

CAMPAIGN PROGRAM: REHABILITATION OF RELEASED DETAINEES FROM SYRIAN REGIME PRISONS

Phase 3: Rehabilitation and Vocational Training

Objective:

Phase 3 focuses on the rehabilitation and vocational training of released detainees. The primary goal is to equip detainees with the necessary skills to reintegrate into society, become self-sufficient, and secure employment or establish small businesses. This phase also includes providing ongoing medical and psychological support as part of their rehabilitation process.

Roadmap and Timeline:

Week 1-2: Initial Assessment and Program Design

1. Finalize Assessment Results:

- **Objective:** Review the results of medical and psychological assessments to identify detainees' physical, psychological, and vocational needs.
- **Action:**
 - Analyze the treatment plans from Phase 2 to understand any ongoing medical care or psychological needs.
 - Prioritize detainees who are physically and mentally ready for vocational training.
- **Timeframe:** 1 week (week 1)

2. Design Vocational Training Program:

- **Objective:** Develop a comprehensive vocational training program tailored to the detainees' needs, based on their prior skills and interests.
- **Action:**
 - Offer training in areas such as carpentry, sewing, electronics, plumbing, IT skills, and small business management.
 - Partner with local vocational training centers and small businesses to provide expertise and resources.
 - Design a curriculum that includes both theoretical and practical components.
- **Timeframe:** 1 week (week 1)

3. Recruit and Train Vocational Trainers:

- **Objective:** Identify qualified trainers to deliver the vocational courses.
- **Action:**
 - Collaborate with local training institutions and businesses to hire trainers with experience in the relevant trades.
 - Ensure trainers understand the trauma background of the detainees and are sensitive to their needs.
- **Timeframe:** 1 week (week 2)

Week 3-4: Initiate Vocational Training

1. Start Vocational Training Courses:

- **Objective:** Launch the vocational training program with the selected detainees.
- **Action:**
 - Begin training sessions in small groups to ensure personalized attention.
 - Provide essential materials and equipment (e.g., tools for carpentry, sewing machines for tailoring, etc.).
 - Offer a combination of classroom training for theoretical knowledge and hands-on practice.
- **Timeframe:** 2 weeks (week 3-4)

2. Medical and Psychological Support During Training:

- **Objective:** Ensure that detainees continue to receive any medical or psychological support required during their vocational training.
- **Action:**
 - Monitor detainees' health during the training and provide follow-up medical care as needed.
 - Offer psychological support in parallel with vocational training, including stress management, group therapy, or individual sessions.
- **Timeframe:** Ongoing during weeks 3-4

Week 5-6: Expansion of Vocational Training and Job Placement Assistance

1. Expand Vocational Training Opportunities:

- **Objective:** Broaden the scope of vocational training to reach a larger number of detainees, including those with varying levels of education and skills.
- **Action:**
 - Introduce additional training sessions for detainees who require basic education before starting vocational training (e.g., literacy, numeracy).
 - Offer more advanced training for detainees who are ready for specialized skills development.
- **Timeframe:** 2 weeks (week 5-6)

2. Job Readiness and Placement Preparation:

- **Objective:** Prepare detainees for employment opportunities and assist them with securing jobs.
- **Action:**
 - Provide job readiness training, including résumé writing, interview preparation, and job search strategies.
 - Work with local businesses, NGOs, and international organizations to create job placement opportunities for detainees.
 - Organize job fairs or networking events where detainees can meet potential employers.
- **Timeframe:** 2 weeks (week 5-6)

Week 7-8: Small Business Support and Final Preparations

1. Provide Support for Small Businesses:

- **Objective:** Assist detainees who wish to start their own businesses by offering the tools and resources to do so.
- **Action:**
 - Provide microgrants or low-interest loans to individuals interested in launching small businesses (e.g., carpentry workshops, tailoring shops, small IT businesses).
 - Offer business management training, including budgeting, marketing, and financial planning.
 - Connect detainees with mentors or local entrepreneurs who can provide advice and guidance.
- **Timeframe:** 2 weeks (week 7-8)

2. Final Evaluation and Certification:

- **Objective:** Assess the progress of detainees and award certifications for completed vocational training.
- **Action:**
 - Conduct evaluations to assess the skills learned and readiness for employment or self-employment.
 - Provide certificates for successful completion of vocational training programs.
 - Offer a final consultation to discuss job placement or entrepreneurship options.
- **Timeframe:** 1 week (week 8)

Ongoing Support After Phase 3:

1. Job Placement Follow-up:

- **Objective:** Continue supporting detainees after they secure employment or start their own businesses.
- **Action:**
 - Provide follow-up services to ensure the detainee is successfully integrated into the workplace or managing their business.
 - Offer ongoing support for troubleshooting challenges, such as workplace stress or business setbacks.
- **Timeframe:** Ongoing (post-phase 3)

2. Psychological and Medical Support:

- **Objective:** Ensure that detainees continue to receive necessary psychological and medical support after their vocational training and job placement.
- **Action:**
 - Schedule regular check-ins for mental health support and medical follow-ups.
 - Offer continued group therapy sessions for individuals who need help with reintegration or ongoing trauma management.

- **Timeframe:** Ongoing (post-phase 3)

Key Deliverables by End of Phase 3:

- **Vocational Training Certificates:** Certificates issued to detainees who have successfully completed their training.
- **Job Placement Success:** A set number of detainees placed into full-time or part-time jobs, or who have started their own businesses.
- **Small Business Grants:** A number of detainees who have received microgrants or loans to start their businesses.
- **Evaluation Reports:** Detailed progress reports on the detainees' skills development, job readiness, and placement.
- **Psychological Support Continuation:** Continued psychological support for those who need it, ensuring long-term well-being.

Phase 3 Timeline Summary:

Week	Activity
Week 1-2	Finalize assessments, design program, recruit trainers
Week 1-2	Begin medical/psychological support alongside training
Week 3-4	Begin vocational training for selected detainees
Week 3-4	Ongoing medical and psychological support
Week 5-6	Expand training and assist with job readiness and job placement
Week 5-6	Provide job readiness training and prepare job placement assistance
Week 7-8	Assist with small business development and conduct final evaluations
Week 8	Provide certifications and final assessments

Budget Estimate for Phase 3:

- **Vocational Training Equipment and Materials:** \$20,000
- **Trainers' Salaries:** \$15,000
- **Small Business Grants and Loans:** \$10,000
- **Medical and Psychological Support during Training:** \$5,000
- **Job Placement Assistance and Networking Events:** \$10,000
- **Monitoring and Follow-up Services:** \$5,000 **Total Phase 3 Budget Estimate:** \$65,000

This phase is essential for the long-term reintegration of detainees into society. By providing vocational training, job placement assistance, and business support, we aim to give them the tools needed to rebuild their lives.