

TC ABSTRACT

I. Basic project data

• Country / Region:	Colombia
• TC Name	Capacity Building Program for Young leaders in the Pacific Region of Colombia
• TC Number	CO-T1379
• Team Leader / Members:	Paolo Valenti (ICS/CCO), Team Leader; Victoria Florez (ORP/PTR); Jose Yitani and Ana Haro (KNL/SDI); Shari García (CAN/CCO)
• Taxonomy	Client Support
• Operational Support, provide number and name of the operation that will support the CT:	N/A
• Reference Application: (IDBDOCS #)	IDBDOCS-#39434781-Carta de Solicitud
• Date of TC Abstract:	November 2014
• Beneficiary:	Population groups in vulnerable conditions in the Pacific region of Colombia, concentrated in Buenaventura, Quibdó, Cali and Tumaco
• Executing Agency	CAN/CCO and Corporación Manos Invisibles
• IDB Funding Requested:	\$119,800
• Local Counterpart, if any:	\$32,000
• Disbursement period:	18 months
• Required start date:	January 2015
• Types of consultants:	Firms, academic institutions, MDBs, other sources of knowledge, and individual consultants
• Prepared by Unit:	CAN/CCO and KNL/SDI
• Unit of Disbursement Responsibility (UDR):	CAN/CCO
• TC included in Country Strategy:	No
• TC included in CPD:	
• GCI-9 priority:	Yes

II. Objective and Justification

2.1 The objective of the program offered through INDES/IDB is to strengthen the academic credentials, in order to guarantee access to graduate programs to a group of young leaders from the Pacific Region of Colombia, who have previously applied to such programs offered by ICESI, EAFIT and the University of Los Andes in cooperation with the project 'Poder Pacifico' of the Manos Visibles corporation (CMV). INDES will provide its experience in delivering high quality courses in the field of economic and social development to provide the necessary capacity building, so as to assure these professionals may continue their graduate studies.

2.2 The project audience is composed by young professionals of African descent, identified as potential future leaders in the field of social and economic development in the Pacific Region of Colombia, whose academic credentials need to be enhanced in order to engage in graduate programs offered by several renowned Colombian universities. As of now, 700 professionals have registered, 247 were pre-selected, but only 73 were actually approved in the exam to start the graduate programs. The courses offered through INDES will help support the remaining pre-selected candidates so they may fulfill the requirements for the graduate programs in 2015. These are young professionals of afro-descent, who have not received sufficient academic preparation to be able to continue on with graduate studies and reach their potential to become agents of change in their region. They have

the opportunity to engage in such graduate programs, but require the academic credentials to do so.

2.3 This TC is aligned with GCI-9 sector priority Social Policy for Equity and Productivity. In the Strategy, approved in 2011, this theme is found under "Policies to foster social inclusion with identity."

III. Description of activities and outputs

3.1 In order to change this scenario, CMV has established partnerships with universities such as ICESI, EAFIT and the Universidad Los Andes, so that young professionals of African descent may participate in postgraduate programs in fields of social and economic development of the Pacific Region. However, many of the selected candidates do not always possess the minimal pre-requisites to participate of the learning opportunities offered by such institutions. Thus, to increase the number of eligible candidates for graduate programs, it is necessary to enhance their academic competencies before they apply to the programs.

3.2 This program will integrate available content on public management, social development and macroeconomics already present at the INDES program, and will be taught in connection to the reality of the Colombian Pacific. INDES will offer virtual introductory modules in order to strengthen academic skills in statistical analysis and academic written communication. Likewise, the Corporación Manos Visibles will provide workshop sessions on technological tools and leadership. Also, the program will combine a set of learning interventions that will help strengthen the written communication skills and statistical analysis of a group of professionals who will apply to master programs on May of 2015. The program is divided into three (3) components.

3.3 **Component 1: Online course about written communication and statistical analysis:** The course will be developed through Virtual Classroom INDES of Inter-American Development Bank (IDB). In addition, for some session, all participants will simultaneously connect to the lecture. Also, for each of the topics established for the program, the students will have access to the support of a tutor, who will guide and support the formation and use of technological tools. The course is aimed at all people who apply to Master and other programs of Manos Visibles.

3.4 On-line courses will be financed to benefit 250 professionals in tow lines: "The Macroeconomic Reality: An Introduction to Problems and Policies for Growth and Stability in Latin America" and "The Social Reality: An Introduction to Problems and Social Policy Development in Latin America". The courses have a duration of 10 weeks. All participants who pass the courses will receive a certificate by the Institute and be eligible to apply for programs by the universities that hold an agreement with CMV. This component will also finance 10 virtual tutors according to INDES.¹.

Participants' Profile
1. Bachelor's degree and a 3.5 GPA, minimum
2. Age: 25-45 years old
3. Two years of experience (at least) in the leadership of a community, public or private organization with impact activities in the Pacific region.
4. Residence in Chocó, Cauca, Nariño and Valle del Cauca or make activities that impact these cities

3.5 **Component 2: Local Support to strengthen the training process:** This component will finance the hiring of four professionals in four cities (Quibdó, Buenaventura, Tumaco and Cali), with the aim of supporting academic activities required for the course described in Component 1. These four professionals will provide support in terms of study skills, access to virtual resources and planning of academic work of participants. Furthermore, the professionals will design a strategic manual about "learning by doing", through compilation of works made by participants of the virtual course, to increase their capacity in managing virtual tools.

¹ INDES 2013 opened a call for teachers of Latin America, presenting more than 100 candidates. Of the 25 which were certified through a course tutors.

3.6 **Component 3: Face to face meetings and Internships:** Two classroom workshops will be held for all participants in Buenaventura and Quibdo, in order to develop leadership skills according to what was learned through the virtual course, as well as strengthen other academic skills. This component will also support some professionals (10) to engage in the work environment of development programs, supported by external financing and coordinated by the Bank in Colombia. The 10 selected professionals will perform tasks in executing agencies of Bank's operations and the resources will be used to facilitate travel and lodging.

IV. Budget

Indicative Budget

Activity/Component	Description	IDB/Fund Funding	Counterpart Funding	Total Funding
Component 1: Sizing online written communication and statistical analysis	Recruitment of 10 virtual tutors and 2 Coordinators	\$34,800	0	\$34,800
Component 2: Local Support to strengthen the training process	Hiring local facilitators 4	\$20,000	0	\$31,000
	Design and communications for applications call	\$11,000	0	
Componente 3: Face-to-face Meetings	Contents adaptation	\$16,000	\$32,000	\$86,000
	Implementation of two workshops	\$19,000	0	
	Internship program at the IDB in CCO	19,000	0	
TOTAL		\$119,800	\$32,000	\$151,800

V. Executing agency and execution structure

5.1 Manos Visibles (<http://www.manosvisibles.org/>) is an NGO with more than 5 years working in the Pacific region in Colombia. Manos Visibles is committed to social transformation from the effective inclusion of diverse populations in a vulnerable situation by strengthening the capacities of their leaders. During the years 2011-2014, Manos Visibles has developed training programs with over 500 leaders and organizations.

VI. Project Risks and issues

6.1 The most important risk during implementation is the potential participant attrition by having other work or personal obligations. This risk is mitigated by monitoring and supporting of local facilitators.

6.2 In the medium term, as in other capacity building programs in economically depressed areas, there is a risk of encouraging the migration of local talent after participants have completed a degree in recognized universities in Colombia. To mitigate this risk, CMV is promoting agreements with both public and private organizations to encourage the recruitment of professionals in their area of training, in order to retain talent. In the case of the private sector, agreements have been signed with BBVA, CIELSA and Avianca, among others.

VII. Environmental and Social Classification

This TC is classified as "C" type according to the Safeguard Classification Tool. For its objective focused on strengthening the capacities and knowledge of the managers of cities and for its focus on certain dimensions of urban sustainability including environmental sustainability, no negative environmental or social impacts are anticipated. [IDBDOCS-#38995123](#) and [IDBDOCS-#38995120](#).