

ENTREPRENEURS & APPRENTICE ACADEMY, POKHARA, NEPAL

*Establishing a competence center for dual-vocational education
and training in food & hospitality occupations*

**Updated Revised Project Plan
Jan 2018**

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विकास यात्रा...for Sustainability

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Summary

Development Voyage Pvt. Ltd., a socio-economic company from Pokhara, Nepal in collaboration with rundumkultur Association Switzerland is working to establish an 'Entrepreneurs and Apprentice Academy' in dual System in Nepal on food & hospitality professions (organic farmer, chef, food processor, small hotel & lodge operator, supply chain operator).

The process of the academy establishment started since the beginning of 2016. Nevertheless Development Voyage was working in the sectors of organic agriculture/food and hospitality since the inception of the company in 2009. The academy establishment came forth as a need realizing the missing skills of young people and support system to the young entrepreneurs willing to work in the food and hospitality businesses. Tulsi Giri, founder of Development Voyage, meeting an entrepreneur, Patrick Honauer, who has established rundumkultur association and various other food-network businesses as well as dual-VET initiatives in Switzerland was a turning point in this realization. Since 2013 they collaborated in their entrepreneurial journey learning from and supporting each other while also developing the vision of this academy. Their collaboration has taken a global shape with the establishment of Food Network Academy and initiating social-food, social gastronomy movement with various other renowned entrepreneurs/academics from around the globe.

The establishment of the academy has been a gradual process simultaneously with the business development in Nepal. In 2016-17, our focus was mostly on the planning and developing process of the academy. Few concrete steps were: exposure of Tulsi Giri to the Swiss dual-VET system, interactions and collaboration approaches to various systemic partners like Swiss Development Cooperation, Nepal Vocational Qualification System (NVQS) project, Council for Technical Education and Vocational Training (CTEVT) & National Skills Testing Board (NSTB) in Nepal among others. We also organized various meetings, interactions and workshops with potential company partners, experts and stakeholders to learn the needs of skills, methodology of the dual-VET implementation, developing the skills standards and curriculum processes. The key milestone was organization of 2 DACUM workshops in collaboration with NVQS to develop National Occupational Skills Standard (NOSS) for two occupations: Chef and Small Hotel & lodge Operator which is a base of curriculum and skill tests for certification.

In 2018-19, the goal is to establish our entrepreneurial venture i.e. Market-hall, the bazaar, as a business center which accommodates various food ventures as well as operates the entrepreneurial courses and practical trainings for dual-VET. Simultaneously, we will complete the developing process of the academy establishment i.e. finalization of curriculums, hiring and training of trainers, and then implementing the apprentice academy in dual-system.

Collaborating Partners

Development Voyage was established in 2009 instilling the concepts of sustainability in the market of Nepal. It initiated, **THE BAZAAR** (a food network business providing market for more than 300 small farmers around Pokhara), **Saathi Bio Farm** (a permaculture farm with training and agritourism facilities) and **Organic Living** (an agritourism service business). Establishment of **THE BAZAAR Agriculture Cooperative (TBAC)** in 2012 together with partner farmers has been a successful intervention. It manages the business & provides technical support to members.

rundumkultur is a Swiss association established in 1993 to support individuals and initiatives in social entrepreneurship, sustainable development and dialogical economics.

Since 2013, Development Voyage works in collaboration with rundumkultur developing Food Network Academy (FNA). FNA is a competence center for research along the food network. It is the center for empowerment, initiative and qualification for both young people and entrepreneurs from border regions. It facilitates the dialogue between rural and urban and unites the partners in commons and cooperative structures. Mr. Tulsi Giri from Development Voyage and Mr. Patrick Honauer from rundumkultur and BachserMärt are working in close connection with World Food System Center at ETH University in Zurich to develop the vision of Sustainable Regional Food Network as a model of future food systems.

Rationale to start Entrepreneurs & Apprentice Academy in dual-system in Nepal

The idea behind establishment of VET emerged gradually through “learning by doing” process of the vision since 2008. A youth, 23 years old then, from Rivan village in Nepal had a dream to bring positive changes in lives of young people who were struggling in rural villages or were forced to labor migration. Since then, this dream is continuously being realized through initiations: some with long-term impacts, some died out without results even adding financial losses to the founders while some others are established with measurable progress. Throughout these years, Development Voyage worked with more than 100 young people as staff and continuously faced one challenge i.e. lack of practical and theoretical competencies.

- TBAC (THE BAZAAR Agriculture Cooperative) needs better educated farmers who know about increasing the income at their farms with more diversity of products (capacity building), in the hospitality business like agritourism, or with food processing at their farm or in the village.
- Development voyage runs a model farm in Rivan, a model shop in Pokhara and the platform organiclivingnepal.com to sell homestay at farms, where they need practical trained staff as well as skilled homestay/bnb operators.

Tulsi Giri & Patrick Honauer met in 2012 and discovered that both were working towards similar vision: offering development opportunities to young people through creation of sustainable regional food networks. In 2013, Patrick joined the company as a mentor and coach. Being a social entrepreneur since 1993, he has founded and cofounded many ventures: neuhof-bachs.ch (first organic restaurant in Switzerland), BachserMaert.ch (sustainable regional food network business), rundumkultur.ch (start up for social entrepreneurs). He learned his profession as a chef in the dual system, was for Switzerland gold medal winner at the world skills in Japan, is experienced as VET responsible in his companies since 25 years and he founded and managed a VET collaboration of 16 companies for disabled and disadvantaged young people axisBildung.ch. He was VET teacher, was for many years in the school commission of the professional school Zürich, was mentor for practical learning centers for apprentices in Switzerland and has written professional books for apprentices.

Based on the on-going experiences of our companies in Nepal and Switzerland, we envisage Development Voyage to become a competence center for young Nepali, who wish to build themselves a future while at the same time developing the region in which they live in a sustainable manner. It has a huge knowledge base, network and experiences which can be shared with young people who would be interested in the professions around food-network and start their own business.

Some glimpse of our works: (clockwise) farmers after training at saathi Bio Farm, promotion of organic food at trade-fair in Pokhara, THE BAZAAR retail shop, Training of 9 youth in retail business (6 months) in 2014



Step-by-Step Development

Project planning phase (January 2016-June 2016)

Development Voyage and rundumkultur initiated the project planning phase of VET and dual system implementation since January 2016. Following were the steps in planning phase which is financed by rundumkultur.

Networking and Training in Switzerland

Tulsi Giri, responsible from Development Voyage, was called to Switzerland from January to May 2016 to learn about Swiss system of dual education. He worked closely with team of rundumkultur, Bachsermaert, Hotel Jakob, Balmeeggberg permaculture farm and World Food System Center to learn, discuss and develop VET in the context of Nepal. He was facilitated by Mr. Patrick Honauer and Mr. Thomas Althaus (responsible from BWZ School, Rapperswil) to develop the education plan, understand the procedures of dual education system etc.

During the time, Tulsi Giri and Patrick Honauer were networking with different organizations. The potential meetings in the direction of VET development were with responsible from Swiss Federal Institute for Vocational Education and Training (SFIVET) and Helvetas. After the four months extensive works the following professions were selected for VET development in Nepal.

Selection of Professions

We have selected Agriculture, Food & Hospitality Professions as our primary field of entrepreneurial education and dual-VET. The key fields, competences and occupations are:

Organic Farmer	Permaculture/Agro-ecology, Organic Farming (seeds, cereals, herbs, vegetables, fruits etc.)
Chef	Kitchen skills, Cooking (basic & advance), Farm-to-Fork
Food Processor	Food processing and preservation, Baking
Small Hotel & Lodge Operator	Agritourism, Bed & Breakfast, Serving Guest
Supply Chain Operator	Supply, trade, Logistics, wholesale, Retail

Identifying appropriate company partners and experts

In May/June 2016, we started identifying the potential company partners in Pokhara where the future apprentice will work. At the same time, we started finding and interacting with the experts in different fields of above mentioned professions. Series of workshops were organized with potential partners/experts to share the idea of dual system get inputs from them in developing process, develop learning objectives/competencies required in each professions, and plan jointly the future steps.

Project Development Phase 1 (June 2016-Dec 2017)

The project development phase ran for one and half year. This period was planned for extensive development of all the systemic structure for VET in dual system implementation in Nepal. This included writing the curriculum for both practical and professional education, training of teachers from school and trainers from company, developing quality control and examination system and setting up educational structures like 'board of education' etc. These steps were supposed to formally set-up all the required documents, policies and structures to start the VET. Simultaneously with these activities, school and practical learning infrastructures were planned to be established. This included: a classroom, one library with IT facilities and a Kitchen for food profession practical learning. The plan was to rent already existing kitchen and a hall in a hotel in Pokhara where these infrastructures would be set-up.

Planning vs Implementation Challenges

In Nepal, dual-VET system formally doesn't exist yet in education policies, though it is widely practiced in informal sectors. Therefore, our challenges in the past two years were to find the systemic linkages to be able to initiate dual-VET in various occupations around food & hospitality professions.

In 2016 & 2017, series of activities, meetings and workshops were organized with potential collaborating partners/stakeholders to further develop the occupations we wanted to operate dual-VET, develop the skills sets to meet National Occupation Skills Standards (NOSS) under National Vocational Qualification Framework (NVQF) envisioned by government of Nepal and networking with potential company partners and experts/trainers who will be implementing dual-VET together with us in Pokhara. Following were the major activities:

December 2016:

- Meeting with National Skills Testing Board (NSTB)-Nepal Vocational Qualification Systems (NVQS) to find a collaboration.
Result: NVQS signed a Memorandum of Understanding (MOU) with us to develop national Occupational Skills Standard (NOSS) for two professions (Chef/Commis II & Small Hotel Operator) required for skill testing and curriculum development.
- Workshop with trainers/experts in two professions we are piloting dual-VET.
Result: Possible topics and skills-set required for these professions were identified which are necessary for curriculum development.

The timeline and activities agreed with NVQS was like this:

- Development & Approval of National Occupational Skills Standard (NOSS) for 2 occupations Chef and Small Hotel & Lodge Operator including all the other required procedures: August 2017

- Development and Approval of Curriculums/Manuals, Accreditation Scheme/manual, Assessment Package (test items) for skill test: December 2017
- Affiliation & Accreditation of the academy with CTEVT/NSTB and piloting 2 professions: March 2018

March 2017:

1st DACUM workshop to compile the skills set for the profession in food i.e. ‘chef/commis II’ was organized by NVQS between 15-16 March 2017.

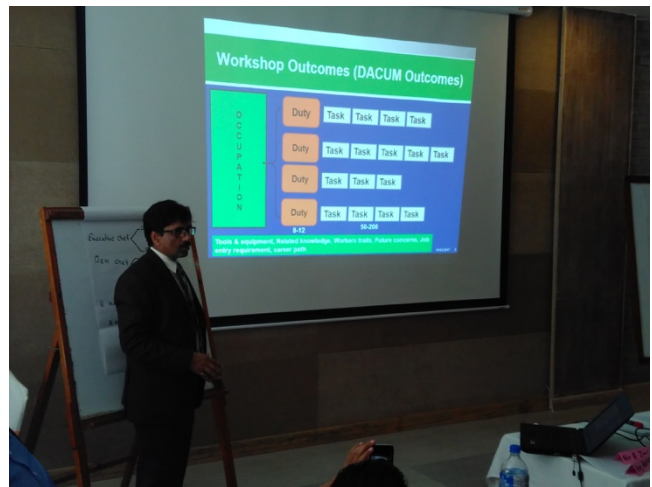
Result: The occupational profile of chef/commis II is developed which is taken further to develop NOSS for this profession which will also be a guideline for the curriculum.

June 2017:

2nd DACUM workshop to compile the skills set for the profession in Hospitality i.e. ‘Small Hotel & Lodge Operator’ was organized by NVQS between 6-7 June 2017.

Result: The occupational profile of Small Hotel & Lodge Operator is developed which is taken further to develop NOSS for this profession which will also be a guideline for the curriculum.

Finding the systemic linkage has been quite slow and challenging for us during this phase. NOSS for above mentioned two occupations have not been developed yet which is totally dependent on our government partners NSTB-NVQS. This also delayed the process of curriculum development. The policy guideline for apprenticeship based education is being developed by ENSSURE project in collaboration between Helvetas, Switzerland and Council for Technical Education & Vocational Training (CTEVT) of government of Nepal. Since, this policy guideline is yet not ready, we have no chances to get accreditation/approval to run the apprenticeship based dual-VET with systemic linkage.



Process of the DACUM workshops

Project Development Phase 2 (Jan 2018-Dec 2019)

With our learning in 2016/17 and with regular consultation with our partners and experts/trainers we adopted our future plans accordingly in the process of dual-VET establishment in Nepal. Though with little delay in previous timeline we set in May 2016, we have updated and revised our project plan that is more structured, concrete, adapted to the context of Nepal and following our entrepreneurial zeal. The new timeline is as follows:

Major Activities	Jan-Mar'18	Apr-Jun'18	Jul-Sept'18	Oct-Dec'18	Jan-Mar'19	Apr-Jun'19	Jul-Sept'19	Oct-Dec'19	Jan-Apr'20	Remarks
Finalizing the collaboration & initializing the development phase 2	planning									
Establishment of the Market-hall Pokhara & the academy				ready						
Developing Entrepreneurs (first batch of entrepreneurial trainings)										
Curriculum/Manuals/Process set-up for dual-VET										
Implementing first modular dual-VTE courses										
Quality Control, Monitoring & Evaluation (Mid-term review)										

Establishing the Academy & Market-Hall

The Market-Hall Pokhara called **the bazaar** is a food Hub for the local products of Kaski district and Nepal as well as a centre for vocational training and education and education for FOOD entrepreneurs. The Market hall will be located in the centre of Pokhara. People come there to buy products, to go out for eating or for just taking menus home.

The concept of the market hall stands on the following pillars:

1. The shops

The Market hall has space or few shops what offer all kind of sustainable local fresh and processed local products. A bakery will be part of the food stores, as well as a butchery. For the farmers there will be also a farmers shop to buy seeds, natural fertilizer and natural preparations for phytosanitary.

2. Farmer's market

Twice a week there is a big farmers market where the farmers sell their product directly to the customers. The warehouse buys the products they could not sell directly and sells it to restaurants and hotels. Surplus will be processed in the kitchen for food processing.

3. The warehouse – wholesale

There is also a big warehouse with fridge, freezer and storage to store products and to deliver to the hotels and restaurants in Pokhara.

The supplier of the shop and the warehouse are the cooperative members of the bazaar cooperative as well as other cooperatives from around Pokhara.

4. Kitchen – bakery – meat production – food processing

A big kitchen is the heart of the hall. The kitchen has different zones for cooking, baking, meet production, food processing.

2 small kitchen can be rented out for the food stands what sell their menus in the hall as a co-cooking space. They can produce their menus.

5. Stewarding

A stewarding area with a washing machine cleans the plates and kitchen items as a service for the shops and food stands. In the whole hall we use the same plates.

6. Food stands

In the market hall we build about 20 food stands, where the small start-up companies can sell their food and menus for take away or to consume in the hall. They can produce the menus in the hall with hygienic quality management. They can bus the local products direct in the warehouse of the hall.

7. Table and eating zone

There will be several zones where tables and chairs are placed for the customers to eat in the market hall.

8. Education – class rooms

The kitchen and the whole facility serves as school infrastructure for the

- VET (vocational education and training)
- FOOD entrepreneurs education

The apprentice of VET work in a hotel or restaurant in Pokhara and come for two days a week to the training centre in the market hall. Food professionals with good skills in their profession as chef, baker, butcher and retailer can follow the courses to become a FOOD entrepreneur. After finishing their education they can open a food stand or a shop in the market hall.

9. HUB of social gastronomy movement

The Market hall is also a food HUB for social food and social gastronomy (developed 2018, launching by 2019). People can learn about local food and the potential of local economy. Co working spaces for entrepreneurs, consulting and knowledge exchange takes part. There could also be a part of the hall to offer meals to homeless in the evening.

A separate business plan is developed and will be implemented for this part as it is a stand-alone social venture.



Entrepreneurial Course

With the establishment of the market-hall, we will train first batch of entrepreneurs, 10-15 young people, that is planned in October-June 2018. This first batch of entrepreneurs will go through 6 months of training & education basically in occupations of Chef and food processing. Few of these entrepreneurs can run their own shop/kitchen/food-stands/bakeries/juice bars/ice-cream stands etc. in the market-hall. The entrepreneurial course will include practical and theoretical knowledge of the profession/occupation (for e.g. 'Farm to Fork: Special Nepali Cuisine Culture' will be very important part of the learning) as well as the managerial skills such as book-keeping, management etc.

With the trainings and continuous engagement with our team they will also be our team of experts who will be providing practical trainings to our future apprentice. And every year we will have a course for entrepreneurs who will be starting their own social business thus contributing to the development of the local economy. We will establish our funds to support the start-ups with finances and other consultations. This is one of our core mission for long-term developments.

Establishing dual-VET

The dual education system has been successful in Switzerland already since many years. It has three parts: practical work in partner companies (**apprenticeship**), practical training spaces to standardize the learnings (**practical learning center**), and theoretical education (**professional school**). We plan for study programs that lead to a qualification in various professional fields along the food network as well as in tourism. The dual-VET lasts 2 years but will be executed in modular basis with each modules could go through the skill tests for certification.

The dual system:

Apprenticeships: 4 days per week the apprentice work and learn in a selected innovative, sustainable and professional companies. The education is a kind of peer exchange learning. The partner company and trainers are trained & coached from Development Voyage and its partners.

Practical Learning Center: Practical Learning Center is a common space where all the apprentice come together and learn the skills within the profession. This center helps to standardize the learning skills. For e.g. a common kitchen where all the apprentices learn about standard way of cooking certain food which they may learn differently in different restaurants they go as apprentice. This center will be our academy in the market-hall.

Vocational school education: 2 days per week the apprentice are skilled in the vocational school of the VET managed by Development Voyage in Pokhara. We teach vocational as well as general learning contents which covers the major topics such as country and cultures, economics, business administration, communication, daily life and various sub-topics underneath.

Final exams: After 1st year mid-term examination is taken to understand and control the learning process of an apprentice. At the end of 2nd year of education the qualification will be checked by detailed practical exams as well as theoretical knowledge evaluation. We seek for an official certificate in Nepal.

Chosen Occupations & Professions

We envision development of sustainable regional food network through investment in dual-VET & entrepreneurial education of existing workers and young people that strengthen food & hospitality sectors. The basic objective is to impart young people with competences in different occupations where they understand the problems and learn problem solving skills by being initiative. Thus, for us quality standards in education as well as food systems and young people educated with spirit of initiators is vital than quantity.

Occupation & Modules							
Organic Farmer		Chef		Food Processor		Small Hotel & Lodge Operator	
M1	Basic skills in organic farming (compulsory)	M1	Basic kitchen knowledge & skills (compulsory)	M1	Basic in Food Processing, includes storage, packaging, delivery, declaration (compulsory)	M1	Agritourism (BnB & Homestay) (compulsory)
M2	Seeds, Herbs, Perennial Farming	M2	Basic Cooking	M2	Milling (cereals, lentils, oil etc.)	M2	House-Keeping
M3	Vegetable, Mushroom & Fruit Farming	M3	Advance Cooking (international)	M3	Vegetable & Fruit Processing includes juice & drinks	M3	Front-desk, FnB service
M4	Crops & Cereals Farming (includes potato, lentils, oil seeds etc.)	M4	Farm-to-Table: Special Nepali Cuisine Culture	M4	Baker	M4	Basic Kitchen Knowledge & Skills, Basic Cooking

We have selected 4 professions to start the piloting: Organic Farmer, Chef, Food Processor, Small Hotel & Lodge Operator. The selected 4 professions will have 4 modular courses each (minimum 6 months VET for each module) and following each module can certify the participants in an occupation through skills test in NSTB/NVQS. Each profession will follow 3-4 weeks pre-course with general knowledge (with focus on sustainability, values & diversity) plus basic skills in that specific occupation such as quality standards, hygiene, and safety. This is also a vital step for each participants of the VET to feel, sense and relates them to the occupation they aspire after graduation. The curriculum for VET will be designed with 5 competences (work, knowledge, method, self, social) and with learning objectives they have to follow in practical work-place learning and in the academy.

VET Pilot Operation (July 2019 onwards)

Getting ready with all the basic requirements, the piloting of VET enters into the pilot operating. This phase is to actually intake the apprentice, start the education and test & validate the outputs and impacts of VET. In this phase following steps will be undertaken:

1. Developing PR/Marketing tools and dissemination

Appropriate marketing tools will be developed to attract the 'targeted youth' for the VET. A homepage and IT facilities will also be set-up for online information dissemination as well as to use it in future as online learning and knowledge platform.

2. Apprentice intake and placement

Series of pre-orientation and meetings will be organized to select the apprentice. This is required to understanding seriousness and career plan of the apprentice. After the selection, 40 young people will be taken into the program for 2 professions to begin with. A contract is signed between the apprentice, board of education and partner companies.

3. Running the Apprentice & School

Few important steps are: A work-school-holiday calendar will be developed for efficient management. A small salary is guaranteed for the youth from partner companies for their work during apprenticeship. 4 days of work and 2 days of school is organized every week according to the curriculum and manual developed previously. Lesson plan will be followed in the school days. 2 major exams are taken in each 2 years' cycle of the studies as guided by the examination system developed. The trainers and teachers will be regularly controlled and guided for the best output. After completion of two years and final examination, each apprentice will receive a certificate as approved by the board. The work-school dual learning will develop following competencies in the apprentice.

4. Support to apprentice after pass-out

After pass-out each apprentice will receive tailored support from Development Voyage according to the interest and need of the apprentice basically on: (I) Finding appropriate job, (II) Starting up their own initiative, & (III) Guidance to higher-level studies

Long-term perspective

Our mission is to establish the dual system into the national level. The long-term perspective demands following activities.

1. Evaluation of the pilot phase of dual-system
2. Process to integrate the dual-system in national level
3. Addition of other professions
4. Developing 'Specialist Level' as higher stage of education

Target Group

The academy has basically following target groups:

- 1) Our primary targets are 'existing workers' in the selected occupations who can follow the modular courses to improve their competences. Basically, they are targeted for entrepreneurial courses.

- 2) Young people aspiring to become Food-entrepreneurs. These entrepreneurs will be trained to operate their own businesses either in our market-hall or in their own communities. This group also includes the 'master-crafts' who are trained as instructors and trainers who can help us in dual-VET implementation. We will have around 8-12 entrepreneurs and more than 20 trainers/experts developed.
- 3) Our major target groups in long-run are the young people between the age of 18-25 from rural villages and marginalized societies with minimum 40% of females enrolling in our academy. After the two years of developing this VET & entrepreneurial academy, around 100 young people will graduate the academy each year. Our aim is to produce 10-20 entrepreneurs per year in the selected occupations.
- 4) Our indirect beneficiaries will be member farmers of our partner cooperative THE BAZAAR and other smallholder farmers in Kaski district. The warehouse/shops and kitchen in the market-hall will directly benefit the farmers by using their products. The dual-VET is targeted to improve the capacity of these members through providing skills and competences to young people from the network of our farmers.

Expected results

With the establishment of formal institution of dual-VET and entrepreneurial education & training in Pokhara in food & hospitality following results are expected during the project implementation period and beyond.

- A systemic and structural development (including curriculums, policies, quality systems etc.) required for dual-VET is assured. Four major professions and various occupations in food & hospitality will be developed & implemented with innovative model to train and educated Nepali youth.
- At least 10 company/cooperative partners will be oriented and developed as partners who intake the apprentice every-year. This also means that the professionalism in the business and practical learning will be improved.
- 8-12 entrepreneurs will be made ready to operate learning centers; more than 20 experts/trainers/assessors will be made ready for sustainable implementation of dual-VET in selected occupations in Pokhara.
- 40 young people will graduate from dual-VET by 2020. After 2020, with the establishment of the academy, minimum 100 apprentices per year are trained as professionals in the selected occupations. At-least 75% of job placement or start-up or higher studies are assured within 1 year after graduation.
- It opens the systemic door to add various other professions in work-place based education & training system in Nepal. It will also impact directly on the quality improvement and professionalizing the businesses in general with the skilled human resources in the market.

Finances

The establishment of entrepreneurs and apprentice academy is part of a larger investment in developing the vision of sustainable regional food networks in Nepal. Since 2009, investments for developing the basic business infrastructures, organizational structures, training & capacity building and management/marketing were covered by different partners shown in the list below.

Support Area	Partners	Amount (CHF)
Start-up financing (2010)	Acacia, Switzerland & GLS Foundation, Germany	30'000
Networking & Capacity Building of Partner Farmers (project, TBAC - 2012)	One-to-Watch, Netherlands (Impulsis Fund)	20'000
Logistics (2014-Jeep)	Rundumkultur, Switzerland	20'000
Management Support (2014)	Rundumkultur, Switzerland	20'000
Model shop, Pokhara (2014)	Symphasis foundation, Switzerland	20'000
Model farm, Rivan (2015)	Syngenta foundation, Switzerland SST foundation, Switzerland	7'000 15'000
Supply chain management of local vegetables (project, TBAC – 2016)	Samarth-Nepal	24'000
Supply chain management – Information Technology Integration (project, TBAC – 2017)	Connect-to-Grow, UK	54,000
Market development of indigenous crops from Karnali region (pilot project-2016 & extension -2017/18)	Fastenopfer, Switzerland	30'000
Processing of indigenous crops from Karnali region (business support DV-2017/18)	NAMDP Project, Swiss Contact Nepal	12,000
Establishment of the entrepreneurs and apprentice academy in dual-system		
Planning phase of dual-VET in Nepal (project, 2016)	Rundumkultur	26,520
Establishment of dual-VET in Nepal (project, DV-2017)	Tellus Viva Foundation	20,000
	Total	298'520

Development Voyage and rundumkultur invite organizations to support the establishment of the academy in Nepal. In 2016-18, we were able to finance our activities to initiate the establishment by our internal funds from rundumkultur and from the support of Tellus Viva Foundation as mentioned in the table above. rundumkultur holds a nonprofit fund at Freie Gemeinschaftsbank Basel to manage donations. To finance the students in the operational phase, for the first course we are searching donations from private people as a godparenthood. The first 6 from 40 students are already financed by private donors.

For the next steps from January 2018 to December 2019 we are searching funds and partners for the developing and implementing phase: CHF 315,400. Please see the detailed budget below:

Budget 2018-20			
			1 CHF = 100 NPR
Staff and advisory / consultancy costs		150,400.00 CHF	₹ 15,040,000.00
Project management / DV Nepal / Tulsi Giri	1p 1500*13*2y	39,000.00 CHF	
Project management / rundumkultur	1p 3500*13*2y	91,000.00 CHF	
Administration	1p finances, admin	10,400.00 CHF	
Experts Switzerland (2 professions)	1p 5'000*2y	10,000.00 CHF	
Travel and transportation costs		20,000.00 CHF	₹ 2,000,000.00
Travel costs Nepal		10,000.00 CHF	
Travel costs experts Switzerland	Management 5times*1000*2y	10,000.00 CHF	
Operational costs		96,000.00 CHF	₹ 9,600,000.00
Experts, teacher Nepal	4p 500*13*2y (100%-job)	52,000.00 CHF	
Course entrepreneurs (incl. salaries)	6 mths 8 participant	24,000.00 CHF	
School 1 year (incl. salaries)	40 students (6 M a 5 / 2 M a 25= 80)	20,000.00 CHF	
Activities implementation costs		38,000.00 CHF	₹ 3,800,000.00
A1 Dvelop Quality system, Curriculum for VET and Entrepreneurs including ToT	Curriculum Manuals	2,000.00 CHF 5,000.00 CHF	
A2 Establishment academy Infrastructure, facility, IT	Train the trainers Rent	12,000.00 CHF	
Start of first entrepreneurial course with future teachers, advisors, assessors and experts	IT, set up laptops students Library, prints, school material	8,000.00 CHF 5,000.00 CHF	
A3 Start the first 3 precourses and 8 modules first modular examinations	Rent	6,000.00 CHF	
Monitoring / evaluation and learning		11,000.00 CHF	₹ 1,100,000.00
Evaluation	leraning groups Evaluation	3,000.00 CHF 5,000.00 CHF	
Monitoring groups	Nepal	3,000.00 CHF	
Total Operation Costs for 2 years		315,400.00 CHF	₹ 31,540,000.00