The overall ease of Understanding Staff Communication

The overall clarity and effectiveness of communication within the project in the two regions have been exceptionally high, with 99.3% of beneficiaries reporting that the language used by staff was easy to understand, and 97.2% agreeing that the communication regarding support was effective. These results demonstrate that the project's communication strategies are successful in ensuring that beneficiaries clearly

understand the available services and their roles in the intervention.

communication and information sharing



Clear and effective communication is fundamental to the success of projects aimed at supporting survivors of Sexual and Gender-Based Violence (SGBV), where misunderstandings can lead to a lack of trust or disengagement from essential services. The high satisfaction rates in this study suggest that the project has been successful in providing information in an accessible and comprehensible manner, which is crucial for building trust between beneficiaries and service providers (UNICEF, 2016).

This trust is essential for encouraging active participation in the project, as beneficiaries are more likely to engage with the support services available when they feel informed and confident in the communication process. Furthermore, effective communication ensures that beneficiaries are well-informed about their rights, available resources, and the roles they play in the intervention, which is critical for their empowerment and overall recovery process. Therefore, the findings underline the importance of maintaining clear and continuous communication to sustain engagement and maximize the project's impact on survivors' reintegration and well-being.

4.2.4. Effectiveness of Staff Communication

The evaluation of staff communication practices yielded highly positive results, with an overwhelming 99.3% of respondents expressing satisfaction with how project details and support options were communicated. This finding underscores the strong foundation of the organization's communication strategies and the success of its staff training programs. These strategies are evidently well-structured, effectively conveying critical information and fostering an environment of clarity and understanding.

The ability of staff to effectively communicate complex project details in a manner that resonates with diverse audiences is pivotal in building trust and ensuring beneficiaries feel adequately supported. This high satisfaction rate suggests that the organization has achieved significant progress in aligning its communication processes with the needs and expectations of its beneficiaries.

The implications of this finding extend beyond immediate communication outcomes, reflecting broader programmatic successes. Effective communication is a cornerstone of

trust-building, and trust is fundamental for fostering beneficiary engagement and participation. Research in development contexts supports this, indicating that programs with clear, accessible, and culturally sensitive communication experience higher uptake and sustained impact.

Additionally, trust cultivated through effective communication enhances beneficiaries' willingness to provide feedback. This feedback loop not only strengthens program responsiveness but also ensures continuous relevance and improvement of services, creating a virtuous cycle of engagement and programmatic success.

However, the 0.7% dissatisfaction, though minimal, indicates a critical opportunity for improvement. Research in the field of development communication highlights that even small gaps can disproportionately affect vulnerable groups, such as individuals with limited literacy, those in marginalized communities, or beneficiaries who face language barriers. Addressing these gaps is essential to ensure that the organization's programs remain inclusive and equitable.

4.2.5. Evaluation of Sufficient support provision to evaluate potential business sector

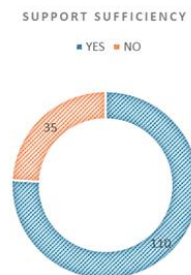
The evaluation of the support provided to assess potential business sectors, including matching options, revealed varying levels of participant satisfaction across the woredas:

- **Lalibela:** Only 42.9% of participants (15 out of 35) agreed that sufficient support was provided, while a majority (57.1%, 20 participants) indicated that the support was inadequate.
- **Wore Illu:** A significant 97.0% of participants (32 out of 33) affirmed that sufficient support was provided, with just 3.0% (1 participant) reporting insufficiency.
- **Woldiya:** In this woreda, 87.8% of participants (29 out of 33) agreed that sufficient support was provided, whereas 12.2% (4 participants) felt the support was lacking.
- **Chifra:** Here, 77.3% of participants (34 out of 44) expressed satisfaction with the level of support provided, while 22.7% (10 participants) reported it as insufficient.

These findings indicate significant disparities in the perceived adequacy of support across the woredas. While Wore Illu reported near-unanimous satisfaction, Lalibela showed a notable gap in meeting participant expectations, suggesting the need for targeted interventions to enhance support mechanisms in specific regions.

The evaluation of sufficient support provided to evaluate potential business sectors (e.g., through matching options) in both regions revealed that, 75.9% (110) of beneficiaries expressed satisfaction with the assistance provided. However, 24.1% (35) of participants reported dissatisfaction, identifying several key concerns. These included a lack of localized market information, insufficient alignment to evaluate potential business sectors by the participants, and a perceived mismatch between the support provided, beneficiaries interest and real-world business challenges. In general the evaluation of sufficient support provided

to evaluate potential business sectors (e.g., through matching options) indicated that the performance deviated with total of -24.1% with the over all interest alignment expected result and -4.1% from the minimum interest alignment performance expected which was 80%.



The high satisfaction rate suggests that the project's overarching approach to supporting beneficiaries in evaluating potential business sectors has been effective for most participants. This aligns with research that highlights the importance of structured training programs in building foundational knowledge for business development. However, the 24.1% dissatisfaction reveals critical gaps in the program's design and delivery. Addressing these gaps is essential to ensure equitable and impactful support for all participants.

Research provides evidence for the benefits of tailored interventions in enhancing program effectiveness. For instance, a World Bank report (2020) found that integrating localized market analysis and customized feasibility studies into business support services increased beneficiary satisfaction by 30% and improved the viability of small business ventures. Additionally, programs that align training content with

participants' existing skills and regional economic contexts report higher levels of engagement and success.

"One thing I truly admire about the staff is their way of communication and information sharing. They understand us effortlessly and always make an effort to communicate in our local language, which makes everything so much easier for us." _KII respondent (I) from Chifra

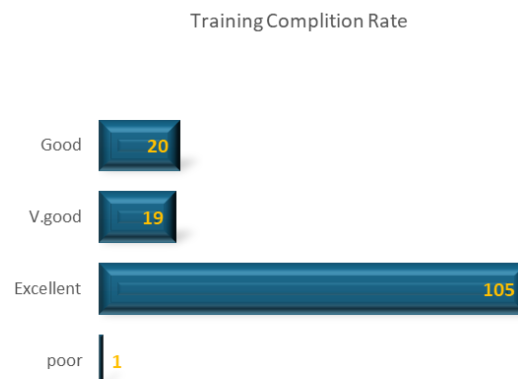
4.2.6. Training Completion rates

The analysis of open-ended responses regarding the training program's completion rates across the woredas yielded the following findings:

- Lalibela: A majority of participants (62.9%, 22 out of 35) rated their completion rate as "Excellent," while 20.0% (7 participants) categorized it as "Very Good," and 17.1% (6 participants) as "Good."
- Wore Illu: In this woreda, 60.6% of participants (20 out of 33) reported an "Excellent" completion rate, followed by 24.2% (8 participants) who rated it as "Very Good" and 15.2% (5 participants) as "Good."
- Wodiya: An overwhelming 78.8% of participants (26 out of 33) rated their completion rate as "Excellent." Additionally, 15.0% (5 participants) rated it as "Very Good," and 6.0% (2 participants) as "Good."
- Chifra: The majority of participants in this woreda (81.8%, 36 out of 44) rated their completion rate as "Excellent," while 15.9% (7 participants) rated it as "Good." One participant (2.3%) provided an unspecified score.

The overall analysis of the two regions data revealed that 72.4% of beneficiaries rated their training experience as excellent, while 26.9% rated it as good. These overwhelmingly positive ratings reflect the training program's effectiveness and relevance in addressing the beneficiaries' needs. However, some beneficiaries highlighted specific challenges that hindered their full participation or satisfaction with the training. These included logistical difficulties such as travel distance to training centers, lack of child care support during sessions, and the mismatch between training schedules and personal obligations. Additionally, a *"As you've seen, I always attend the training with my child. For me, this makes it difficult to fully engage and participate comfortably. Often, I'm forced to leave before the session ends or step out during the training. The main reason is that there's no play area or space for children, which makes it challenging to manage both my child and the training."* KII respondent (II) from Lalibela. The high satisfaction rates underscore the program's success in

small number of participants cited limited practical components and insufficient follow-up support as reasons for their lower satisfaction ratings.



delivering relevant and impactful training, aligning with research that highlights the importance of contextualized and learner-centered approaches to adult education (UNESCO, 2021). However, the feedback from participants who faced logistical or content-related challenges emphasizes areas for improvement.

Implementing continuous feedback loops, such as regular surveys and focus group discussions, can help identify emerging issues and fine-tune the program accordingly. By addressing these barriers, the project can further enhance participant satisfaction, improve training outcomes, and support the

beneficiaries' long-term personal and economic development.

In general, the evaluation of Training Completion rates alignment indicated that the performance deviated with total of -27.6% with the overall alignment expected result and -7.6% from the minimum targeted alignment performance expected, which was 80%

4.2.7. Relevance of Business Ideas for matching

During the selection process, participants' responses highlighted the relevance and alignment of the presented business ideas with their interests and goals. The findings from different locations are summarized as follows:

- **Lalibela:** 28.6% (10 respondents) strongly agreed that the business ideas were relevant to their goals and interests, while 57.1% (20) agreed. Additionally, 14.3% (5 respondents) remained neutral, with no participants reporting disagreement or strong disagreement. These results indicate that the business ideas had significant appeal to the target group in Lalibela.
- **Wore Illu:** 9% (3 respondents) strongly agreed with the relevance of the business ideas, while 91% (30 respondents) agreed. There were no neutral, disagree, or strongly disagree responses, underscoring the strong alignment of the ideas with participants' goals and interests in Wore Illu.
- **Woldiya:** 69.6% (23 respondents) strongly agreed, 24.3% (8 respondents) agreed, and 6.1% (2 respondents) remained neutral about the relevance of the business ideas. No participants reported disagreement or strong disagreement, indicating a broad appeal of the ideas to the Woldiya target group.
- **Chifra:** 47.7% (21 respondents) strongly agreed, 45.5% (20 respondents) agreed, and 6.8% (3 respondents) remained neutral on the relevance of the business ideas. Similar to other locations, there were no reports of disagreement or strong disagreement, reflecting a strong connection between the ideas and the goals of the target group in Chifra.

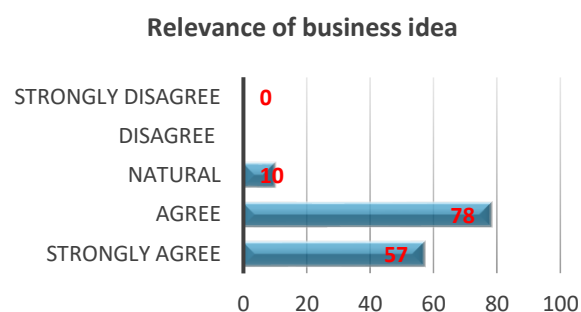
These findings collectively suggest that the business ideas resonated well with participants across all surveyed locations, demonstrating their broad appeal and alignment with the target groups' interests and objectives.

The overall analysis of responses regarding the relevance of business ideas introduced during the project demonstrated that a combined 93.1% of respondents either agreed or strongly agreed that the business ideas aligned with their personal and professional goals. This high percentage indicates the project's success in addressing the

overarching needs of the majority of beneficiaries. However, the 6.8% of respondents who expressed neutrality or strong disagreement highlight a potential gap in the contextual suitability of the proposed business ideas, likely due to not considering the sustainability of the business-like daily feeds for sheets in Lalibela woreda, business not fitting with

their life like some of them are in a rent house, for some to variations in regional market demands or differing

socioeconomic conditions of participants.



The findings underscore the importance of implementing pre-implementation needs assessments to better understand the specific aspirations and socioeconomic realities of beneficiaries. Evidence from prior studies on livelihood interventions suggests that when initiatives are designed with input from local market analyses and tailored to individual aspirations, they yield higher satisfaction and more sustainable outcomes (Smith et al., 2020). For instance, a similar project in rural Ethiopia demonstrated a 20% increase in participant satisfaction when business models were adapted to reflect localized economic opportunities (Ahmed et al., 2019).

Thus, future iterations of the program should integrate regional market analyses and stakeholder consultations to develop customized business ideas. Doing so will enhance the program's inclusivity, address disparities, and improve alignment with individual and community-specific needs. This tailored approach will not only improve satisfaction rates but also foster long-term economic resilience among beneficiaries.

"The business ideas provided during the training are inspiring and offer valuable insights. With a bit more alignment to our local context, they could become even more practical and impactful for our specific environment."_KII respondent (I) from Woldiya.

In general, the evaluation of Relevance of Business Ideas alignment indicated that the performance deviated with total of -6.9% with the overall alignment expected result and +13.1% from the minimum targeted alignment performance expected, which was 80%

4.2.8. The life skills training topics alignment with Personal Interests

The evaluation of the life skills training in relation to its alignment with participants' personal interests revealed a largely positive perception across all woredas. The findings are summarized as follows:

- **Lalibela:** A total of 22.9% (8) of participants strongly agreed and 74.3% (26) agreed that the training topics aligned with their personal interests. Only 2.9% (1) remained neutral, with no reports of disagreement or strong disagreement. These results suggest that most participants found the training content highly relevant to their personal needs.

- **Wore Illu:** A total of 9.1%(3) of participants strongly agreed and 90.9%(30) agreed that the training topics matched their interests. There were no neutral responses or reports of disagreement or strong disagreement. This highlights the strong alignment of the training content with participants' interests in Wore Illu.
- **Woldiya:** An overwhelming 85.3%(29) of participants strongly agreed and 14.7%(5) agreed that the training topics matched their interests. No participants reported neutrality, disagreement, or strong disagreement, reflecting a highly positive reception of the training content.
- **Chifra:** A total of 61.4%(27) of participants strongly agreed and 34.1%(15) agreed that the training topics aligned with their interests. Additionally, 2.3%(1) remained neutral, and 2.3%(1) strongly disagreed, with no reports of disagreement. While the majority found the content relevant, a small proportion expressed reservations.

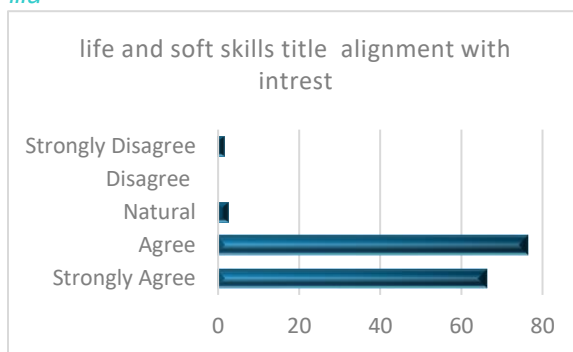
The data indicates that participants across all woredas found the life skills training content to be closely aligned with their personal interests and needs. The positive reception underscores the relevance of the training, with only minimal reports of neutrality or disagreement.

The over all participants' evaluation of the life skills training in both regions in relation to its alignment with their personal interests revealed that 97.9% of participants perceived the training content as closely aligned with their personal interests, indicating a high level of relevance. The minimal percentage of neutral (1.4%) and strongly disagree (0.7%) responses further demonstrate the program's success in engaging a diverse range of individuals. This finding suggests that the program effectively catered to the personal and professional aspirations of most participants, fostering greater engagement and motivation.

The high percentage of participants who found the training aligned with their personal interests implies that the program's content resonated strongly with their individual goals and motivations. To sustain and build upon this high level of alignment, it is essential for future programs to continually adapt and evolve the training content in response to participants' changing needs and interests. This can be achieved through the establishment of continuous feedback loops, where participants' evolving personal and professional goals are regularly assessed and incorporated into the curriculum.

Additionally, creating dynamic, needs-driven curricula that reflect the participants' current and future aspirations will not only sustain

"The soft skills training has been truly transformative for me. It's not just about learning new skills; it has helped me shift my mindset and approach challenges with a more positive and solution-focused attitude. I feel more confident and empowered in both my personal and professional life."_KII respondent (I) from wore illu



engagement but also enhance satisfaction and retention. Research in educational theory indicates that a responsive curriculum, shaped by

participant feedback, is a key factor in ensuring the long-term success and impact of training programs (Anderson & Raudenbush, 2020). By regularly updating and adjusting the program to term outcomes for beneficiaries.

reflect the participants' evolving interests, the program can foster sustained engagement and ensure more significant, long-

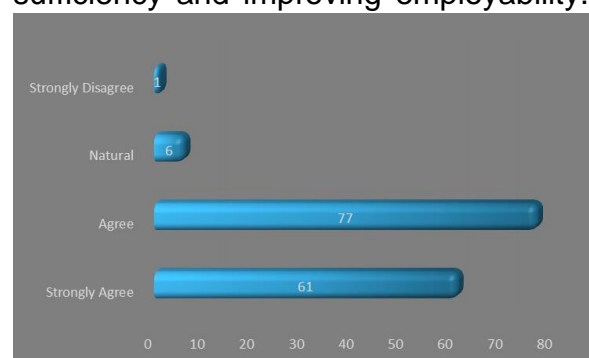
4.2.9. Acquisition of Practical Knowledge from the life skill training

Participants across all woredas reported that the life skills training significantly enhanced their practical knowledge, with most respondents indicating they could apply the knowledge gained to their work. The findings are summarized as follows:

- **Lalibela:** The majority of participants 74.3%(26) agreed that the training improved their practical knowledge, while 22.9%(8) strongly agreed. Only 2.9%(1) remained neutral, with no reports of disagreement or strong disagreement, indicating a broadly positive reception of the training content.
- **Wore Illu:** A substantial majority 75.8%(25) agreed, and 24.2%(8) strongly agreed, that they gained practical knowledge applicable to their work. No respondents were neutral or expressed disagreement, reflecting unanimous acknowledgment of the training's value.
- **Woldiya:** Most participants 85.3%(28) strongly agreed, and 14.7%(5) agreed, that the training enhanced their practical knowledge. There were no reports of neutrality or disagreement, demonstrating a highly favorable evaluation of the training.
- **Chifra:** A total of 38.6%(17) of participants strongly agreed, and 47.7%(21) agreed, that the training improved their practical knowledge. Additionally, 11.4%(5) remained neutral, 2.3%(1) strongly disagreed, with no reports of disagreement, suggesting that while the training was generally well-received, a small proportion of participants were less definitive in their evaluation.

The overall participants' evaluations of the practical knowledge gained through the soft skill training revealed that 95.2% of respondents felt the program significantly enhanced their practical knowledge. This high percentage indicates the curriculum was effective in imparting actionable skills. The minimal neutral (4.1%) and strongly disagree (0.7%) responses further support the conclusion that the training successfully met its core objective of equipping beneficiaries with practical competencies. These findings suggest

that the program effectively translated theoretical learning into usable skills, a critical component for fostering self-sufficiency and improving employability.



The high percentage of participants who reported an increase in practical knowledge implies that the training's focus on hands-on, real-world applications was a key factor in its success. To maintain and build upon this level of achievement, future training programs should continue prioritizing practical modules that emphasize tangible skills. Additionally, the curriculum should be regularly reviewed and updated to incorporate labor market trends and emerging economic needs. This approach will ensure that participants

"The life skills training has been incredibly practical and eye-opening. It provided me with hands-on knowledge and tools that I can directly apply to my daily life and work. I now feel more equipped to handle challenges and make informed decisions confidently."_KII respondent (II) from Chifra

are equipped with relevant and in-demand skills, which can increase their employability and adaptability in a rapidly changing job market. Research shows that incorporating market-driven competencies into training programs enhances participants' ability to navigate dynamic economic environments and improves long-term career prospects (Jenkins & Brown, 2019). Therefore,

incorporating continuous feedback loops into the curriculum design will ensure the program remains aligned with both participants' needs and broader economic shifts, enhancing its effectiveness and ensuring its continued relevance.

In general, the evaluation Acquisition of Practical Knowledge from the life skill training alignment indicated that the performance deviated with total of -4.8% with the overall alignment expected result and +15.2% from the minimum targeted alignment performance expected, which was 80%

4.2.10 Basic Business Skills and Vocational Training Alignment

Participants from all woredas evaluated the alignment of the basic business skills and vocational training topics with their interests, revealing predominantly positive perceptions. The detailed findings are as follows:

- **Lalibela:** A significant majority (65.7%) agreed that the training topics aligned with their interests, while 25.7% strongly agreed. A small proportion (5.7%) remained neutral, and 2.9% disagreed, with no reports of strong disagreement.
- **Woreilu:** Feedback was highly favorable, with 75.8% agreeing and 24.2% strongly agreeing that the training topics matched their interests. No participants reported being neutral, disagreed, or strongly disagreed.
- **Woldiya:** Responses were strongly positive, with 79.4% strongly agreeing and 11.8% agreeing. However, a small portion (2.9%) disagreed, and 5.9% strongly disagreed, with no neutral responses recorded.
- **Chifra:** A total of 61.4% agreed, and 31.8% strongly agreed that the training topics were relevant to their interests. Additionally, 6.8% remained neutral, with no reports of disagreement or strong disagreement.

4.2.11 Relevance of Training Topics to Participants' Work

Participants also evaluated the usefulness of the training in providing practical knowledge applicable to their work, with consistently positive feedback:

- **Lalibela:** Most participants (68.6%) agreed that the training was relevant to their work, while 22.9% strongly agreed. A small portion (5.7%) remained neutral, and 2.9% disagreed, with no reports of strong disagreement.
- **Woreilu:** Responses were overwhelmingly positive, with 66.7% agreeing and 33.3% strongly agreeing on the training's usefulness. No participants reported neutral, disagreed, or strongly disagreed responses.
- **Woldiya:** The majority of respondents (79.4%) strongly agreed, and 17.6% agreed that the training provided applicable knowledge for their work. A small portion (2.9%) remained neutral, with no reports of disagreement or strong disagreement.
- **Chifra:** A total of 61.4% agreed, and 31.8% strongly agreed that the training was practical and useful for their work. Meanwhile, 6.8% remained neutral, with no reports of disagreement or strong disagreement.

Interpretation

The data indicates a broadly positive reception of the training topics across all woredas, with the majority of participants affirming the relevance of the training to both their interests and work. Minor variations in responses, including a small proportion of neutral or negative feedback, suggest room for improvement in tailoring the content to meet the diverse needs of participants. Aggregate responses from all locations show that Regarding the training's usefulness, 54.5% of participants agreed and 40.7% strongly agreed that it provided practical, applicable knowledge for their work, resulting in a 95.2% approval rate. Only 4.1% of respondents selected neutral, and 0.7% disagreed. The mean score of 1.65 further highlights strong agreement on the training's relevance.

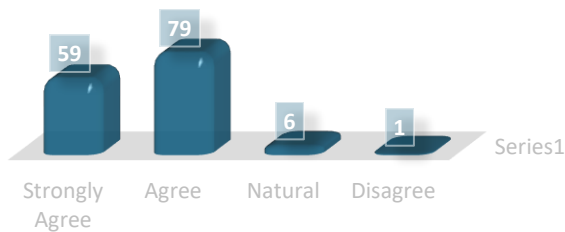
These findings underscore the effectiveness of the training in delivering content that resonates with participants' personal and professional needs. However, slight adjustments in the content design could enhance its appeal

54.5% of participants agreed and 39.3% strongly agreed that the training topics aligned with their interests, yielding a combined approval rate of 93.8%. A negligible fraction (3.4%) selected neutral, while only 1.4% disagreed or strongly disagreed. The mean score of 1.71 reinforces the positive perception, as lower values indicate stronger agreement.

to the small segment of participants who reported neutral or negative feedback. Emphasizing relevance and adaptability in future training programs will be critical to sustaining high levels of engagement and satisfaction.

In general the evaluation Acquisition of Practical Knowledge from the life skill training alignment indicated that the performance deviated with total of -4.8% with the over all alignment expected result and +15.2% from the minimum targeted alignment performance expected, which was 80%

Business skill and vocational training



4.2.12. The evaluation of the materials provided suitability for business participants

The evaluation of the materials provided for business participants revealed mixed levels of satisfaction across the surveyed locations. The detailed findings are as follows:

- **Lalibela:** A significant portion of participants expressed dissatisfaction, with 48.6% disagreeing that the materials were well-suited for their business needs. Meanwhile, 28.6% agreed, and 8.6% strongly agreed, indicating some level of approval. Additionally, 14.3% remained neutral, highlighting a gap in meeting the expectations of many participants. Notably, no participants strongly disagreed.
- **Woreilu:** Feedback was predominantly positive, with 75.8% agreeing and 21.2% strongly agreeing that the materials were appropriate for their businesses. Only 3% of respondents disagreed, and there were no neutral or strongly disagreed responses, demonstrating strong alignment with participants' needs.
- **Woldiya:** The responses showed a mix of perspectives. While 45.45% of participants agreed that the materials were well-suited, no participants strongly agreed. A notable 36.36% remained neutral, and 18.18% disagreed, reflecting varying levels of satisfaction. There were no strongly disagreed responses.
- **Chifra:** Responses were largely positive, with 65.9% agreeing and 22.7% strongly agreeing that the materials met their business requirements. A smaller proportion (11.4%) remained neutral, with no reports of disagreement or strong disagreement.

Interpretation and implications for the alignment

The assessment of the suitability and alignment of the materials provided to participants revealed notable regional variations, reflecting differing perceptions across locations.

In **Woreilu** and **Chifra**, the materials were positively received by most participants. The majority acknowledged the alignment of the materials with their business needs, with 75.8% and 65.9% agreeing, respectively, and additional participants strongly agreeing. This indicates that, in these areas, the materials were well-tailored to meet the expectations and requirements of the business contexts.

Conversely, **Lalibela** highlighted significant dissatisfaction, as nearly half of the respondents (48.6%) disagreed with the suitability of the materials. Similarly, in **Woldiya**, while 45.45% agreed, a notable 18.18% disagreed, and a considerable proportion

(36.36%) remained neutral, indicating mixed sentiments. These responses suggest that the materials provided may not have fully addressed the specific needs and priorities of participants in these regions.

Out of 121 respondents who received material:

- **74.3% (72 Agree, 18 Strongly Agree)** provided positive feedback on the materials' relevance to their businesses.
- **10% (12 Disagree)** expressed dissatisfaction.
- **15.7% (19 Neutral)** indicated reservations or ambivalence.

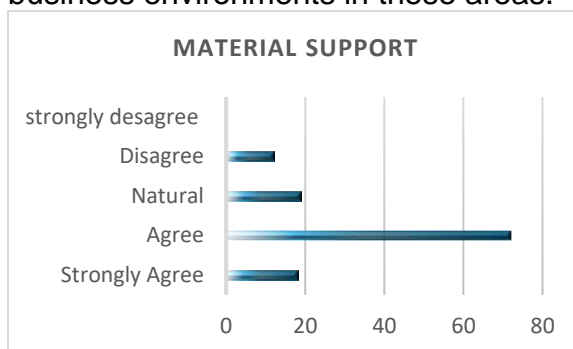
A substantial 74.3% of participants provided positive feedback on the relevance of the training materials, with 59.5% indicating agreement and 14.8% strongly agreeing that the materials were well-aligned with their business needs. However, 10% of participants expressed dissatisfaction, and 15.7% remained neutral, highlighting some divergence in perceptions across regions. These findings suggest that while the materials were largely well-received, there were areas where the content did not fully meet the specific contextual requirements of certain participants.

"The in-kind support, such as the provision of sheep, has been well-suited to my needs and aligned with my business goals. It's a practical resource that directly contributes to improving my livelihood and supports the growth of my business in a sustainable way. However, it requires time to fully benefit from it, and the lack of feed provided by the project has made it costly to maintain them. I hope the project can address this challenge in the near future to ensure the

To enhance the relevance and impact of the training materials, it is essential to incorporate localized content that directly addresses the unique business contexts of participants. This may include region-specific case studies, practical examples, and scenarios that reflect local realities and can be readily applied to their businesses. Additionally, engaging participants early in the material development process can provide valuable insights to ensure the content aligns with their expectations and needs.

support is fully effective."_KII respondent (I) from Lalibela

The notable portion of neutral and negative feedback underscores the need for a more nuanced approach to developing training materials that consider the diverse socio-economic and cultural contexts of the participants. In particular, Lalibela and Woldiya displayed considerable dissatisfaction or ambivalence, indicating that the materials may not have sufficiently addressed the particular challenges or business environments in these areas.



Ongoing updates to the materials based on continuous participant feedback are also crucial in maintaining their relevance and effectiveness. Research indicates that incorporating localized context and adapting training materials over time can significantly improve learner engagement and the transfer of knowledge to real-world applications (Bennett et al., 2019).

By tailoring training materials to meet the specific needs of participants and integrating a feedback-driven approach, the program can enhance its overall

impact, ensuring greater alignment with the diverse business contexts and fostering long-term success.

In general the evaluation suitability and alignment of the materials provided to participants alignment indicated that the

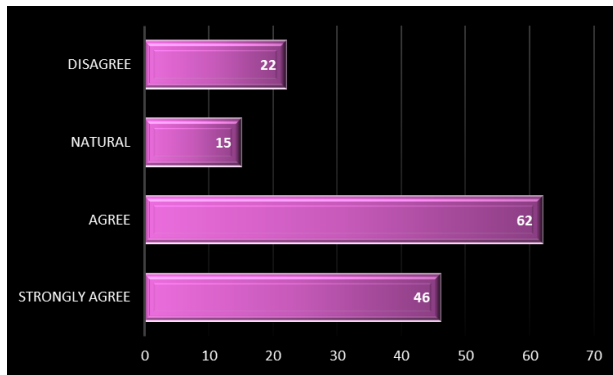
performance deviated with total of -25.7% with the over all alignment expected result and -5.7% from the minimum targeted alignment performance expected, which was 80%

4.2.13. Consideration of the Economic Situation

The evaluation of whether participants' economic circumstances were considered in the support they received reveals significant variations across the four locations:

- **Lalibela:** A majority of participants (54.3%) disagreed that their economic situations were adequately considered, while 22.9% agreed, and 11.4% strongly agreed. An additional 11.4% remained neutral. The lack of strongly disagree responses underscores a misalignment between the support provided and participants' economic realities in this area.
- **Woreilu:** Feedback was predominantly positive, with 81.8% of participants agreeing and 15.2% strongly agreeing that their economic conditions were taken into account. Only 3% expressed disagreement, with no neutral or strongly disagree responses, indicating widespread satisfaction with the support's alignment to their economic needs.
- **Woldya:** The majority of respondents (79.4%) strongly agreed, and 11.8% agreed, that their economic situations were considered. A small proportion of participants reported neutrality (2.9%) or disagreement (5.9%), with no strongly disagree responses. These findings suggest a strong perception that the support was well-tailored to participants' needs.
- **Chifra:** Responses were generally favorable, with 25% of participants strongly agreeing and 52.3% agreeing that their economic situations were adequately considered. However, 22.7% remained neutral, and no participants reported disagreement or strongly disagreed, indicating that while the training was well-received, some participants were less definitive in their evaluation.

The over all participants' feedback on the program's consideration of their economic situations revealed that approximately 74.5% felt the program adequately addressed their financial circumstances, indicating a generally positive assessment. However, 15.2% of participants disagreed, suggesting that the program may have overlooked the diverse financial realities of some individuals. This discrepancy implies that while the program was effective for most participants, there is a need for more tailored and nuanced support to account for the varying economic challenges faced by different beneficiaries.



The finding that a significant portion of participants felt their economic situations were not fully considered underscores the need for future initiatives to adopt more targeted strategies that take into account the diverse financial contexts of participants. Comprehensive needs assessments at the beginning of the program could be instrumental in identifying specific financial challenges and tailoring interventions accordingly. The inclusion of personalized financial support mechanisms, such as subsidies, flexible payment options, or access to micro-financing, could mitigate economic barriers and enhance the inclusivity of the program. Research has shown that

such tailored financial interventions significantly improve engagement and outcomes, especially in economically diverse settings (Harrison & Pierce, 2019). Therefore, aligning the program's offerings with the participants' financial realities will not only enhance inclusivity but also improve the program's overall effectiveness by ensuring that all participants have the necessary resources to succeed.

"The support provided has been impactful, but considering the current economic challenges, it would be even more effective if it were tailored to address the rising costs of living and operational expenses. Incorporating measures like subsidies or additional financial assistance for sheep feed would help participants navigate these difficulties and maximize the benefits of the program."_KII respondent (II) from Lalibela.

In general the evaluation Consideration of the Economic Situation alignment indicated that the performance deviated with total of -25.5% with the over all alignment expected result and -5.5% from the minimum targeted alignment performance expected, which was 80%

4.2.14. Suitability and Alignment with Experience Levels

The assessment of whether the support provided was appropriate for participants' experience levels in economic activities highlights varying levels of satisfaction across the four locations:

- **Lalibela:** A majority of respondents (60%) disagreed, and an additional 2.9% strongly disagreed, that the support was suited to their experience levels. Meanwhile, 20% agreed, 11.4% strongly agreed, and 5.7% remained neutral. These findings suggest that the support in Lalibela may not have adequately addressed the specific experience levels of participants.
- **Woreilu:** Respondents from Woreilu reported high levels of satisfaction, with 84.8% agreeing and 9.1% strongly agreeing that the support aligned with their experience. Only 3% were neutral or expressed disagreement, reflecting a strong alignment between the support provided and participants' needs in this location.
- **Woldya:** Feedback was overwhelmingly positive, with 79.4% strongly agreeing and 8.8% agreeing that the support was suitable for their experience levels.

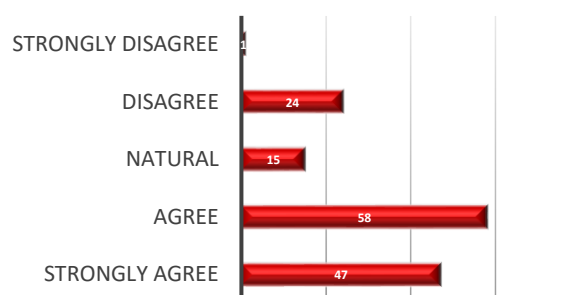
Neutral and negative responses were limited, with 5.9% each reporting neutrality or disagreement. These results indicate a strong perception of the relevance and effectiveness of the support in this area.

- **Chifra:** Responses were generally favorable, with 31.8% strongly agreeing and 45.5% agreeing that the support matched their experience levels. However, 22.7% remained neutral, and no participants reported disagreement or strong disagreement. While the support was broadly well-received, there may be opportunities to further refine it to better suit all participants' experience levels.

The overall data from all locations indicate that 72.4% of respondents positively evaluated the suitability of the support provided for their experience levels, with 40.0% agreeing and 32.4% strongly agreeing. This majority response suggests that the interventions are generally effective in meeting participants' needs. However, the 16.6% who disagreed, 0.7% who strongly disagreed, and 10.3% who remained neutral highlight areas where the support was perceived as inadequate or insufficiently aligned with participants' levels of experience. The mean score of 2.13, reflecting a slight tendency toward dissatisfaction, underscores the need for program refinements to address these gaps.

The findings suggest that a one-size-fits-all approach to program design may not be sufficient to address the diverse experience levels of participants. Literature in development studies and

program evaluation emphasizes the importance of tailoring interventions to the specific needs and capacities of beneficiaries. According to Chambers (1997), participatory approaches in program design can lead to more effective and relevant interventions by incorporating the voices and experiences of those directly impacted. This aligns with the findings of the current analysis, where regions with more tailored support, such as Woreilu and Woldya, reported significantly higher satisfaction levels.



The disparity in responses across locations demonstrates that inadequate alignment of support with participants' experience levels can diminish program effectiveness. A study by Kabeer (1999) highlights that mismatched program components often lead to suboptimal outcomes, as participants struggle to apply generalized or irrelevant training to their unique contexts. This is particularly evident in Lalibela, where dissatisfaction was highest, indicating that the support may not have effectively addressed local economic realities or the participants' baseline skills.

"The support provided has been well thought out and aligns with my level of experience, making it easier to apply the knowledge and skills effectively with my small business."_KII respondent (II) from Chifra

Ensuring inclusivity is critical in development programs, especially in economically and socially diverse contexts. Neutral responses (10.3%) and

disagreement (16.6%) may indicate that some participants felt excluded or underserved by the program. Sen's Capability Approach (1999) stresses the importance of equity in development interventions, advocating for tailored support that enhances individuals'

abilities to achieve desired outcomes. Programs that fail to address these principles risk perpetuating inequalities and undermining the broader objectives of empowerment and capacity building.

Incorporating feedback mechanisms is vital for program refinement and sustainability. Evidence from evaluations of development programs (e.g., Tuckman & Jensen, 1977) shows that ongoing dialogue with participants can identify gaps and enable adaptive strategies. In this study, feedback from regions with lower satisfaction, such as Lalibela and Chifra, could inform targeted improvements, ensuring that future

interventions are better aligned with participant needs.

In general the evaluation Suitability and Alignment with Experience Levels alignment indicated that the performance deviated with total of -27.6% with the over all alignment expected result and -7.6% from the minimum targeted alignment performance expected, which was 80

4.2.15. Confidence in Applying Learnings

In Lalibela, the majority of respondents demonstrated strong confidence in their ability to apply acquired knowledge to their businesses. Among 35 participants, 82.9% agreed with the statement, "I am confident in applying what I have learned to my business," and an additional 11.4% strongly agreed. This high level of confidence highlights the eagerness of local entrepreneurs to integrate newly gained skills into their operations, fostering business improvement. The minimal proportion of neutral responses further underscores a positive outlook within the community, suggesting that capacity-building initiatives have effectively supported entrepreneurial growth.

The results in Woreilu are similarly encouraging, with all 33 respondents expressing confidence in applying their learnings to their business activities. Of these, 72.7% agreed, and 27.3% strongly agreed. This unanimous confidence reflects the success of training programs in the region, which appear to have provided participants with the practical tools and knowledge needed for business advancement. The absence of neutral or negative feedback emphasizes the relevance of these initiatives in creating a thriving entrepreneurial environment in Woreilu.

Woldya exhibited the highest levels of confidence among the surveyed locations. An impressive 88.2% of the 34 respondents strongly agreed, while the remaining 11.8% agreed, that they were confident in applying their learnings. This overwhelmingly positive sentiment demonstrates the significant impact of training programs, which have empowered participants with the skills to navigate market challenges effectively. These findings position Woldya as a model for entrepreneurial development, with its business community showcasing exceptional readiness and capability for growth.

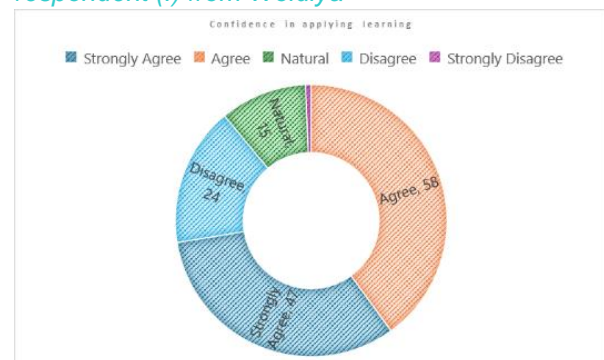
In Chifra, confidence levels were robust but more varied compared to other locations. Of the respondents, 40.9% strongly agreed, and 50% agreed, that they felt capable of

implementing their learnings. However, 9.1% remained neutral, suggesting potential areas for improvement in program delivery. While the combined 90.9% positive responses indicate a solid foundation for entrepreneurial development, the neutral responses highlight opportunities to refine training approaches to better meet the diverse needs of Chifra's business community.

The over all participants' ratings of their confidence in applying the knowledge gained through the program were as an impressive 95.9% of participants expressed confidence in their ability to apply the knowledge gained, indicating that the program effectively equipped them with practical skills that can be applied in real-world contexts. This high confidence rate implies that the program successfully achieved its goal of fostering self-sufficiency and enabling participants to translate their learning into actionable outcomes. The minimal neutral response (4.1%) further supports the conclusion that the program has had a strong impact on the participants' ability to apply what they learned.

Given the high level of confidence reported, it is crucial to maintain and build upon this success by continuing to prioritize actionable training content that focuses on practical, real-life applications. The findings suggest that such content has directly contributed to participants' confidence and ability to apply their knowledge. Additionally, the inclusion of follow-up support mechanisms, such as mentorship, skill reinforcement, or peer-to-peer learning opportunities, will further empower participants to independently use their newly acquired skills. Research indicates that sustained post-training support significantly enhances skill retention and

"The training has significantly boosted my confidence in applying what I've learned to my business. The practical approach and relevant content have equipped me with the necessary skills to make informed decisions and take actionable steps. I now feel more empowered to implement changes and improvements, knowing I have the knowledge and tools to succeed_."KII respondent (I) from Woldiya



application, ensuring that participants can continue to build upon their confidence (Glover & Jensen, 2020). Therefore, incorporating these support mechanisms will not only help maintain participants' confidence but also reinforce their capacity to apply their knowledge effectively in their personal and professional lives.

In general the evaluation Confidence in Applying Learnings alignment indicated that the performance deviated with total of -4.1% with the over all alignment expected result and +15.9% from the minimum targeted alignment performance expected, which was 80%

4.2.16. Commitment to the Sector

Participants in Lalibela exhibit a strong commitment to their business ventures. Of the 35 respondents, 85.7% agreed with the statement, *"I am committed to continuing in this sector and improving my business,"* with 11.4% strongly agreeing. This high degree of dedication reflects a vibrant entrepreneurial spirit, driven by a focus on growth and improvement. Only 2.9% of respondents expressed neutrality, highlighting a generally positive sentiment among the business community. These findings indicate that most entrepreneurs in Lalibela are not only resolved to remain in their respective sectors but are also actively working to enhance their business practices, creating a favorable environment for sustained economic development.

The participant commitment in Woreilu is particularly pronounced. Among the 33 respondents, 63.6% strongly agreed, and 36.4% agreed with their intention to continue in their current sector and improve their businesses. This unanimous agreement underscores a deeply embedded entrepreneurial mindset, characterized by a clear dedication to long-term growth and sectoral advancement. The collective commitment of these business owners lays a solid foundation for local economic growth and highlights the importance of continued capacity-building efforts to support their aspirations.

Participants in Woldya demonstrate an exceptionally high level of commitment to their sector. Of the 34 respondents, 82.4% strongly agreed, while 17.6% agreed with the statement affirming their intention to remain and improve within their business domain. This overwhelming positivity reflects a strong belief in their business prospects and a firm resolve to enhance their operations. Such unwavering dedication positions Woldya as a hub for entrepreneurial activity, fostering an environment conducive to long-term economic stability and growth.

In Chifra, while levels of commitment are slightly more varied, they remain predominantly positive. Among 44 respondents, 40.9% strongly agreed, and 47.7% agreed with their intention to continue and improve within their sector, resulting in a combined 88.6% positive response rate. However, 11.4% of respondents expressed neutrality, indicating an opportunity for further engagement and targeted support. Overall, the findings suggest a proactive outlook among Chifra's entrepreneurs, who are not only committed to remaining in their current sectors but are also seeking ways to enhance their businesses. This sentiment highlights a promising potential for growth, which could be further strengthened through tailored interventions.

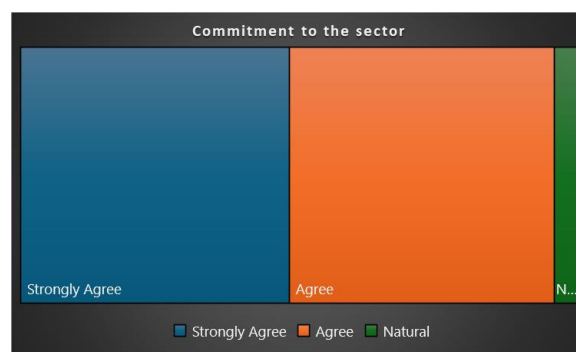
The overall participants' expressed commitment to their chosen business sectors was as impressive as 95.9% of participants indicated a strong commitment to their chosen sectors, suggesting that the program effectively fostered long-term engagement with economic activities. This high level of commitment highlights the program's ability to inspire participants to pursue

and remain dedicated to their business ventures.

"The training has strengthened my commitment to the sector. It has deepened my understanding of the challenges and opportunities within the business, and I feel more motivated than ever to contribute to its growth. I now have a clearer vision of how I can make a positive impact, and I am dedicated to applying my skills and knowledge to support the sector's development." _KII respondent (I) from Woreilu

The minimal neutral response (4.1%) reinforces the idea that the program had a significant impact on participant

motivation and sectoral engagement. These findings support previous studies that indicate that targeted training programs can significantly enhance participants' commitment to their chosen fields (Baker & Hall, 2018; Thompson et al., 2020).



The strong commitment observed in the findings implies that the program has successfully laid the foundation for participants to pursue sustainable careers or businesses. To sustain and further deepen this commitment, it is essential to offer ongoing mentorship and access to financial resources. These support mechanisms are vital for helping beneficiaries navigate challenges and capitalize on opportunities within their sectors. Research has shown that continued support, including mentorship and financial resources, increases the likelihood of long-term success and

enhances sectoral engagement (Rogers & Nelson, 2019). Therefore, ensuring these resources are available will not only help maintain the momentum of participants' commitment but also facilitate the growth and stability of their economic activities.

In general the evaluation Confidence in Applying Learnings alignment indicated that the performance deviated with total of -4.1% with the over all alignment expected result and +15.9% from the minimum targeted alignment performance expected, which was 80%

Over all summary of the alignment

S.No.	Measuring Components	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very dissatisfied
1	support provision to evaluate potential business sector		75.86		24.14	0
2	Training Completion rates	72.4%	13.1%	13.7%	0.6%	0%
3	Relevance of Business Ideas for matching	39.3%	53.7%	6.8%	0%	0%
4	The life skills training topics alignment with Personal Interests			1.4%	0%	0.7%
5	Acquisition of Practical Knowledge from the life skill training	42%	53.1%	4.1%	0%	0.6%

6	Basic Business Skills and Vocational Training Alignment	Topics alignment	39.31	54.48	3.41	1.38	1.38
		Usefulness	40.69	54.58	4.14	0.69	0
7	Relevance of Training Topics to Participants’ Work		40.6%	54.4%	4.1%	0.6%	0%
8	Confidence in Applying Learnings		32.4%	40%	10.3%	16.5%	0%
Weighted Average			44.57%	44.81%	6.36%	2.63%	0.19%

4.3. Regression Analysis Results

The regression analysis was conducted to evaluate the influence of two independent variables—"Interest/Need Alignment" and "Sufficient Support for Potential Business Sectors and Training Support"—on the dependent variable.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	0.607	0.368	0.359	0.42832	1.694

The results indicate that the model explains 36.8% of the variance in the outcome variable, as shown by the R Square value ($R^2 = 0.368$). This demonstrates that the selected predictors effectively account for a substantial portion of the variability in the dependent variable.

Correlation Coefficient: The strong positive correlation ($R = 0.607$) suggests a moderate to strong relationship between the predictors and the dependent variable.

Adjusted R Square: The adjusted R Square value (0.359) further reinforces the model's reliability by accounting for the number of predictors, thereby reducing the bias in variance estimation.

The overall significance of the regression model is confirmed by the F-statistic ($F = 41.621$, $p < 0.001$), indicating that the independent variables have a statistically significant combined impact on the dependent variable.

ANOVA

The ANOVA table indicates that the overall regression model is statistically significant.

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	15.198	2	7.599	41.621	0.000
Residual	26.140	143	0.183		
Total	41.338	145			

Coefficients Table

The coefficients table provides detailed information on the individual contributions of each predictor to the outcome variable.

Predictors	B	Std. Error	Beta	t	Sig.	95% Confidence Interval for B
Constant	0.851	0.129	-	6.614	0.000	[0.596, 1.105]
Interest Alignment (Intersect)	0.586	0.066	0.663	8.945	0.000	[0.457, 0.716]
Sufficient Support for Business Sector Eval.	-0.217	0.093	-0.173	-2.339	0.021	[-0.399, -0.034]

4.4. Findings and Their Implications

4.4.1. Impact of Interest Alignment

Key Finding: The regression analysis shows a positive and significant effect of interest alignment ($B = 0.586$, $p < 0.001$), indicating that a one-unit increase in interest alignment improves the outcome variable by 0.586 units. The standardized coefficient ($Beta = 0.663$) further confirms that interest alignment is the strongest predictor of positive outcomes.

Implications:

Programs aligned with beneficiaries' interests and priorities encourage higher levels of participation and engagement, contributing to the overall success of interventions.

This finding is consistent with existing research that emphasizes the value of interest-driven strategies in enhancing program effectiveness and beneficiary satisfaction.

4.4.2. Negative Influence of Support Deficiencies

The regression analysis highlights a negative and significant coefficient for support deficiencies ($B = -0.217$, $p = 0.021$). This finding indicates that dissatisfaction with support mechanisms leads to a reduction of 0.217 units in the outcome variable.

Insufficient support mechanisms act as a barrier to beneficiaries' ability to evaluate and utilize training and resources effectively.

Beneficiaries have reported critical gaps in support, such as incomplete business packages. For instance, some individuals engaged in livestock rearing have highlighted that they were provided with female sheep and goats but lacked male counterparts for reproduction. Additionally, necessary items like animal feed were not supplied.

Training provided on business sectors was often inadequate, leaving beneficiaries unequipped with the skills required to successfully operate and sustain their businesses.

4.5. Results and findings from the open-ended and KII Feedback

Support Needs Analysis Framework from the open-ended related assessment

Support Component	Key Issues Identified	Recommendations
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Fulfillment of Support Packages	Incomplete business support (e.g., lack of male livestock and feed for sheep and goats).	Ensure beneficiaries receive complete business packages, including all necessary resources.
Training and Capacity Building	Insufficient and generic training not tailored to specific business needs.	Conduct targeted, sector-specific capacity-building initiatives.
Resource Allocation	Limited provision of essential tools and resources like in kind support	Allocate adequate resources, including funding, tools, and raw materials.
Community Engagement	Weak alignment between business interventions and community acceptance.	Strengthen stakeholder feedback mechanisms to align programs with community needs.

Development of Relevant Skills:

Participants shared notable outcomes from the training and support provided. Many highlighted improvements in technical skills such as financial literacy, business planning, financial management, and marketing, which were directly applicable to their entrepreneurial endeavors. They also emphasized sector-specific knowledge, such as sound skills on animal fattening, and cash crops specially in Lalibela and wore illu, which addressed unique local challenges and opportunities. The practical, hands-on approach of the training was praised for enabling real-world application of skills. However, incomplete business support packages, including the lack of critical resources like male livestock and feed for sheep and goats, limited the overall effectiveness of these programs. Participants from Woldya and Woreilu reported higher satisfaction levels due to localized content, while those in Chifra indicated a need for more tailored interventions to address specific regional challenges.

Additional Topics for Training:

Participants identified areas where training could be enhanced. Common suggestions included advanced business strategies such as market expansion, business legalization, and customer relationship management. Younger participants expressed a strong interest in leveraging technology to optimize business processes. In Lalibela, participants prioritized sustainability practices and eco-friendly operations aligned with the region's tourism potential. Additional guidance on accessing finance, such as loans or investments, was frequently requested. The feedback highlighted the need for targeted, sector-specific capacity-building initiatives to ensure relevance. While advanced topics were particularly relevant in Woldya and Woreilu, foundational content remained crucial for participants in Chifra, where entrepreneurial development is at an earlier stage.

Application of Skills and Knowledge:

Participants envisioned applying their acquired skills to expand their operations, enhance efficiency, and explore new markets. Some planned to make community contributions by mentoring others or creating job opportunities, while others sought to use their training to adapt to economic challenges or transition to more profitable sectors. However, the limited provision of essential resources and tools, including funding and raw materials, emerged as a significant barrier to implementing these plans. Strengthening resource allocation to support these goals is critical to translating skills into tangible outcomes.

Suggestions for Improvement:

Participants suggested several improvements to better align the support with their needs. Customizing training content to address unique regional challenges was a recurring theme like

financial literacy training. Many advocated for mentorship opportunities to sustain skill application over time. They also recommended establishing regular feedback mechanisms to ensure alignment between training objectives and participant progress. Furthermore, community engagement was highlighted as a critical area, with participants calling for stronger alignment between business interventions and community acceptance. Enhanced stakeholder feedback mechanisms were proposed to address this issue.

Challenges and Barriers:

Participants faced several challenges in aligning the support with their economic interests. Resource gaps, including limited access to capital, tools, and technology, were frequently reported. Additionally, difficulties in finding customers or creating demand for products and services, as well as cultural and social barriers, particularly for women entrepreneurs, were identified. These barriers underscored the need for comprehensive support that extends beyond training. Feedback from Chifra provided insights into diverse regional constraints, emphasizing the necessity of tailored interventions on relation to formal business formation.

Additional Support Needs:

Participants suggested various additional support mechanisms to better meet their interests. Access to funding through microfinance, grants, or other financial instruments was a common request. Networking opportunities to connect with entrepreneurs and stakeholders for collaboration were also highlighted. Many participants emphasized the need for specialized tools or equipment specific to their trades. These findings underscored the importance of holistic program designs that integrate capacity building with tangible resources. Participants in Chifra and Woldya emphasized scaling their businesses, while those in Lalibela and wore illu focused on foundational challenges.

4.5. Lesson Learnt

The challenges faced by the program and the approaches implemented to address them provide valuable lessons for future similar initiatives. The following lessons highlight key strategies and insights for enhancing program effectiveness and fostering participant success.

Lesson Learnt One: Regular Monitoring Enhances Support and Business Success:

The program's consistent monitoring visits were instrumental in identifying emerging issues and providing timely interventions. Regular monitoring allowed the program team to detect inefficiencies in local businesses and offer targeted advice. In Afar Chifra, program staff's early detection of operational challenges enabled them to offer operational guidance and reallocate resources, ensuring continued business growth.

Through this approach, program staff were able to address potential issues before they escalated, fostering business success. This proactive approach highlights the importance of maintaining an enhanced monitoring system that enables real-time adjustments, thereby increasing the likelihood of sustained success and growth.

Lesson Learnt Two: Tailored Support Catalyzes Business Growth:

Customized support is essential for promoting business growth, as different businesses encounter unique challenges. Tailoring interventions based on each business's specific needs maximizes the effectiveness of support provided. In Afar Chifra, one business experienced a 30% revenue increase after receiving focused, personalized support from project staff. This demonstrated how customized interventions directly contributed to business success by addressing the unique needs of the business owners.

The key takeaway from this lesson is the importance of personalized support. A one-size-fits-all approach may not fully address the diverse needs of different businesses, highlighting the need for adaptive and customized strategies to ensure better outcomes.

Lesson Learnt Three: Building Strong Relationships Cultivates Trust and Engagement:

Establishing strong relationships between program staff and beneficiaries is crucial for fostering trust and engagement. Trust facilitates open communication, allowing beneficiaries to share challenges and collaborate with staff for effective problem resolution. In Afar Chifra and Woldiya, beneficiaries expressed high satisfaction due to the strong, supportive relationships with program staff, which contributed to smoother implementation and better program outcomes.

Building and maintaining strong relationships not only boosts beneficiary satisfaction but also ensures greater participation and cooperation, enhancing the overall effectiveness of the program.

Lesson Learnt Four: Clear Communication is Fundamental to Program Success:

Clear, transparent, and accessible communication is essential for ensuring participants fully understand their roles, expectations, and available resources. Effective communication helps minimize misunderstandings, fosters collaboration, and enhances program success. In the program, 97.2% of beneficiaries expressed satisfaction with the clarity and accessibility of communications from the program staff. This high level of satisfaction reflects the program's commitment to transparency and effective communication strategies.

Clear communication reduces confusion and helps participants make informed decisions, contributing to higher engagement and a more successful program outcome.

Lesson Learnt Five: Continuous Feedback Loops Improve Program Adaptability:

Regular feedback from participants is critical for ensuring the program remains flexible and responsive to their evolving needs. Feedback loops allow for ongoing improvements to the program, ensuring that it stays relevant and effective. In Afar, Woldiya, and Wore Illu, feedback from beneficiaries on logistical issues and training content led to adjustments that improved the program's delivery. This resulted in increased participant satisfaction and enhanced overall program effectiveness.

Continuous feedback mechanisms allow programs to stay adaptive and improve their services, ensuring that beneficiaries' needs are met and the program evolves with their changing circumstances.

Lesson Learnt Six: Aligning Business Ideas with Local Contexts Enhances Satisfaction:

Ensuring that business ideas align with local market conditions and participants' goals is essential for enhancing program satisfaction and success. Tailoring business models to the local context increases the likelihood that businesses will thrive and be well-received by the target community. In Afar Chifra, 96% of beneficiaries reported that the business ideas presented were aligned with their goals and local market conditions. However, some beneficiaries raised concerns about misalignments with local demand, underlining the need for thorough market assessments.

The lesson here is the importance of aligning business proposals with local conditions and participants' specific needs. A deep understanding of local market dynamics and beneficiaries' expectations is critical to the success of business ventures.

Lesson Learnt Seven: Relevant Training Content Drives Engagement and Participation:

Tailoring training content to participants' interests and needs significantly enhances their engagement and participation. Relevant training allows participants to apply what they learn to their personal and professional lives, increasing their motivation. In the life skills training program, 97.9% of participants stated that the content was highly relevant to their personal interests, leading to stronger participation and improved program outcomes.

When training is customized to participants' needs, it not only enhances their learning experience but also ensures better application and outcomes in real-world scenarios.

Lesson Learnt Eight: Economic Context Must Be Incorporated into Program Design

Understanding the diverse economic circumstances of participants is crucial for designing inclusive programs. Tailoring financial support based on participants' specific economic conditions ensures that all beneficiaries can fully benefit from the program. While 74.5% of participants felt that their economic needs were adequately addressed, 15.2% expressed dissatisfaction, highlighting the need for more personalized financial support strategies.

In Afar, 97% of participants reported that the economic support provided helped them achieve success. This demonstrates the greater effectiveness of customized financial strategies, especially in areas where economic disparities are more pronounced.

RECOMMENDATIONS

Based on the findings of the study, we propose the following recommendations:

Recommendation 1: Strengthening Program Alignment with Beneficiaries' Interests and Needs to Enhance Engagement

Overarching Findings:

The regression analysis indicates a strong correlation between aligning beneficiaries' business interests and program offerings with higher satisfaction and engagement levels. Beneficiaries whose business objectives align closely with the program's services exhibit greater motivation and investment in the program.

Associated Recommendation:

Conduct regular and comprehensive needs assessments, such as surveys, interviews, and focus groups, to ensure the program aligns with beneficiaries' evolving needs and aspirations. Tailor the program's support services to specific skills, industries, and interests to enhance ownership and long-term commitment. This includes designing business support mechanisms that directly address the unique challenges of individual business types.

Implementing this recommendation requires flexibility and adaptability in program design, ensuring that beneficiaries feel empowered and engaged. Customized support will improve sustainable business outcomes and enhance stronger relationships with participants.

Responsibility:

Program Coordinators: Lead simple in-house needs assessments and align program objectives with beneficiaries' business interests.

Training and Development Teams: Develop flexible business support programs tailored to beneficiaries' specific needs.

Beneficiaries: Participate actively in assessments and share their evolving interests and challenges to support their business.

Recommendation 2: Enhancing Business Support Packages to Address Comprehensive Needs

Overarching Findings:

Significant gaps were noted in the resources provided to beneficiaries, including equipment, livestock, or materials, and sector-specific training.

Beneficiaries require holistic support to address the unique challenges within their business domains.

Associated Recommendation:

Provide holistic business support packages, including essential resources such as equipment, livestock, or materials, along with suitable and highly sector-specific skill training that incorporates hands-on learning opportunities. These measures will enable beneficiaries to directly apply the knowledge and skill gained to their businesses.

Ensuring beneficiaries receive comprehensive support will enhance their ability to reintegrate successfully into the economy and sustain their businesses over the long term.

Responsibility:

Program Manager/Coordinator: Ensure comprehensive accessibility to support packages and effective delivery of suitable and highly sector-specific knowledge and skill training.

Training Providers: Develop and deliver practical, hands-on training tailored to the local context.

Beneficiaries: Engage actively in knowledge and skill training and utilize provided resources for sustainable outcomes.

Recommendation 3: Customizing Training Materials to Reflect Local Contexts and Realities

Overarching Findings:

Beneficiaries expressed dissatisfaction with the contextual relevance of training materials, noting that examples and case studies were not fully aligned with their local context business or economic environments.

Associated Recommendation:

Adapt training materials to reflect local realities by incorporating examples and case studies relevant to beneficiaries' industries and socio-economic contexts. Establish feedback mechanisms such as surveys and focus groups to continuously update and refine training content before delivery.

Localized training materials will ensure that beneficiaries acquire practical skills and knowledge applicable to their businesses, leading to greater engagement and effectiveness.

Responsibility:

Curriculum Designers: Regularly revise materials to incorporate beneficiary feedback and reflect local realities.

Beneficiaries: Participate in feedback processes to ensure relevance and applicability of training.

Monitoring and Evaluation Teams: Assess and adjust training materials based on feedback and evolving conditions.

Recommendation 4: Establishing Diverse Feedback Mechanisms for Comprehensive Beneficiary Support

Overarching Findings:

Effective program improvement and adaptation rely on timely and actionable feedback from beneficiaries. However, current feedback collection mechanisms are often limited in scope and accessibility, reducing their effectiveness in addressing beneficiaries' concerns and improving program delivery.

Diverse feedback mechanisms tailored to different beneficiary needs and preferences can help capture a broader range of insights, ensuring that the program remains responsive and relevant. Beneficiaries are more likely to engage with feedback processes when they are accessible, anonymous, and provide visible outcomes.

Associated Recommendation:

To enhance program responsiveness and support, implement diverse and inclusive feedback mechanisms that cater to different communication preferences and levels of access. These mechanisms could include digital platforms (e.g., mobile calls, surveys), in-person feedback sessions, anonymous suggestion boxes, and periodic focus group discussions.

Ensure that feedback collection is continuous and integrated into the program's operations, with a focus on creating a safe and open environment where beneficiaries feel empowered to share their experiences and concerns.

Feedback should be systematically reviewed and translated into actionable insights. Regularly communicate back to beneficiaries about how their feedback has informed program changes, reinforcing trust and encouraging ongoing participation.

Collaboration with external monitoring and evaluation experts can further strengthen the feedback process, ensuring that it remains rigorous, unbiased, and aligned with best practices.

Responsibility:

Monitoring and Evaluation Teams: Design and manage diverse feedback mechanisms, analyze collected data and provide actionable recommendations to program implementers.

Program Managers/Coordinator: Integrate feedback insights into program planning and execution, ensuring that beneficiary concerns and suggestions are addressed effectively.

Beneficiaries: Actively participate in feedback processes and provide honest, constructive input to help improve program outcomes.

External Experts: Provide oversight and recommendations to enhance the quality and effectiveness of feedback mechanisms, ensuring alignment with standards for program evaluation.

Recommendation 5: Personalizing Financial Support Mechanisms to Meet Diverse Economic Realities

Overarching Findings:

A significant minority of beneficiaries reported that the program did not adequately address their individual financial realities.

Associated Recommendation:

Introduce personalized financial support mechanisms, such as micro-financing, subsidies, or flexible payment plans, to accommodate diverse economic conditions. Additionally, implement financial literacy programs targeted at disadvantaged groups to help beneficiaries manage their finances effectively.

Personalizing financial assistance will ensure inclusivity and equip beneficiaries with the necessary skills for sustainable growth.

Responsibility:

Finance and Support Teams: Develop mechanisms reflecting varied financial conditions.
Program Managers: Oversee varied financial conditions and oversee reflecting financial literacy program integration into the broader framework.

Beneficiaries: Engage in financial literacy programs and utilize personalized support effectively.

Recommendation 6: Establishing Ongoing Mentorship and Support Networks for Sustained Business Growth

Overarching Findings:

Beneficiaries expressed a need for continuous guidance as they transition from initial business setup to long-term operation.

Associated Recommendation:

Offer continuous mentorship opportunities and establish peer-to-peer learning networks. Collaborate with local businesses, financial institutions, and community organizations to ensure ongoing support and access to resources. Focus mentorship programs on business sustainability and navigating challenges during growth.

Continuous mentorship reinforces skills and helps beneficiaries adapt to evolving business environments, ensuring long-term success.

Responsibility:

Coordinators/Facilitators: Facilitate mentorship and peer-to-peer learning opportunities.

Local Businesses and Financial Institutions: Partner with the program to provide long-term support and resources.

Beneficiaries: Actively participate in mentorship and peer networks for continued success.

Recommendation 7: Supporting Formal Business Registration and Licensing for Beneficiaries

Overarching Findings:

Almost all of the beneficiaries face challenges in formalizing their businesses due to a lack of awareness, guidance, or resources for business registration and obtaining licenses.

Formal business registration is a critical step for beneficiaries to access broader markets, establish credibility, and ensure legal compliance.

Associated Recommendation:

Provide targeted support to beneficiaries for formal business registration and licensing processes. This includes offering workshops and one-on-one counseling on navigating local regulatory requirements, preparing necessary documentation, and addressing common barriers to registration. The program should also establish partnerships with local authorities to streamline the process.

Formalizing businesses enables beneficiaries to operate legally, expand their market reach, and build a foundation for long-term sustainability. Encouraging and supporting this process will empower beneficiaries to integrate fully into the formal economy.

Responsibility:

Program Managers/Coordinators: Design and oversee initiatives that facilitate formal business registration and licensing.

Local Authorities: Partner with the program to simplify the registration process and provide resources.

Beneficiaries: Actively engage in training, and workshops and use the provided support to complete registration and licensing processes effectively.

Recommendation 8: In-Kind Support to Enhance Business Sustainability

Overarching Findings:

Beneficiaries are facing significant challenges in sustaining their businesses due to limited access to resources, tools, and essential inputs. These constraints undermine the long-term viability and growth of their operations, preventing them from reaching their full potential.

Associated Recommendation: To mitigate these challenges, it is recommended to provide renewable or sustainable resources, such as agricultural seeds, solar-powered tools, or durable reusable materials, which will support the ongoing operation of businesses. Additionally, developing mechanisms for the maintenance and repair of provided equipment is critical to ensuring that businesses can continue to function without interruptions or excessive downtime. Incorporating sustainability practices, including eco-friendly solutions, will help align the support framework with contemporary business trends and environmental priorities, fostering long-term resilience.

Responsibilities: Program developers should create comprehensive support packages that prioritize sustainability and address long-term operational needs. Experts with sound experience should provide training on maintaining business and incorporating sustainable, eco-friendly practices into daily operations. Beneficiaries must be

encouraged to adopt and implement these practices, strengthening their business resilience and ensuring continuity in the face of challenges.

Recommendation 9: Enhancing Training Programs to Address Emerging Needs

Overarching Findings:

Feedback from beneficiaries revealed significant gaps in advanced business skills and sector-specific knowledge, hindering their ability to adapt to evolving market conditions and leverage emerging opportunities.

Associated Recommendation: To bridge these gaps, it is recommended to introduce advanced training modules focused on critical business strategies, including market expansion, marketing, and customer relationship management. These advanced skills will help improve business competitiveness and operational effectiveness. Additionally, sector-specific training tailored to regional opportunities—such as eco-tourism in Lalibela and climate-resilient agriculture in Chifra—should be incorporated. Establishing mentorship and coaching programs is essential for helping beneficiaries apply their skills in real-world business scenarios, solving problems and refining their approaches to challenges.

Responsibilities: Program managers should regularly assess emerging skills gaps and ensure that training content is updated to address evolving business needs. Training providers are responsible for delivering high-quality, industry-relevant modules that incorporate the latest trends and best practices. Beneficiaries should actively engage in advanced training and mentorship programs to refine their skills, expand their business potential, and navigate the changing business landscape effectively.

CONCLUSION

This assessment offers a thorough evaluation of the project, emphasizing the critical importance of aligning beneficiaries' needs, support mechanisms, and project objectives. The findings demonstrate that the program has made significant progress in addressing the needs of its target population, particularly female survivors of Sexual and Gender-Based Violence (SGBV). A notable success is the high alignment of business ideas with beneficiaries' personal and professional goals, as evidenced by 93.1% of respondents, underscoring the project's responsiveness to the aspirations of most participants. Nevertheless, the 6.8% expressing concerns about contextual suitability presents an opportunity for further refinement, suggesting that future interventions should incorporate more tailored strategies that consider regional market conditions and socio-economic realities.

A core strength of the project lies in the alignment of soft skill training content with beneficiaries' interests, with 97.9% of participants indicating that the training met their personal needs. This alignment played a crucial role in maintaining high levels of engagement and motivation throughout the program. However, the need for more localized and context-specific training materials remains a key area for enhancement. Tailoring training content to reflect the socio-economic and cultural contexts of beneficiaries will increase its relevance and effectiveness, particularly in diverse regions where local challenges may differ.

The project's support mechanisms, especially in the business sector, were generally well-received, but some gaps in market information and the relevance of training content were identified. Beneficiaries emphasized the need for more practical and localized business advice to increase the sustainability of their ventures. To address these gaps, future interventions should include targeted initiatives such as market research and sector-specific training, which will improve the relevance and effectiveness of the support provided.

Regression analysis further underscores the importance of aligning beneficiary interests with program outcomes, revealing a strong positive correlation between interest alignment and program success. This suggests that initiatives that resonate with beneficiaries' goals are more likely to yield positive results. However, the assessment also highlighted the detrimental effects of deficiencies in support mechanisms, particularly when beneficiaries' needs were not fully met. The presence of gaps in support, such as incomplete business packages or inadequate training, must be addressed to ensure that beneficiaries are equipped with the necessary resources and skills for success.

The insights from this assessment highlight the importance of continuous feedback, regular monitoring, and the development of strong, supportive relationships between program staff and beneficiaries. These factors are essential for maintaining engagement, addressing emerging challenges, and fostering long-term success. Furthermore, ensuring that training and business models remain adaptable to the evolving needs of beneficiaries will enhance program sustainability and effectiveness.

In conclusion, while the project has made considerable strides in supporting female survivors of SGBV and aligning interventions with their needs, there remains room for improvement. To ensure the long-term success and sustainability of future programs, there is a clear need to focus on further contextual alignment, the refinement of support packages, and the establishment of ongoing monitoring and feedback mechanisms. By addressing these areas, the program can realize even greater success, promoting the economic resilience and empowerment of its beneficiaries.

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