



Economic Inclusion Project

ANNUAL REPORT

FISCAL YEAR (FY) 2024

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ACRONYMS AND ABBREVIATIONS

APPV	Asociación Protección Población Vulnerable
ASBANC	Peruvian Banking Association
CACMU	Cooperativa Mujeres Unidas
CES	Council of Higher Education
CLA	Collaborating, Learning, and Adapting
COAC	Credit Union (Ecuador; <i>Cooperativa de Ahorro y Crédito</i>)
CODEIS	Corporación para el Desarrollo del Emprendimiento y la Innovación Social
COFIDE	Development Finance Corporation
COOPAC	Credit Union (Peru; <i>Cooperativa de Ahorro y Crédito</i>)
CPP	Temporary Stay Permit Card (Peru)
EDEC EP	Municipal Public Company for the Economic Development of Cuenca
EIP	Economic Inclusion Project
ESAN	Escuela de Administración de Negocios para Graduados
FENACREP	Peruvian National Federation of Credit Unions
FSPs	Financial Services Providers
FUDELA	Fundación de las Américas para el Desarrollo
FUNDASOF	Fundación Apoyo Solidario a la Familia
FY	Fiscal Year
GBV	Gender-Based Violence
GRML	Lima Metropolitan Regional Government
GTRM	Working Group for Refugees and Migrants
HOPE	Herramienta Operativa de Planificación Empresarial
INEC	Ecuadorian Institute of Statistics and Censuses
IPL	Immigration Policy Lab
JPRF	Financial Policy and Regulation Board
Kunaq	Asociación Kunaq Yachay
LGBTQI+	Lesbian, gay, bisexual, transgender, queer, and intersex
LOP	Life of the Project
M&E	Monitoring and Evaluation
MEL	Monitoring, Evaluation, and Learning
MFT	Microfinance Training Program
MIES	Ministry of Social and Economic Inclusion
MINEDU	Ministry of Education
Q1	Quarter One
Q2	Quarter Two
Q3	Quarter Three
Q4	Quarter Four
R4V	The Interagency Coordination Platform for Refugees and Migrants
SCF	Seed Capital Fund
SENESCYT	Secretariat of Higher Education, Science, Technology, and Innovation

SEPS	Superintendency of Popular and Solidarity Economy
SUNEDU	National Superintendency of Higher University Education
SYSEIP	EIP Data Information Management System
ToT	Training of Trainers
UMPSJ	Patronato San José
UNHCR	United Nations High Commissioner for Refugees
UNME	National Women's Union of Ecuador
UPN	Universidad Privada del Norte
UPS	Salesian Polytechnic University of Cuenca
USAID	United States Agency for International Development
USG	United States Government
UVIP	Unión Venezolana en Perú
UX	User Experience
WFCU	Worldwide Foundation for Credit Unions
WFP	World Food Program
WOCCU	World Council of Credit Unions
Y1	Year 1
Y2	Year 2
Y3	Year 3
Y4	Year 4
Yo Decido	Yo Decido: Mi Futuro y Mis Finanzas

EXECUTIVE SUMMARY

During Fiscal Year 2024 (FY24) (October 1, 2023-September 30, 2024), the Economic Inclusion Project (EIP) further promoted the socioeconomic integration of Venezuelan migrants and refugees as well as local host populations in Peru and Ecuador. As a result of its FY24 programming, corresponding to Year 4 (Y4) of program implementation, EIP provided entrepreneurship and employment support for 6,601 beneficiaries, reaching 100% of its Y4 target. This figure includes 1,498 Venezuelan migrants who recognized their titles to be able to practice their professions in their new host countries, representing 65% of the Y4 target. In FY24, EIP submitted an additional 1,639 titles to the National Superintendency of Higher University Education (SUNEDU) in Peru for recognition, which are still pending approval as of September 30, 2024. The timely approval of these titles would have resulted in EIP exceeding the Y4 target for its title recognition indicator, but the approval processes have been delayed in both countries this year due to regulations that generate bottlenecks in the title recognition process with the Secretariat of Higher Education, Science, Technology, and Innovation (SENESCYT) in Ecuador and delays caused by bureaucratization of approval processes in SUNEDU in Peru. In collaboration with the World Bank and the United Nations High Commissioner for Refugees (UNHCR), this year, EIP supported efforts to ease regulations in Ecuador for the title recognition process, continuing to work with SENESCYT for the application and implementation of the regulation reform to reduce barriers to facilitate title recognition for Venezuelan migrants and refugees. And in Peru, EIP is working with SUNEDU to standardize its processes to achieve greater agility in the title recognition approval processes.

Through its financial inclusion component, in FY24, EIP supported 57,165 beneficiaries (114% of the Y4 target) to access financial services. EIP's financial partner entities issued 9,103 loans for a total of over \$6.9 million to project beneficiaries, representing 350% and 217% of the Y4 targets, respectively. EIP also provided gender-based violence (GBV) support services to 338 individuals to promote economic autonomy, representing 113% of the Y4 target.

Through close collaboration with local partners, EIP supports migrants to integrate in their host communities, encouraging sustainability and stability of their livelihoods, contributing to the economic and social advancement of both Peru and Ecuador. EIP also works with these local partners to strengthen and build institutional capacity as part of the project's localization component. In FY24, EIP transferred methodologies and tools to partners and allies to support improved livelihoods programming and provided technical assistance and support to financial entity partners to promote access to financial services for the project's target population.

In Y4, EIP selected five local organizations to receive capacity building support throughout the life of the project (LOP) to encourage improved organizational performance: Unión Venezolana en Perú (UVIP), Veneactiva, and Asociación Protección Población Vulnerable (APPV) in Peru, and Fundación Apoyo Solidario a la Familia (FUNDASOF) and Hacienda Panas in Ecuador. In FY24, EIP provided support for the development of strategic and operating plans, the development and implementation of policies and processes, implementation of new products, and training and technical assistance on topics including Monitoring and Evaluation (M&E) systems and regulations, to support achievement of the project's Y4 target for the local capacity building indicator.

Figure 1: EIP Impact (FY24)

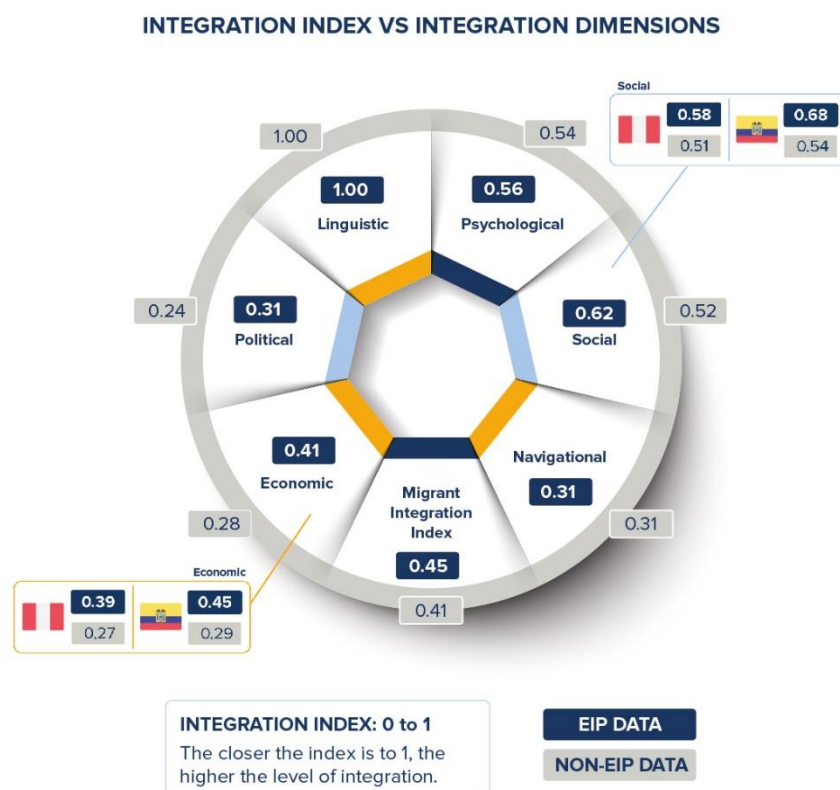


In FY24 quarter four (Q4), EIP completed and presented results of the Integration Study with the goal of identifying the level of integration of Venezuelan migrants in order to highlight project impact among this target population. For this study, EIP applied the methodology developed by Stanford University's Immigration Policy Lab (IPL) and collected survey results from 1,738 EIP beneficiaries and 1,738 non-

beneficiaries (control group) in Peru and Ecuador. A summary of the study and its results is included in the monitoring, evaluation, and learning (MEL) chapter, with the following principal findings:

- Venezuelan migrants who have participated in EIP programming are more integrated into their host countries than those who have not participated in EIP programming, as evidenced by the index of integration that encompasses six dimensions (psychological, social, economic, linguistic, political, and navigational). When looking at the disaggregated dimensions, the greatest difference between EIP beneficiaries and non-EIP beneficiaries is in economic integration, with a +13% difference between beneficiaries and the control group, followed by social integration, with a +10% difference between beneficiaries and the control group. It therefore follows that greater economic opportunities, through employment or entrepreneurship, and financial inclusion, generate greater economic autonomy and greater integration, which in turn leads to migrants having a greater tendency to remain in their host country.

Figure 2: Integration Index from August 2024 EIP Integration Study



- Greater access to livelihoods opportunities and financial inclusion generates higher incomes which implies a greater level of integration. On the other hand, greater level of regularization (through a regular migratory status) also implies a greater level of integration. These results confirm that a regular migratory status is not the only factor that generates integration, and therefore the integration strategy must be comprehensive and focus also on economic and social integration.

- The average monthly income of EIP beneficiary respondents, at \$399, is 119% higher and more than twice that of non-beneficiary respondents. This amount also exceeds the living wage in Peru by 1.4 times, providing beneficiaries with a greater capacity to cover their expenses, including food, healthcare, and education costs, as well as unforeseen expenses, offering greater economic autonomy. This income also offers greater possibilities to consume local products, promoting local sales. Additionally, 80% of EIP beneficiary respondents have formal businesses and pay taxes, and entrepreneurs supported by the project have generated employment opportunities as their businesses grow, contributing to overall economic development. These results confirm the important contributions migrants make to their host countries, complementing meaningful social and cultural contributions, among others.

Figure 3: August 2024 EIP Integration Study Results



- EIP has successfully reduced gender gaps as well as effectively reached youth as a target demographic:
 - The increase in income for women beneficiaries is greater than the increase for men, reducing the income gap between men and women, from a difference of \$175 between men and women non-beneficiaries to \$147 between men and women beneficiaries.
 - Youth beneficiaries (18-29 years old) are the age group with the highest average income, \$487, as compared with \$392 for beneficiaries between the ages of 30-44 and \$396 for beneficiaries between the ages of 45-59. These results highlight the effectiveness of EIP's strategy for promoting youth economic inclusion as the trend contrasts with the traditional income gaps reflected across non-EIP beneficiary age groups, with youth (18-29 years old) earning \$125 per month on average, significantly lower than \$187 earned by non-beneficiaries between the ages of 30-44 and \$236 earned by non-beneficiaries between the ages of 45-59.
- The importance of financial inclusion for economic integration is evident in comparing results for the average monthly income for someone who did not participate in EIP and does not have access to financial services, \$94 per month (approximately \$3 per day) with an EIP participant, with a means of livelihood and access to financial services, who makes more than four times more, with an average monthly income of \$415. Additionally, title recognition contributes to an increase in income, as EIP participants who have recognized their title earn a monthly average income of \$456, twice what non-participants who have not recognized their title earn, at \$228.

Since the project started in June 2020, EIP has worked with more than 60 partners and allies and 266 private companies to support 19,811 beneficiaries, 72% of whom are women, to promote new or better employment or entrepreneurship opportunities. Additionally, to date, EIP has supported 4,038 Venezuelan professionals including doctors, nurses, psychologists, administrators, accountants, dentists, and professors to recognize their foreign titles in their host countries. And to date, EIP has supported 181,117 individuals, 54% of whom are women, to access financial services, representing 98% of data reported by the Working Group for Refugees and Migrants (GTRM). EIP works with 15 financial partners, including banks, credit unions, *cajas municipales*, microfinance institutions, and FinTechs, who have issued 18,280 loans to project beneficiaries, for a total of over \$19.2 million. 49% of individuals financially included are youth between the ages of 18-35 years and 31% are youth between the ages of 18-29 years, demonstrating the success of the project in reaching youth through effectively leveraging digital tools and strategies for promoting access to and use of financial services. EIP has also supported financial education and financial literacy training for 24,849 individuals over the LOP, representing 82% of data reported by the GTRM. Through Y4 of project implementation, EIP has provided 958 individuals with GBV services, through the project's methodology designed to encourage psychological stabilization, financial independence, and economic autonomy through the development of a life plan to empower survivors to break the cycle of violence.

Figure 4: EIP Impact (Results to Date)



With greater economic opportunities and access to financial services, migrants can increase their income and contribute productively and positively to the economies of their host communities and countries, through the consumption of local products; payment and use of basic services, education, and health; and the payment of taxes for formalized businesses and employment. Achieving the project impact and results,

as presented, would not be possible without the project's advocacy work with government entities including the National Superintendency of Migration in Peru; the Superintendency of Banking, Insurance, and Pensions in Peru; the Financial Policy and Regulation Board (JPRF) in Ecuador; and the Superintendency of Popular and Solidarity Economy (SEPS) in Ecuador. This advocacy work has contributed to the project's efforts to facilitate financial inclusion for migrants and refugees, including through key advocacy successes including the creation of the Advisory Committee for the Financial Inclusion of Migrants and Refugees in Peru and the issuance of the new Basic Account Standard in Ecuador. Additionally, EIP has engaged in advocacy work with the Ministries of Production, Labor, Social Inclusion, and Foreign Affairs and municipal governments in both countries to facilitate EIP's entrepreneurship and employment programming as well as worked with municipal governments, women's shelters (*casas de la mujer*), and Women's Ministries for public policy efforts to support the prevention of and care for GBV. The project's advocacy efforts form a key part of EIP's strategy to promote the sustainability of project initiatives and activities.

The World Council of Credit Unions (WOCCU) is committed to supporting this ongoing collaboration with the United States Agency for International Development (USAID) to encourage the socioeconomic integration of Venezuelan migrants as well as traditionally excluded Peruvians and Ecuadorians seeking economic autonomy, incentivizing migrants to remain in their new host countries through the generation of sustainable means of livelihood and financial inclusion, as the evidence from the project studies and results show.

PROJECT OVERVIEW

The Economic Inclusion Project (EIP) is a six-year, USD \$28 million cooperative agreement funded by the United States Agency for International Development (USAID) and implemented by the World Council of Credit Unions (WOCCU). The project is designed to improve socioeconomic security for Venezuelan refugees and migrants in Peru and Ecuador, as well as for the members of the local communities they inhabit in the target cities of Lima, Trujillo, Arequipa, Ica, Piura, and Callao in Peru and Quito, Guayaquil, Manta, Ibarra, and Cuenca in Ecuador.

Specifically, EIP has three objectives:



support and strengthen **new and existing entrepreneurs** by ensuring sustained income through self-employment;



facilitate **access to employment** by identifying market needs and developing skills; and



increase **access to financial services** and products by supporting financial institutions in the development of products adapted to the diverse needs of the target population.

Additionally, EIP embraces USAID's commitment to localization, integrating capacity-building as a main EIP component, to strengthen the organizational capacities of local partners.

In response to the significant impact that gender disparities have on economic independence and stability and to bridge these gender gaps, EIP has integrated gender inclusion throughout project objectives and activities. And EIP delivers critical GBV prevention and accompaniment.

EIP also incorporates a cross-cutting strategy that promotes closing the economic gaps facing young Venezuelan migrants and locals in terms of access to employment, entrepreneurship, and financial services. And, EIP has introduced climate change adaptation and mitigation as a cross-cutting component in its activities, with implementation of these activities beginning in Year 5.

EIP works to close the gaps and reduce barriers to financial and economic inclusion, coordinating with governments, the private sector, and other stakeholders in Peru and Ecuador. And, as Venezuelans, Peruvians, and Ecuadorians work together as EIP beneficiaries, partners, mentors, peers, supporters, students, and teachers, EIP aims to reduce xenophobia by building understanding and trust among individuals of different nationalities, supporting strong and sustainable relationships, and serving as an example to encourage further integration and acceptance of Venezuelan populations.

Background

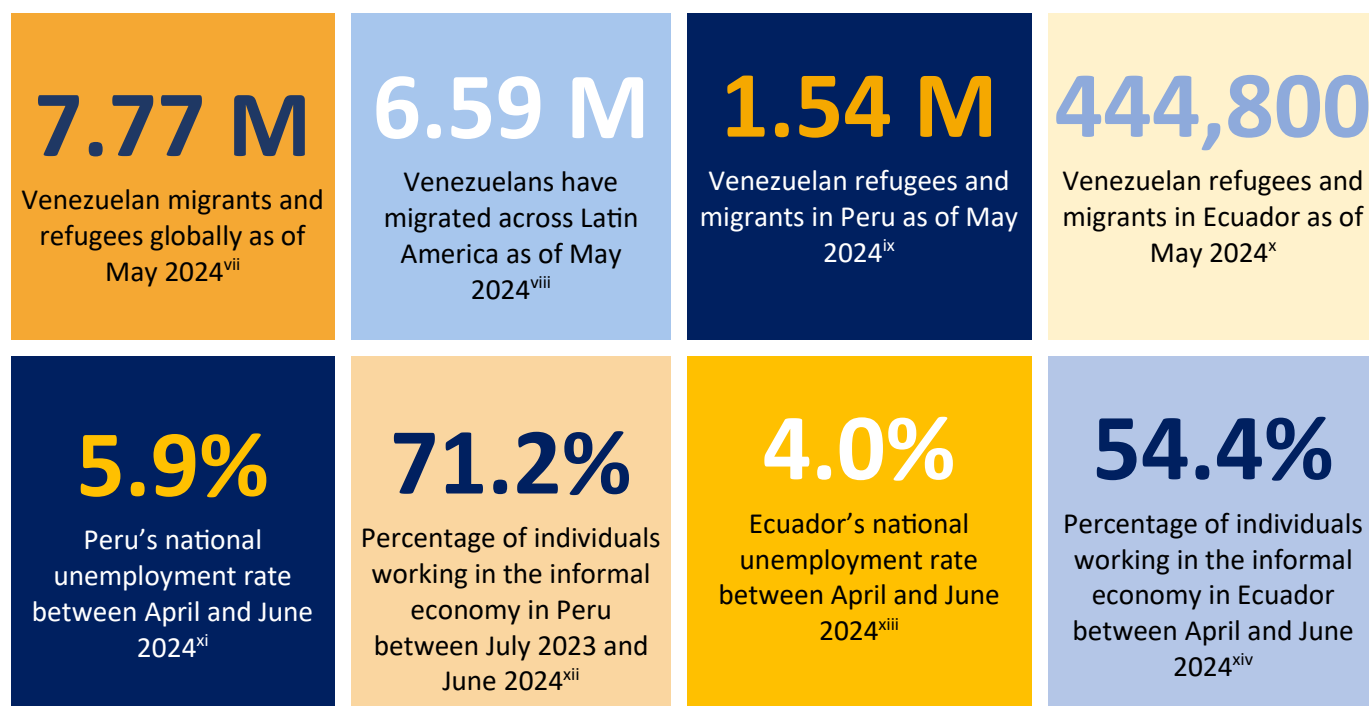
Although the number of Venezuelan migrants returning to their country increased in 2023, initial hope for new opportunities faded following the presidential elections in late July 2024, which saw Nicolas Maduro reelected in a widely condemned and undemocratic process. The outcome has since resulted in greater repression and a renewed risk for another mass exodus. While current statistics from the Interagency Coordination Platform for Refugees and Migrants (R4V) platform reflect a relative stability in entries to Peru and Ecuador post-electionⁱ, one poll taken since the election found that 43% of respondents are considering leaving the country following the results.ⁱⁱ If extrapolated to the current population in Venezuela, this could imply that as many as nearly seven million Venezuelans are considering migrating. These numbers would be a near doubling of the currently displaced population.

According to the most recent data from R4V, as of May 2024, there are 7.77 million Venezuelan refugees and migrants globally, and 6.59 million of these individuals have migrated from Venezuela to Latin American countries.ⁱⁱⁱ With an estimated 1.54 million Venezuelan refugees and migrants in Peru and 444,800 in Ecuador as of May 2024,^{iv} both countries continue to face several challenges related to the Venezuelan migration crisis, worsened by political instability, inequality, social upheaval, and a surge in violence and crime, limiting migrants and refugees' access to decent work and livelihoods and exposing them to heightened GBV and xenophobia.

Unemployment and informality continue to greatly impact host country nationals and Venezuelan migrants and refugees. According to national surveys which include both local populations and Venezuelan migrants and refugees with regular migration status, in Peru, the unemployment rate reached 5.9% during the second quarter of 2024. And according to the Ongoing National Employment Survey, of those employed between April 2023 and March 2024, 71.2% had informal jobs.^v In Ecuador, as of August 2024, 4.0% of economically active adults are reported to be unemployed and of those employed, 54.4% are employed in the informal sector.^{vi}

Informal economies are typically characterized by a high incidence of poverty, lack of social protections, and low wages, highlighting the importance and need for supporting opportunities for engagement in the formal economy. To address the challenges of unemployment and informality among Venezuelan refugees and migrants, EIP successfully promotes the formalization of entrepreneurial initiatives through training entrepreneurs on legal requirements to register a business and operate formally, in both Peru and Ecuador. Additionally, EIP provides training to private sector companies on the benefits of providing formal employment while facilitating formal employment among EIP beneficiaries through the project's allied private businesses, mostly medium and large companies.

Figure 5: Project Context & Statistics

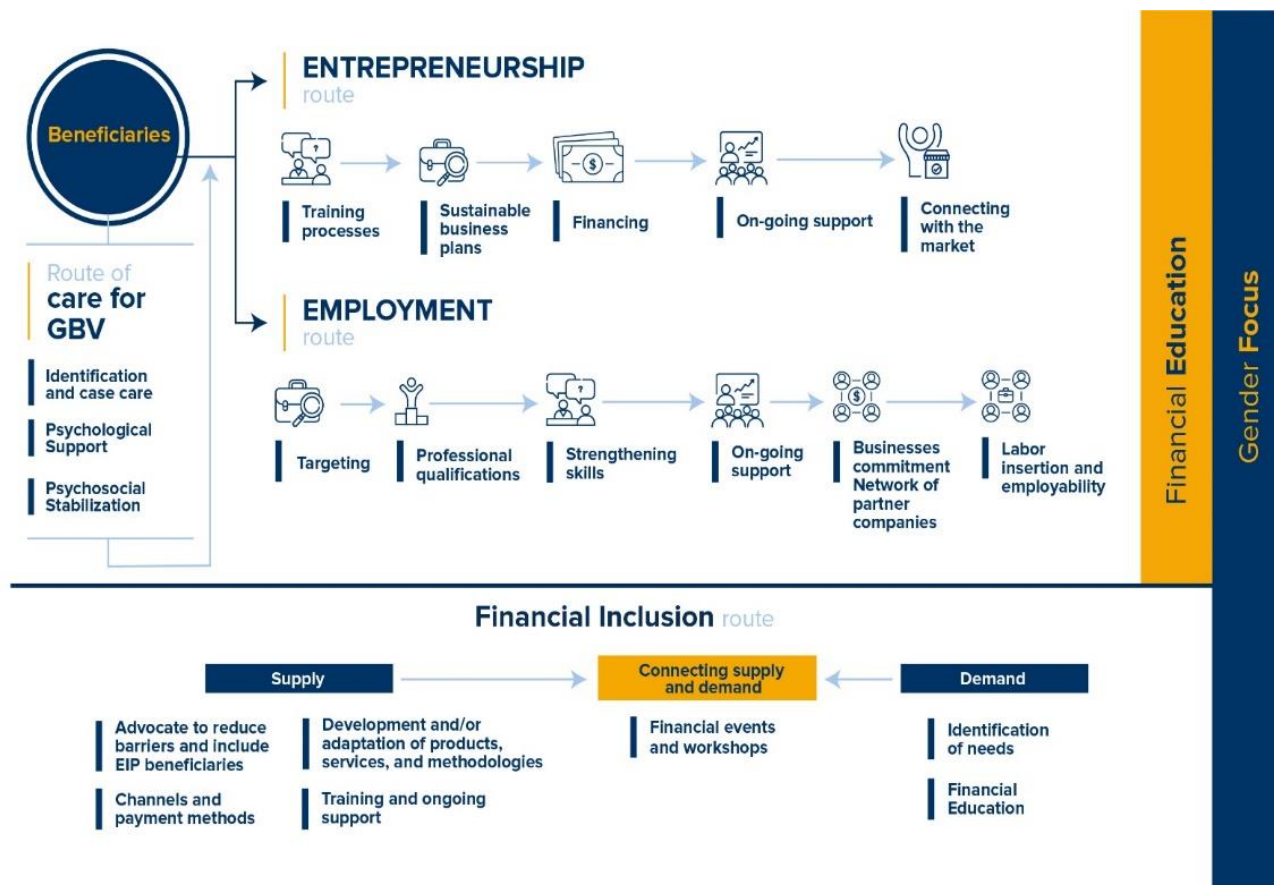


Approach

Detailed in the figure below, EIP's Route to Economic Inclusion supports beneficiaries with income-generating entrepreneurship or employment programs to support sustainable livelihoods, providing training in technical and soft skills, support for revalidation or recognition of professional or technical certificates, mentoring and accompaniment, business plan development, and market linkages, leveraging digital tools and both virtual and in-person programming. Simultaneously, EIP coordinates with financial services providers (FSPs) to develop or adjust financial products to meet the needs of the target population, expand service channels and payment options, adjust internal policies and procedures, and train internal staff on methodologies and marketing techniques to reach new populations. EIP integrates financial education into each component to train participants in responsible financial management practices to equip them with the knowledge necessary to access financial services responsibly. EIP then links trained program participants with FSPs that are equipped to meet their diverse needs, connecting market supply and demand through financial fairs and events, facilitating the financial inclusion of program participants.

Throughout program activities, EIP incorporates strategies that address the barriers and factors that contribute to gender divides. And EIP seeks to empower individuals through providing GBV services, implementing a process that facilitates psychological stabilization and promotes establishing a means of livelihood. Through developing life plans and participating in EIP's programming, these individuals are encouraged to develop new skills that support them in their path to economic autonomy.

Figure 6: EIP Route to Economic Inclusion



Public Policy Advocacy

Additionally, as part of EIP's advocacy efforts to promote the socioeconomic integration of Venezuelan migrants and refugees, EIP works with private and public sector partners to reduce gaps that migrants and refugees face for economic inclusion and encourage policies and processes that are more inclusive and effective.

Employment

One of the biggest challenges this FY involved recognizing foreign degrees for Venezuelan professionals in Peru. Following recommendations backed by EIP's support for the Venezuelan population, SUNEDU eased regulations in the degree recognition process. Throughout the reporting period, EIP held discussions with key stakeholders within the title recognition ecosystem in Peru to present firsthand experiences reported by EIP participants and offer suggestions for improvements. EIP's advocacy and awareness efforts led to two key milestones in streamlining professional title recognition. In FY24 Q1, SUNEDU allowed professionals to submit sworn declarations of veracity with document copies when originals were lost or stolen. SUNEDU also began accepting emails from issuing universities, including personal email addresses, to verify documents. These changes helped hundreds of Venezuelan professionals complete the title recognition process and secure formal employment, boosting their economic inclusion.

Similarly, in FY24, in Ecuador, EIP worked with key partners such as UNHCR and the World Bank to promote a pivotal reform of Ecuador's regulations for recognizing foreign degrees. This effort involved technical discussions with the Council of Higher Education (CES) (*Consejo de Educación Superior*) and SENESCYT, culminating in the issuance of Reform RPC-SE-17-No.058-2024 in September 2024. The reform made the registration process more flexible for foreign degree holders, particularly benefiting the Venezuelan migrant population. EIP, alongside its grantee partners, works with beneficiaries to prepare their records for submission under the new reform, while the project continues to provide technical support to SENESCYT to ensure the proper implementation and interpretation of the changes. The reform is a significant step towards reducing barriers for Venezuelan professionals in Ecuador, yet challenges in process adaptation remain. Additionally, EIP is piloting processes to validate the correct application of the regulation to work with SENESCYT, as needed, to reduce barriers and challenges that arise, including regarding necessary clarification of a required field in the title recognition process.

To address these ongoing challenges, EIP continues to work closely with SENESCYT, offering technical support to ensure that the reform is correctly interpreted and applied. EIP developed two key analysis documents, identifying inconsistencies and gaps in the functionality of the platform used for processing degree registration applications. EIP shared these documents with SENESCYT and proposed additional workshops to help clarify the new procedures for SENESCYT's technical teams, ensuring smoother implementation moving forward. This ongoing collaboration is vital for ensuring that the reform becomes fully operational and benefits the Venezuelan migrant population, enabling professionals to access formal employment in Ecuador. Moreover, these efforts also underscore the importance of EIP's broader mission to reduce barriers and create opportunities for traditionally excluded populations to contribute to the local economy through formalized, dignified employment.

Financial Inclusion

During FY24, in Peru, EIP coordinated with the National Superintendency of Migration, the Superintendency of Banking, Insurance, and Pensions, and financial entities to enable the acceptance of the Temporary Stay Permit Card (CPP) as a valid form of identification for migrants and refugees to access formal financial products and services. EIP also coordinated with the National Superintendency of Migration and the Ministry of Economy to launch the Financial Inclusion Advisory Committee for Refugees and Migrants, reaffirming the

project's commitment to the financial inclusion of these populations and to public policy advocacy. EIP serves as the Technical Secretariat to the Committee due to its expertise and experience with the financial inclusion of migrants in Peru and its work with financial entities and associations. The Committee's objectives include strengthening and expanding migrants' and refugees' access to formal financial services by defining four main areas of importance: maintaining and expanding the recognition of identity documents for migrants and refugees to access services; ensuring that the migration authority improves its processes and technology to validate the identity of migrants and refugees; raising awareness within the financial system to expand services for migrants and refugees; and identifying cases that support the development or adaptation of financial inclusion regulations. As of FY24 Q4, the Committee updated the Practical Guide for Financial Inclusion of Refugee and Migrant Populations and EIP delivered a technical presentation to Peru's five main financial associations: the Peruvian Banking Association (ASBANC), the Peruvian Federation of Municipal Savings and Credit Banks, the Peruvian National Federation of Credit Unions (FENACREP), the Peruvian Association of Microfinance Institutions, and the Peruvian Association of Insurance Companies, reaching over 200 decision-making collaborators in commercial, legal, and risk areas.

Similarly, in Ecuador, during FY24, EIP worked in coordination with regulatory bodies of Ecuador's financial system, including the Financial Policy and Regulation Board (JPRF), to reduce barriers to access financial services. EIP collaborated with JPRF to organize participatory working groups to create a Microinsurance Regulation aimed at expanding access to over 70% of Ecuador's low-income population, including women, youth, migrants, and refugees. Additionally, in FY24 Q3, EIP and JPRF coordinated to hold working groups to draft a Financial Education Standard to govern the financial, insurance, and securities systems in Ecuador. This space brought together more than 20 institutions, including banks, credit unions, credit union integration organizations, insurance companies, securities firms, and financial education program implementers. During these meetings, participants discussed key aspects for the development of the Financial Education Standard, with a focus on the inclusion of youth, women, and migrants. In-person and virtual focus groups with financial users gathered qualitative information regarding participants' knowledge, expectations, and needs related to financial education. Focus group participants included mainly women, migrants, university students, professors, and financial education trainers, providing valuable input for designing more effective and relevant programs. EIP and JPRF will conduct additional activities in FY25 to continue developing the Standard.

In another advocacy success in Ecuador, in FY24, EIP developed the new Basic Account Standard in coordination with JPRF, achieving a key milestone for the financial inclusion of migrants in the region. This regulation facilitates access to inclusive financial products by easing requirements for opening accounts, allowing the use of foreign identity cards as well as expired passports (up to five years) for Venezuelan migrants. Following this regulation, EIP provided technical assistance to the Superintendency of Popular and Solidarity Economy (SEPS) to draft a resolution enabling credit unions to implement these changes in their basic account products. And to date, EIP supported the implementation of these regulatory reforms in three partner credit unions. In FY24 Q3, EIP organized the "Generating Financial Inclusion – Closing Gaps" (*Generando Inclusion Financiera – Cerrando Brechas*) event in coordination with JPRF and SEPS to celebrate this milestone towards financial inclusion and sustainable development. Over 180 individuals from 71 institutions participated in the event, highlighting how this process fosters an inclusive and sustainable financial system in Ecuador, as access to a basic account does not depend on migrants' legal status or regularization.

ASSISTING NEW AND EXISTING ENTREPRENEURS

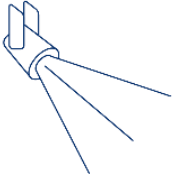


RESULTS TO DATE:

11,530 entrepreneurs reached through training programs.

10,593 individuals reached through webinars on entrepreneurship topics.

1,565 business plans selected for seed capital, of which **76%** are Venezuelan.



MARÍA GABRIELA DELGADO

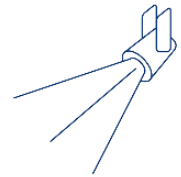
"The program helped me strengthen my business. Now, despite being a beginner, I have more knowledge, and my clientele has grown significantly."

María Gabriela Delgado arrived in Quito, Ecuador, from Venezuela three years ago, facing significant challenges. She participated in the program *Aprendamos y Emprendamos* coordinated by EIP and FUNDASOF for Venezuelan and Ecuadorian entrepreneurs. Thanks to her participation in the program, her hairdressing business has been able to grow, and she feels she has gained more personal and entrepreneurial skills.



JOSÉ SOSA

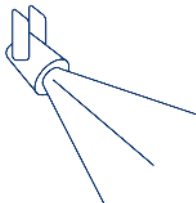
"Thanks to the knowledge I gained and the seed capital, I was able to increase honey production. I also innovated in the packaging, replacing plastic with clay pots, promoting the new packaging through social media, and achieving greater customer acceptance."



José Sosa is the father of three children and runs *Campero*, a beekeeping business in Piura, Peru, dedicated to the production and commercialization of honey. He participated in the *Emprende* program, implemented by Asociación Kunaq Yachay (Kunaq) and EIP. Following

his participation in the program and completion of a business plan, he applied for and won seed capital, allowing him to purchase a honey extractor, eight modules for honey production, and red clay pots to be used as environmentally friendly containers for selling honey.

ENTREPRENEURSHIP CARAVAN



Through the Entrepreneurship Caravan initiative, EIP and the Lima Metropolitan Regional Government (GRML) organize entrepreneurship fairs in

different districts throughout Lima to support entrepreneurs in showcasing and selling their products. To date, in coordination with EIP's livelihoods partners, the project has held 15 fairs, with the participation of more than 150 entrepreneurs.



Project Progress

In EIP's Route to Economic Inclusion, entrepreneurship represents one of the main mechanisms to generate income and improve livelihoods. EIP's entrepreneurship methodology strengthens the capacities and skills of entrepreneurs through training and mentorship, supports the business plan development process, encourages sustainable market linkages, and identifies and leverages opportunities for financing.

A figure detailing EIP's entrepreneurship methodology is included in Annex D. A table of ongoing and completed tasks relative to what was anticipated by the approved work plan is included in Annex E.

To contribute to the achievement of the annual results presented in Figure 7, throughout FY24, EIP collaborated with partners and allies to support the entrepreneurial ecosystems in Peru and Ecuador. Additionally, EIP supported entrepreneurs to promote new or existing entrepreneurship, providing training; supporting the implementation of fairs; encouraging the development of soft and hard skills, including through leveraging digital tools; connecting entrepreneurs with financing opportunities through EIP's seed capital fund (SCF) or through alternative sources of funding; and promoting mentorship.

Figure 7: Performance Indicators - FY24 - Assisting Entrepreneurs

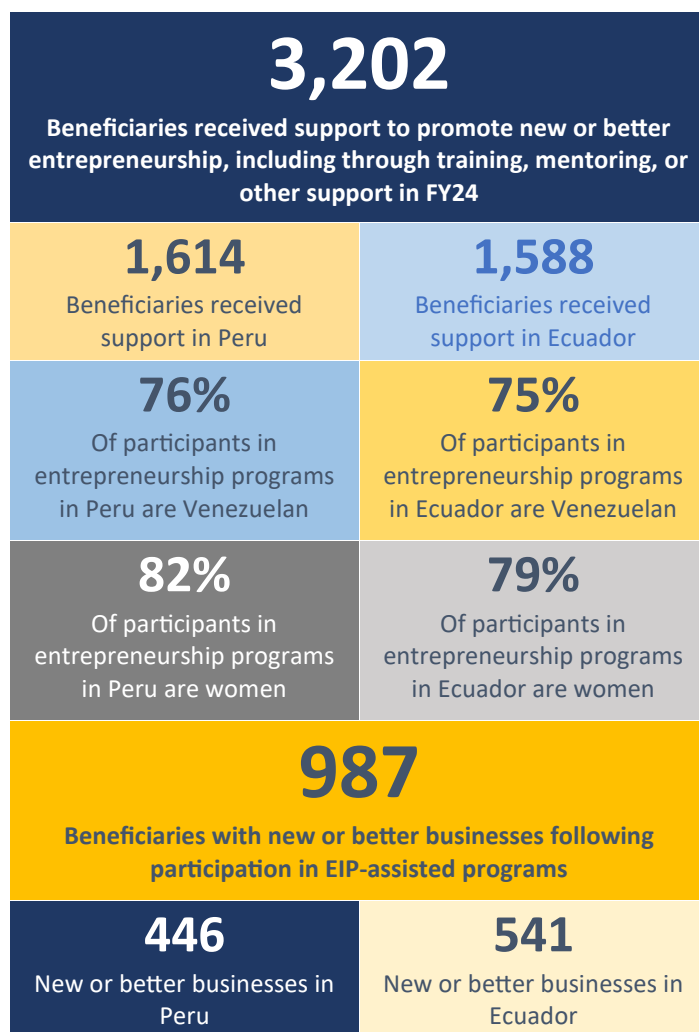


Figure 8: Participation in Entrepreneurship Programs by Nationality/Country (Results to Date)

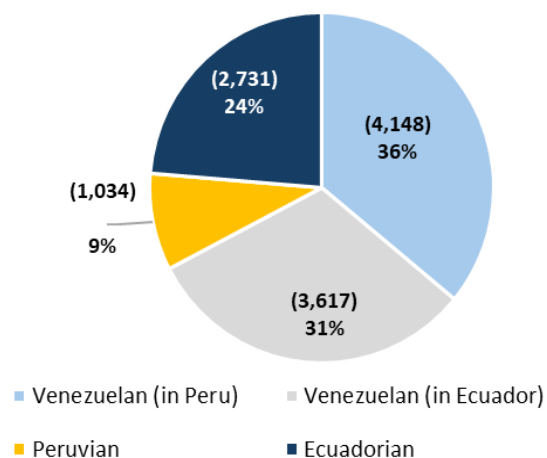
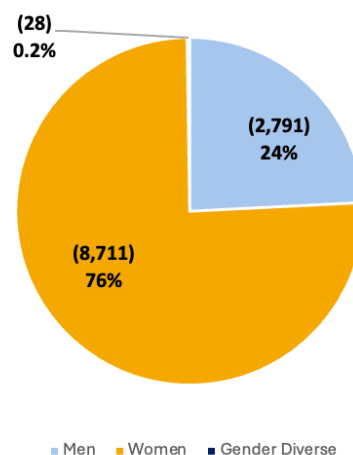


Figure 9: Participation in Entrepreneurship Programs by Gender (Results to Date)



Throughout FY24, 3,202 new/unique entrepreneurs participated in EIP entrepreneurship programs, of whom 75% are Venezuelan and 81% are women. To date, EIP has supported 11,571 participants through entrepreneurship programs, including 11,530 unique participants. 76% of unique entrepreneurship program participants are women and 67% are Venezuelan, as reflected in the figures above.¹

Peru

Throughout FY24, EIP continued to expand the project's network of partners and stakeholders, which includes institutional alliances with public and private sector entities, NGOs, academia, and other development organizations. Collaborations with institutions like the Peruvian Development Finance Corporation (COFIDE), FUNDES, and leading universities, further strengthened the project's ecosystem, empowering entrepreneurs and driving sustainable business development.

Throughout Y4, EIP engaged its strategic partners and allies through a mix of virtual and in-person activities. Integral to the project's success has been the implementation of EIP's entrepreneurship methodologies with a greater emphasis on incorporating additional digital modalities through EIP's Digital Entrepreneurship Route. Through a hybrid format of synchronous and asynchronous sessions designed, validated, and transferred to EIP's network of partners including UVIP, Kunaq, APPV, Veneactiva, GRML, the Municipality of Lima, and Movimiento Migrante, the project is able to provide entrepreneurship programming in all of EIP's target cities across the country, reaching 1,614 participants during FY24.

Designed for the pre-incubation and incubation phases of new businesses, EIP's mentorship programs for entrepreneurs further ensure that entrepreneurs receive personalized guidance at each stage of starting and growing their businesses. EIP's systematic approach seeks to strengthen entrepreneurs' business capabilities and prepare them for sustainable growth. To leverage the technical expertise of academia and extend additional support to entrepreneurs at various stages of their training and business plan implementation, EIP linked project partners Kunaq and UVIP with academic institutions including Continental University, University of Lima, Escuela de Administración de Negocios para Graduados (ESAN) University, and National University of Piura. Throughout the course of FY24, during the pre-incubation phase, 40 university mentors worked closely with entrepreneurs on the preparation of business plans, while in the incubation phase, 26 postgraduate professionals offered mentorship on personalized topics relevant to each individual entrepreneur, including marketing, costing and pricing, and sales strategies. In total, university mentors completed 463 follow-up visits and consultations, including multiple visits and/or consultations for an individual entrepreneur depending on the identified technical needs, ensuring consistent guidance and progress for participating entrepreneurs. This structured support system not only reinforced the training entrepreneurs received through programming with EIP project partners but also facilitated the transition from ideation to implementation of their businesses.

In partnership with the GRML, throughout FY24, EIP emphasized the processes for commercialization of entrepreneurs' products through monthly fairs, organizing 20 trade fairs in Lima, with the participation of 163 entrepreneurs.

Figure 10: Number and Participation in Entrepreneurship Fairs in Peru (FY24)



¹ In an effort to promote inclusion, EIP data collection tools offer participants the option to report both their sex and their gender, with the option to self-report as gender diverse. For the purposes of consistent indicator reporting in the IPTT, EIP reports sex-disaggregated data for participants.

Held throughout key districts in Lima, including in Chorrillos, La Molina, and San Juan de Lurigancho, these fairs included 13 Entrepreneurship Caravan fairs and two “Lima Saves” (*Lima Ahorra*) financial fairs, which also included the participation of project entrepreneurs. These fairs attracted approximately 15,000 attendees and provided a platform for approximately 800 entrepreneurs, including 126 beneficiaries to showcase their products. Through these events, the project not only boosted the visibility of entrepreneurs but also fostered business connections that are vital for long term sustainability.



Photo 1: Peruvian and Venezuelan entrepreneurs participate in the “Lima Saves” financial and entrepreneurship fair.

Additionally, recognizing the importance of financial education for the sustainability of entrepreneurial businesses, in collaboration with partners UVIP and Kunaq, the project conducted 12 financial workshops reaching 552 participants, equipping them with financial knowledge crucial for sustaining their businesses. These workshops included four webinars in quarter two (Q2) with COFIDE, which focused on topics including learning how to manage business finances and tips for optimizing financing. Building from this financial literacy foundation, EIP also helps to connect financial services with trained and capable demand. In one such example, during quarter three (Q3), EIP collaborated with GRML to host a Savings and Entrepreneurship event in Lima, bringing together entrepreneurs and partner financial institutions to increase sales potential, foster market linkages, and connect entrepreneurs and the public with financial services. Events such as this reflect a continuous effort to ensure entrepreneurs have a diversity of opportunities to connect with potential clientele through commercial fairs.

Throughout FY24, EIP continued to leverage the project’s digital tools, including the *Herramienta Operativa de Planificación Empresarial* (HOPE) and ENKO, to increase efficiency and sustainability of project programming. Additionally, EIP’s emphasis on strengthening network actors through expanding methodologies and platforms continues to ensure a lasting impact within the entrepreneurial training ecosystem in Peru. To date, EIP has transferred the HOPE platform to four key partners in Peru, including GRML and Veneactiva, to expand the reach and impact of EIP’s initiatives.

In FY24, EIP continued discussions with partners to share lessons and learnings from EIP’s inventory of established digital and in-person training methodologies. In FY24 Q3, EIP supported partners like the Ministry of Production and the Center for Entrepreneurial Development at ESAN University in Lima to focus on opportunities to initiate joint efforts to specifically promote the enabling environment for micro and small businesses. In FY24 Q4, EIP joined actors such as national, regional and local governments, academia and civil society organizations in the Multi-Stakeholder Technical Entrepreneurship Forum. Through this Forum, EIP will continue to work together with these actors in subsequent quarters to identify gaps in the ecosystem, identify potential synergies between stakeholders, and identify viable strategies for further impact.

Additionally, as part of EIP’s efforts to continually review and refine the entrepreneurship methodologies and approach, throughout FY24, the project team conducted feedback sessions with partners through both virtual and in-person focus groups. Mentors and entrepreneurs from programs with the GRML participated in a focus group to assess and improve the mentorship program. Likewise, entrepreneurs provided input on their user experience (UX) with the EIP digital platforms during an in-person session in FY24 Q4. These feedback processes, combined with biweekly meetings and continuous technical support provided to

grantees UVIP, Kunaq, and Veneactiva, create a dynamic ecosystem of learning and adaptation. As a result of the feedback, EIP implemented improvements to the mentorship program to incorporate greater flexibility in the schedule, as well as improved the process of identifying the beneficiary profile, depending on the level of digitalization in the partner's entrepreneurship route, in order to reduce participant desertion.

Ecuador

In FY24, EIP implemented entrepreneurship activities in partnership with numerous organizations in Ecuador, including grantees Fundación de las Américas para el Desarrollo (FUDELA), FUNDASOF, and Corporación para el Desarrollo del Emprendimiento y la Innovación Social (CODEIS), reaching 1,588 individuals through entrepreneurship training programs. Graduates from these programs acquired critical entrepreneurial skills, including identifying market fit, developing business models, financial planning, delivering a sales presentation, and integrating green and gender-inclusive approaches into their businesses. Leveraging EIP's digital tools, entrepreneurs prepared their business plans on the HOPE platform and gained access to the ENKO platform, to strengthen their technical and soft skills, further advancing their market readiness. In line with its strategy to promote environmentally conscious entrepreneurship, EIP assisted FUDELA, FUNDASOF, and CODEIS in integrating the green entrepreneurship methodology into their programs during FY24 Q3 and FY24 Q4. This methodology covers key topics including green entrepreneurship, types of green businesses, eco-friendly business practices, the green economy, and the circular economy.

Through the *Emprende Unidas* program, EIP supports women survivors of GBV to develop their business model, identify their priority market, complete financial planning, prepare a sales pitch, and learn how to use the HOPE and ENKO tools. In April 2024, 26 female entrepreneurs initiated the program, with an additional 12 participants beginning in FY24 Q4. Participants received tailored tutoring sessions to refine their business plans and financial strategies, to develop robust business plans and have the opportunity to compete for seed capital. Through this program, participants received three supplemental strengthening workshops offering guidance on organizational structure, decision-making, and business management responsibilities, enhancing participants' abilities to manage their businesses effectively.

In parallel, EIP focused on strengthening the productive capacity of young Venezuelans and Ecuadorians through two primary activities: the "Life Plan for Youth with a Productive Focus" (*Proyecto de Vida para Jóvenes con Enfoque Productivo*) and the "Youth Entrepreneurship Bootcamp: Dream, Create, Begin" (*Bootcamp de Emprendimiento Joven: Sueña, Crea, Emprende*). The Life Plan program offers tools for personal and economic planning, with support for CV development and job interview techniques. Following implementation of a pilot program held in Quito in FY24 Q3 with 41 participants, EIP expanded the program during FY24 Q4, reaching 22 young people in Guayaquil. The Youth Entrepreneurship Bootcamp, aimed at reaching young entrepreneurs from various cities, integrated digital tools and mentoring from both Ecuadorian and Venezuelan entrepreneurs, incorporating both digitalization and customized content to meet the diverse needs of youth entrepreneurs.

Further expanding its reach, EIP capitalized on inter-institutional collaboration to organize commercial fairs across Quito, Guayaquil, Cuenca, Ibarra, and Manta in FY24. These fairs provided spaces for entrepreneurs to showcase their products and promote increased sales for both Venezuelan and Ecuadorian businesses. Additionally, EIP continued to feature eco-businesses through these platforms. These businesses, which meet a set of environmentally friendly



Photo 2: An EIP entrepreneur participates in an entrepreneurship fair organized in collaboration with UNHCR in Cuenca, Ecuador.

criteria and highlight environmentally friendly products, reinforce EIP's commitment to green entrepreneurship and promoting green alternatives in the marketplace. During the reporting period, EIP held 18 fairs, with 608 participating entrepreneurs, including 85% women and 15% men.

As part of its efforts to promote and support formalization for entrepreneurs throughout the reporting period, in FY24 Q4, EIP developed nine webinars attended by 547 participants, 44% of whom are Venezuelan, and 77% of whom are women. Through these webinars, which are part of a broader strategic alliance with public entities like the Sanitation Control Regulatory Agency, Internal Revenue Service, and ConQuito, EIP addressed a range of critical topics, including brand management, electronic invoicing, food handling, and business safety. Throughout the year, EIP hosted a total of 35 webinars on various topics ranging from sanitary best practices to municipal permitting, reaching 2,475 participants and helping entrepreneurs navigate challenges in Ecuador's entrepreneurship landscape.

A critical component of EIP's support for entrepreneurs in FY24 in Ecuador is its incubation program, tailored for EIP seed capital winners through the Entrepreneurial Development program, implemented in conjunction with EIP's mentorship network. During Y4, 22 businesses initiated the incubation process, 19 of which have successfully completed the program. Through this program, participants received personalized support from a network of ten senior mentors and 54 junior mentors, offering 121 individual sessions to provide advice on topics such as administrative management, marketing channels, and packaging design. Each participant receives an average of five specialized business support sessions, with some receiving an additional five sessions on design. Key outcomes from the incubation program in FY24 include the development of 19 incubation plans, strengthening the entrepreneurial business plans developed in HOPE, the creation or update of nine logos, and the creation of 18 social media graphic templates. The program also emphasized sustainability, with 68% of participants adopting green business practices, and reinforced EIP's commitment to inclusion, as 95% of participants are Venezuelan and 73% of participants are women.

EIP also supported capacity-building efforts in FY24, through the Training of Trainers (ToT) program held in FY24 Q2, certifying 27 professionals from institutions across Quito, Ibarra, Cuenca, Guayaquil, and Manta in the *Campamento Emprendedor* methodology. These trainers, in turn, replicated the methodology at events such as the *Encuentro Emprendedor* in FY24 Q2, which brought together 65 entrepreneurs in Cuenca. Additionally, EIP continued sharing the HOPE platform with partners and allies, authorizing the use of the platform as a business tool for public institutions, foundations, and academic entities, ensuring the sustainability and scalability of EIP's efforts. To date, EIP has transferred the HOPE platform to seven key partners in Ecuador, including FUDELA and the Ministry of Tourism. These institutions use the platform to support entrepreneurs in developing market-focused business strategies and sustainable business models, further reinforcing the technical and strategic backbone needed for entrepreneurial success.

Furthermore, in FY24 Q3, EIP transferred its methodology for the "Life Plan for Youth with a Productive Focus" (*Proyecto de Vida para Jóvenes con Enfoque Productivo*) to the Ministry of Social and Economic Inclusion (MIES), expanding the Ministry's suite of tools for youth for planning and self-development.

Through these activities, EIP continues to solidify its impact by fostering entrepreneurship, promoting economic inclusion, and ensuring long-term business sustainability for Venezuelan migrants, refugees, and traditionally excluded local populations in Ecuador. By combining technical support, digital tools, training programs, and strategic partnerships, EIP is driving significant change, helping individuals build resilient businesses that contribute to their economic empowerment.

Figure 11: Number and Participation in Entrepreneurship Fairs in Ecuador (FY24)



Seed Capital Fund

As a key component of the EIP Entrepreneurship Methodology, the project supports entrepreneurs with the development of sustainable business plans which they can then submit to compete for seed capital disbursed by the project. EIP operates its SCF to address the challenge of access to capital that entrepreneurs seeking to establish or grow their businesses consistently face. The SCF provides financial support and also encourages the practical application of the skills learned through the project's training platforms. To date, 1,565 project entrepreneurs have received seed capital from EIP project funds.

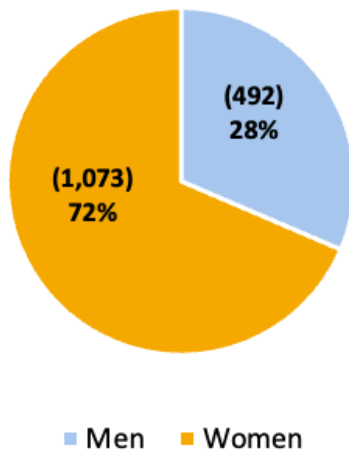
Peru

In FY24 in Peru, EIP held three rounds of seed capital competitions for entrepreneurs who completed business plans as part of programming with UVIP, Kunaq, and Veneactiva. During FY24, EIP evaluated 529 business plans and selected 175 plans, primarily for businesses in the productive sector, to receive seed capital. 11 of these recipients received seed capital from funds leveraged through a micro-grant with the Worldwide Foundation for Credit Unions (WFCU) to support EIP's objectives and beneficiaries.

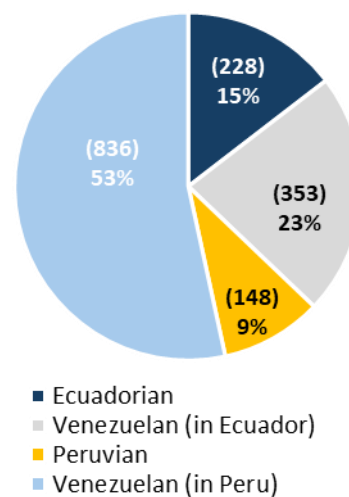
Ecuador

In Ecuador, through two rounds of seed capital competitions, EIP's partners evaluated 473 business plans, ultimately recommending 277 for further consideration. Of these, EIP selected 129 to receive seed capital. Four of these recipients received seed capital from the funds leveraged through the micro-grant with WFCU.

**Figure 12: Seed Capital Recipients by Gender
(Results to Date)**



**Figure 13: Seed Capital Recipients by Nationality
(Results to Date)**



Digital Tools – Peru and Ecuador

Throughout FY24, EIP continued to expand its use of digital tools to support entrepreneurs in both Peru and Ecuador, providing vital platforms that help participants launch, manage, and grow their businesses. These digital tools have proven crucial in delivering asynchronous training, business planning, and market access, fostering a dynamic ecosystem for entrepreneurial development.

The HOPE and ENKO platforms play an integral role in EIP's entrepreneurial training processes. The HOPE platform, designed to help entrepreneurs create comprehensive business plans, currently supports 3,046 registered users in Peru. While the process is designed to be dynamic and flexible to meet the needs of the entrepreneurs, who advance in the development of their plans while completing entrepreneurship training programs, 900 business plans have been completed in the platform in Peru and 1,281 are at least 50% complete. Meanwhile, the ENKO platform, which provides short, digestible lessons on business management, has 4,422 registered users in Peru, 1,853 of whom have completed at least 50% of their training. In Ecuador, the digital tools applied by EIP have seen similarly robust usage, including 6,774 registered users on HOPE and 5,252 registered users on ENKO. Through the HOPE platform, users in Ecuador have generated 2,828 completed business plans to date, with an additional 940 already at least 50% complete. These platforms offer entrepreneurs the flexibility to learn at their own pace, equipping them with the necessary tools to succeed in a challenging economic environment.

**Figure 14: Digital Entrepreneurship Tools
– Registered Users² (Results to Date)**



Beyond training platforms, EIP continues to leverage digital platforms in both countries to connect entrepreneurs with the market. In Peru, UVIP's delivery platform, OnMap, and its marketplace platform, Lotengo.pe, provide essential digital sales channels for micro and small businesses. Through partnerships with entities like Financiera Confianza and Grupo Vega to strengthen the digital tools and ensure continuity and scalability, by the end of FY24, OnMap had 768 registered users and 23 registered businesses and had completed 189 services on the delivery platform. Lotengo.pe, which currently covers six districts in Lima, connects 100 registered users with 18 businesses, including 15 that graduated from UVIP's School of Dreamers program. EIP continues to support UVIP with the establishment of potential commercial alliances to promote the management and use of the platforms, incorporating findings and lessons learned from implementation.

Additionally, EIP continues to leverage MERCADOR, a digital catalog that promotes the businesses of Venezuelan and Ecuadorian participants. Through nine issues of the catalog, 195 businesses have marketed their products to a growing audience. With 4,563 followers on Facebook and Instagram, MERCADOR provides an essential digital avenue for increasing sales and visibility, especially for environmentally friendly businesses promoted under the eco-entrepreneurship initiative.

By continuously refining and expanding these digital platforms, EIP promotes the long-term sustainability of its entrepreneurship programs in both Peru and Ecuador. These tools enable entrepreneurs to access training, resources, and markets in a flexible and scalable way, contributing to their economic empowerment and integration.

Planned Activities for Next Quarter

Peru

- Continue implementation of entrepreneurship programming through grants with UVIP, Kunaq, and Veneactiva.

² A registered user on the HOPE or ENKO platform is an individual who has joined the platform and created an account with their information, to in turn be able to use the platform.

- Hold a “Meeting of Entrepreneurs” (*Encuentro de Emprendedores*) which will bring together project entrepreneurs to facilitate market linkages and provide the opportunity for learning, networking, and sharing experiences among peers.
- Hold Entrepreneurship Caravans in the districts of La Molina, Los Olivos, and Barranco in Lima in collaboration with GRML to boost visibility of entrepreneurs and promote increased sales.
- Hold a meeting of Entrepreneurship Advisors and Mentors to recognize their valuable technical work within EIP programming.
- Hold the *Expo Emprende* Fair in coordination with EIP’s financial inclusion component.

Ecuador

- Continue coordination with the Ombudsman’s Office and the Anti-Kidnapping and Extortion Unit of the National Police of Ecuador to support activities to promote security and prevent the extortion of entrepreneurs.
- Continue implementation of entrepreneurship programming through grants with CODEIS, FUDELA, and FUNDASOF.
- Expand the Youth Entrepreneurship Bootcamp series.
- Continue implementation of the Entrepreneurial Development program with women seed capital winners from *Emprende Unidas*.

FACILITATING ACCESS TO EMPLOYMENT



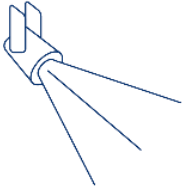
RESULTS TO DATE:

8,281 individuals received employment training.

4,038 individuals supported through the certificate or degree revalidation process.

848 businesses and **18,671** individuals reached through employment events.

DANIEL LARA



“They gave me the opportunity to recognize my teaching degree. I feel that I have the necessary tools to move forward and ensure my stay here in Ecuador.”

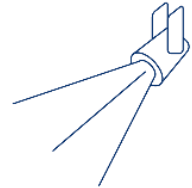
Daniel Lara is a Venezuelan migrant who has been in Ecuador for four years and currently works as a stylist and beauty trainer. He learned about the degree recognition support provided by EIP in coordination with FUDELA in Manta and did not hesitate to participate. As a result, he was able to successfully recognize his teaching degree, which he uses when providing training, and he feels grateful that this will open more professional doors for him.



ANNABELY BRITO

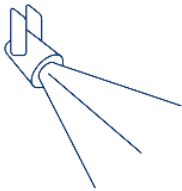


“The recognition of my degree will open a window of real and effective opportunities to perform functions in accordance with my area of study, which will translate into improvements in my quality of life, as well as that of my family, whom I currently support financially in Venezuela. In short, it will allow me to achieve the physical, spiritual, emotional, social, and familial wellbeing that everyone longs for.”



Annabely Brito is a Venezuelan migrant who holds a degree in aquaculture and also has a master's degree in rural development. She has been living in Lima, Peru, since 2018. She received financial support from EIP and assistance from Veneactiva during the process to apply for the recognition of her professional degree.

ADVOCACY FOR THE RECOGNITION OF DEGREES FOR FOREIGNERS IN ECUADOR



Through technical support from USAID, EIP, UNHCR, and the World Bank, CES, SENESCYT, and Ecuador's Ministry of Foreign Affairs approved a reform to the regulation for recognizing foreign degrees, with the aim of strengthening and facilitating labor inclusion and promoting Ecuador's economic development. This reform will simplify the process for recognizing foreign professional degrees in Ecuador by reducing documentation requirements, particularly benefiting Venezuelan professionals.



Project Progress

EIP's employment methodology is centered around connecting well-trained job seekers with engaged private businesses recruiting to fill vacancies, providing resources and support to both labor supply and labor demand. EIP provides job seekers with training on technical and soft skills, offers support for the recognition of Venezuelan professional or technical certificates or degrees, and connects job seekers with employers through virtual or in-person job fairs, job boards, and EIP networks while working to strengthen alliances with private sector partners to enhance inclusive hiring practices.

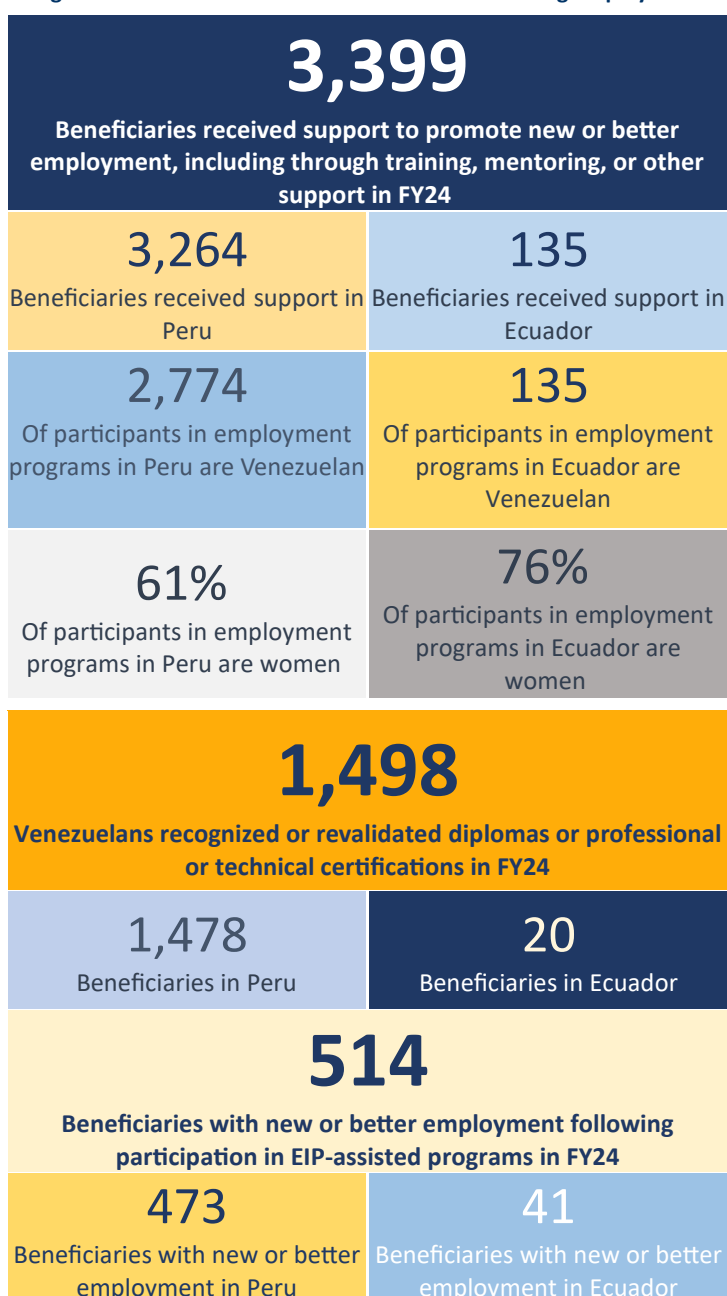
A figure detailing EIP's employment methodology is included in Annex D. A table of ongoing and completed tasks relative to what was anticipated by the approved work plan is included in Annex E.

To contribute to the achievement of the results presented in the figure to the right, throughout FY24, EIP collaborated with partners and allies to support the employment ecosystems in Peru and Ecuador. 3,399 new/unique individuals participated in EIP employment programs in FY24, 86% of whom are Venezuelan and 62% of whom are women. To date, EIP has supported 8,797 participants through employment programs, including 8,281 unique participants as reflected in the figures below. 66% of unique employment program participants are women and 81% are Venezuelan. 1,498 Venezuelan participants recognized their titles in FY24, reaching 65% of the Y4 target, given approval process delays and barriers in both countries, as explained in this report. To date, 4,038 Venezuelan migrants and refugees have recognized their degrees with EIP support.

Additionally, in FY24, EIP engaged 93 private sector partners, including 42 in Ecuador and 51 in Peru, on the value of hiring Venezuelans, exceeding the project's Y4 target of 70 by 33%. To date, EIP has engaged 266 private sector partners on the value of hiring Venezuelans and local EIP program participants (129 in Peru and 137 in Ecuador).

Reflecting results from the Y4 Annual Survey of EIP Participants, 514 individuals reported new or better employment following participation in EIP employment programs in FY24. The difference in results between

Figure 15: Performance Indicators - FY24 – Facilitating Employment



Peru and Ecuador, reflected in this indicator and in the indicator measuring the number of beneficiaries receiving employment support, highlights the challenges posed by Ecuador's labor market due to the negative economic shocks sustained in the country, especially in the public sector, which is not hiring. Therefore, the project emphasizes entrepreneurship as a more favorable opportunity to generate sustainable livelihoods, generating income for entrepreneurs through self-employment while also generating additional jobs as these entrepreneurial businesses grow.

Peru

Throughout the fourth year of EIP, the project focused significant efforts on creating better job opportunities and fostering socioeconomic integration for traditionally excluded populations, particularly Venezuelan migrants and refugees. Studies such as the "Economic Inclusion Study - Peru 2023," completed in FY23, and the "Integration Study of Venezuelan Migrants and Refugees in Peru and Ecuador," completed in FY24, have been pivotal in identifying the barriers faced by EIP's target populations, including challenges in accessing financial services and employment. These studies highlight the importance of public policies that promote equity and provide incentives for private companies to hire traditionally excluded groups. EIP's facilitation of collaborative work among public sector entities, non-governmental organizations, and the private sector are vital in addressing these issues and implementing effective strategies for integration.

Furthermore, in Y4, EIP sought to facilitate direct labor market linkages for participants throughout EIP's programming. Particularly, in FY24 Q4, EIP established strategic alliances to address challenges faced by Peru's young population. In collaboration with the Ministry of Justice and the Human Rights' Management Unit of Non-Custodial Socio-Educational Measures, EIP engaged 300 vulnerable youth between the ages of 18 and 35 through a virtual Employability Program. These youth, coming from regions such as Lima, Callao, and Arequipa, received six hours of training on high-impact CVs and job interviews. The program culminated in an opportunity to apply for various vacancies presented by WIN. This initiative seeks to reintegrate youth with criminal records into society by linking them with the labor market and improving their employability skills, providing them with better opportunities to secure formal jobs.

In Q2, EIP established a referral process in partnership with the World Food Program (WFP) to promote integrated support for individuals in need of humanitarian assistance and financial inclusion. The program identifies eligible individuals who receive food or living stipends from WFP and directs them to one of EIP's economic inclusion routes, either directly entering an EIP livelihood component or working with EIP to create personalized life plans before initiating employment or entrepreneurship programming. Following referral to EIP, individuals continue receiving guidance and follow-up from both WFP and EIP. In FY24 Q4, this partnership provided direct support to 156 job seekers through EIP's employment route, providing training on high-impact CV creation, job interviews, customer service, and financial education. EIP also facilitated connections between these participants and employers such as Concentrix and OXXO, who presented their brands and job vacancies and offered the opportunity for participants to engage in formal selection processes. These efforts, focused on traditionally excluded groups, aim to empower individuals by equipping them with skills and opportunities for formal employment, fostering sustainable livelihoods and economic autonomy.



Photo 3: EIP's employment programming connects beneficiaries, including Venezuelan migrants who have recognized their degrees, with new or better employment opportunities.

In Ica in FY24, in collaboration with the Regional Government of Ica, EIP launched the *Ica Inclusiva* business contest in Q2 and held additional rounds in Q3 and Q4. This initiative promotes inclusive labor practices by recognizing companies that excel in diversity and inclusion, particularly in the hiring of traditionally excluded populations such as migrants, women, and people with disabilities. The contest during Q4 included participation from 14 private sector companies, such as Sodimac - Maestro, Electro Dunas, and Agrícola Safco, all of which engaged in training sessions aimed at fostering inclusive and diverse workplace cultures. Throughout the various iterations of this collaboration, EIP provided training to 55 participating companies through FY24.

EIP also held 43 webinars throughout the reporting period, reaching 1,823 participants, 76% of whom are women. These webinars are a key medium to reach a larger number of participants on a range of topics which include preparation of high-quality CVs, the use of LinkedIn, and financial education. EIP also held webinars oriented to hiring entities and public sector policy makers to address and reduce concerns and misunderstandings that often deter companies from hiring refugees and migrants. In FY24 Q2, for example EIP held virtual trainings with 14 companies, including SOLIMANO and OXXO, to raise awareness about the importance of hiring refugees and migrant populations. These two companies later participated in direct hiring events throughout the remaining portion of FY24 and remain active and committed partners.

Expanding on the strategy of enhancing employment prospects for project participants, in FY24, EIP advanced the *Lidera Tu Empleabilidad* program in partnership with UVIP. This program trained 111 professionals in fields such as administration, medicine, education, and engineering, helping them strengthen their employability skills and increasing their chances of entering the labor market. Similarly, EIP worked with project partner and grantee, Veneactiva, to hold a variety of virtual and in-person job fairs in addition to promoting their online job platform, Valiosos.org. Through these efforts, 107 individuals, including 75 Peruvians and 32 Venezuelans, successfully secured jobs in positions primarily focused on customer service, healthcare, and administration. This comprehensive approach reflects EIP's effort to create meaningful employment opportunities for diverse and traditionally excluded populations by connecting job seekers with hiring entities.

Alongside these employment programs, EIP worked with Veneactiva to present and coordinate the EIP Employability Route with educational institutions such as Colegio Nuestra Sra. de la Luz and El Nido Little Ones. These collaborations resulted in the hiring of four education professionals—two Venezuelans and two Peruvians—and opened opportunities for future employment through the professional qualification route. The project's continued engagement with educational institutions illustrates its commitment to building pathways to formal employment for teachers and other professionals.

Throughout FY24, EIP's "Employment Club" (*Club de Empleo*) methodology further consolidated the project's employability efforts. This methodology offers job seekers from EIP's target population tailored training sessions focused on soft and technical skills, financial education, and gender awareness, ultimately connecting them with job interviews with companies recruiting for open positions. In FY24 Q3, EIP partnered with public and private sector entities to implement four Employment Clubs, training 146 participants in



Photo 4: EIP's employment initiatives seek to provide linkages for job seekers, including Venezuelans who have recognized their titles, with hiring entities to connect employment supply and demand.

both soft and technical skills. The clubs culminated in job interviews for positions such as store assistant, merchandiser, and telephone advisor with companies like Concentrix, Solimano, and OXXO. Of the participants, 70 applied and interviewed for these vacancies. In FY24 Q4, leveraging the methodology, EIP partnered with Universidad Privada del Norte (UPN) and Supermercados Peruanos to train 80 young job seekers on essential job skills such as writing high-impact CVs, effective communication, and customer service. The program culminated with an in-house selection process at Plaza Veja, attended by 30 of the training participants. The hands-on approach not only prepares participants to enter the labor market but also connects them directly to potential employers, further illustrating EIP's holistic approach to labor market integration.

Building from these successes, in FY24, EIP transferred the Employment Club methodology to project grantee APPV, enabling them to replicate the program. And in FY24 Q3, participants from APPV's Boss Woman program initiated the process for title recognition, with the aim of enhancing their competitiveness in the labor market. Through these partnerships, EIP empowers its allies to carry EIP's programs forward and increase the reach of its employability initiatives across Peru.

Ecuador

In addition to advocating for regulatory reform to facilitate the degree recognition process (as described above in the "Public Policy Advocacy" section), during Y4, EIP focused on strengthening employability and labor inclusion for traditionally excluded populations in Ecuador, particularly Venezuelan migrants and refugees. Throughout Y4, EIP organized a range of training and skills development programs in collaboration with partners such as ConQuito, FUDELA, and CODEIS. In Q4, replicating a similar event held in Q2, EIP organized a job coaching workshop with ConQuito called *Coaching Encuentro de Oportunidades*, which provided 76 participants with training in both soft and technical skills, empowering them to strengthen their job search capabilities. These workshops complemented the "Life Plan for Young People with a Productive Approach" (*Proyecto de Vida para Jóvenes con Enfoque Productivo*) methodology. Following a successful pilot implementation by EIP in Q3 with 34 participants, EIP leveraged the methodology to facilitate employment training for 63 young Venezuelans and Ecuadorians in Q4 in collaboration with MIES. Through a combination of in-person and virtual sessions, participants developed key skills such as CV writing and job interview preparation. EIP also collaborated with the Ministry of Labor, Sin Fronteras, and ConQuito to connect participants with job boards and employment opportunities, further facilitating their integration into the labor market.

In addition to focusing on degree recognition and employability, EIP also facilitated the creation of spaces that promote entrepreneurship and business development for Venezuelan professionals, creating linkages across the employment and entrepreneurship components. In FY24 Q3, EIP, in partnership with UNHCR and IMPAQTO, hosted the "Venezuelan Business Corner – Creating Futures" event, which provided a trusted space for Venezuelan professionals and entrepreneurs to network and explore business opportunities. The event attracted 25 companies from the services, marketing, and tourism sectors, allowing participants to connect with potential business partners and expand their professional networks. This initiative, along with



Photo 5: In FY24, EIP held the Employability and Entrepreneurship Convention in Quito.

the “Employability and Entrepreneurship Convention” held in Quito in collaboration with MIES, further highlighted the importance of creating sustainable business environments for migrants and refugees. The convention featured participation from 18 private companies, including Corporación El Rosado and PRONACA, and engaged 41 Venezuelans seeking employment, providing support to strengthen their CVs and facilitating direct engagement with hiring managers.

Complementing these efforts, EIP actively participated in public outreach events in FY24, including the "Route of Rights" conference organized by the GTRM in Quito. At EIP's conference booth, project staff provided information on the support available for Venezuelan professionals to recognize their titles with SENESCYT, offering 27 face-to-face consultations during the event. Additionally, in FY24 Q3, EIP took part in the "*Estereo Arepa*" festival organized by UNHCR Ecuador, the Ministry of Foreign Affairs and Human Mobility, and the Municipality of Quito, where the project offered advice on accessing financial services and recognizing professional titles, conducting 18 consultations. These events are crucial for raising awareness and providing direct support to the migrant and refugee population, helping to overcome barriers to economic integration.

In FY24 Q3, EIP's employment activities extended to Ibarra in collaboration with UNHCR and FUDELA to host the first edition of the *Empléate Imbabura* job fair. This fair, which included the participation of 230 attendees, including 70% women and 30% youth, and 14 private companies, including KFC Group, Alpina, and PepsiCo, provided traditionally excluded populations with information about available job opportunities, promoting labor market integration for both migrants and locals. Furthermore, the Multi-Stakeholder Business Challenge Event in Ibarra, supported by Ayuda en Acción and Mesa de Empleabilidad de Ibarra, brought together 19 private companies to raise awareness about the value of hiring Venezuelan migrants. These events serve as critical platforms for connecting traditionally excluded populations with employers, facilitating their entry into the formal labor market, and promoting a more inclusive economy.



Photo 6: Participants at the *Empléate Imbabura* job fair had the opportunity to learn about job openings with the KFC Group and other private companies.

In addition to these large-scale events, EIP has worked to institutionalize the support for degree recognition and employability training through strategic partnerships. Currently, three partners are applying the methodology developed by EIP to provide support for degree recognition in Ecuador, and EIP is continuing to establish new partnerships to expand this support to a larger segment of the Venezuelan population in year five (Y5). Furthermore, EIP successfully transferred its "Life Plan for Young People with a Productive Approach" methodology to MIES, ensuring that young Venezuelans and Ecuadorians are prepared for job fairs and have the skills necessary to pursue formal employment. Additionally, EIP established a roadmap with the National Polytechnic School to transfer its job matching methodology, further embedding its employability strategies within key educational institutions to promote the sustainability of project initiatives.

To further enhance participants' employability, EIP hosted 18 webinars during the reporting period, in partnership with the Ministry of Labor of Ecuador, FUDELA, and CODEIS. These webinars addressed topics ranging from successful CV development to effective job search strategies, reaching 788 participants, 82% of

whom are women and 72% of whom are Venezuelan, highlighting the project’s commitment to empowering groups who often face the greatest barriers to entering the formal labor market.

Moreover, in FY24, EIP piloted the Work-U interactive virtual training platform, designed to strengthen key job search skills through a user-friendly online format. Set to be launched in FY25 quarter one (Q1), the platform has been developed with input from EIP’s technical teams in Ecuador and Peru and will serve as an innovative tool to support participants in enhancing their employability in an increasingly digital world.

Through these interconnected efforts—ranging from regulatory advocacy to skills development, business networking, and public outreach—EIP continues to build pathways for Venezuelan migrants and other traditionally excluded populations to integrate into the formal labor market, contributing to both their personal economic well-being as well as the broader development of Ecuador’s economy. By fostering collaboration between governments, NGOs, and the private sector, EIP has established itself as a crucial driver of economic inclusion, helping to create sustainable opportunities for traditionally excluded communities across the country.

Figure 16: Participation in Employment Programs by Gender (Results to Date)

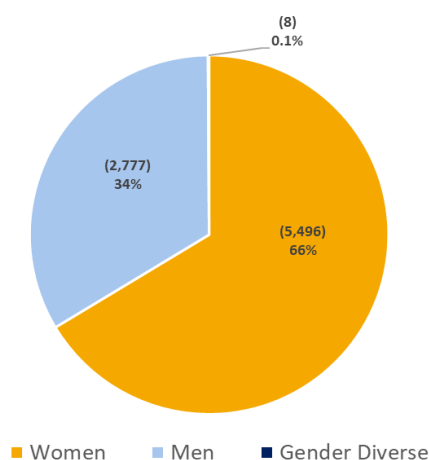
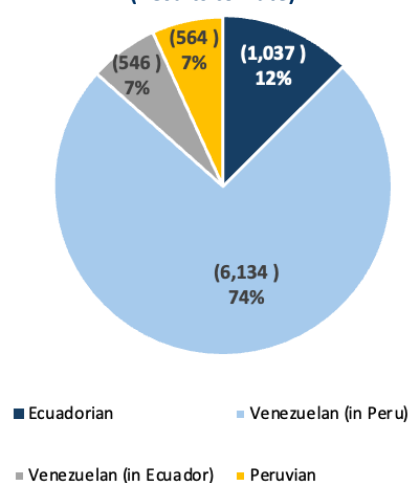


Figure 17: Participation in Employment Programs by Nationality/Country (Results to Date)



Title Recognition

This year, EIP’s efforts related to facilitating title recognition processes in Peru and Ecuador extended beyond national borders, with the project facilitating a binational meeting between Peru and Ecuador in April 2024. This meeting, held in collaboration with SUNEDU in Peru and SENESCYT in Ecuador, provided a platform for exchanging experiences, best practices, and lessons learned on the foreign degree recognition process. The meeting, supported by UNHCR and the World Bank, emphasized the importance of cross-border collaboration in addressing the needs of populations in human mobility and highlighted the vital role that regulatory alignment plays in facilitating the professional integration of migrants and refugees. Following the binational meeting, EIP initiated an Intersectoral Working Group, which includes SUNEDU, the Ministry of Education (MINEDU), and professional associations, to further enhance collaboration and efficiency. EIP’s involvement in these high-level discussions demonstrates its commitment to addressing systemic barriers to economic inclusion across the region.

Peru

During FY24, EIP reported that 3 out of 10 professionals supported through the title recognition process with SUNEDU experienced significant delays when compared with the processing times published by SUNEDU. In addition, Venezuelan refugees and migrants, as well as returned Peruvians, reported delays resulting from the lack of standardized evaluation criteria and perceived biases that hinder the recognition process. Despite these delays and the continued changes to SUNEDU's processes, EIP continued to support Venezuelans with the recognition of titles across its intervention cities, working with partners and allies such as Veneica, in Ica; Asoventru, in Trujillo; and UVIP and Veneactiva in various intervention cities. In one notable example, in FY24 Q3, EIP and UVIP organized the "Mega Title Recognition Event" to assist Venezuelan migrants in presenting and validating documents required by SUNEDU. The event attracted 300 Venezuelan professionals and technicians seeking to initiate the recognition of their titles, 248 of whom advanced in the process with SUNEDU. Throughout FY24, in collaboration with UVIP and Veneactiva, EIP held nine "Mega Title Recognition Events" (*Mega Jornadas de habilitación profesional*), seven in Lima, one in Ica, and one in Arequipa. The events offered critical guidance to Venezuelan professionals and technicians on the recognition process for their foreign university degrees through SUNEDU and their technical degrees through MINEDU. These events drew approximately 1,600 attendees, with 1,117 Venezuelan professionals initiating their qualification process. These events not only help migrants advance their professional qualifications but also enable EIP to compile valuable data on Venezuelan universities to facilitate future title recognition efforts.

In FY24, 2,864 professionals and technicians began their degree recognition process with SUNEDU with 1,225 Venezuelan professionals completing the recognition process for their titles in medicine, accounting, administration, engineering, education, and others, through SUNEDU. With a continued focus on sectors of high demand and impact, EIP partnered with UVIP to support 408 teachers and 154 doctors with the professional association affiliation process to promote opportunities for these Venezuelan professionals to work in their respective fields in their new host country. Additionally, EIP supported participants to recognize their technical titles with MINEDU as well as join professional associations to obtain the certifications required for formal practice in Peru, in total, supporting 1,478 beneficiaries who recognized or revalidated their degrees or professional credentials in Peru FY24.

Ecuador

Recognizing the need for continuous support for individuals initiating the title recognition process, EIP organized six interactive virtual workshops on the new reform for the registration of foreign titles, attended by 209 participants. These workshops aimed to update participants on the revised procedures and the role of EIP in facilitating the process. Additionally, EIP hosted an in-person session in Quito, where 27 participants received in-person guidance on title registration, and EIP responded to 133 consultations through various communication channels, including WhatsApp, Zoom, and in-person appointments. This comprehensive approach ensures that Venezuelan professionals are well-equipped to navigate the updated processes to successfully register their degrees in Ecuador.

**Figure 18: Certification/Diploma
Recognition/Revalidation by Profession (Results
to Date)**

4,038 Individuals recognized or revalidated educational and professional credentials in the following fields:		
Profession	# of titles	Percentage
Humanities and Education	1,331	33.0%
Administrative	905	22.4%
Health	828	20.5%
Science and Engineering	769	19.0%
Communication	122	3%
Other	83	2.1%

During FY24, EIP provided support to Venezuelans in gathering identification documents and fulfilling other requirements in preparation for initiating the process to recognize their foreign degrees in Ecuador. Additionally, 20 beneficiaries recognized foreign degrees, with 30 others in process, awaiting approval from SENESCYT.

Figures 18 through 20 show the profession, geographic, and gender data for individuals who have recognized certifications or degrees in Peru and Ecuador to date.

Figure 19: Certification/Diploma Recognition/Revalidation by Gender (Results to Date)

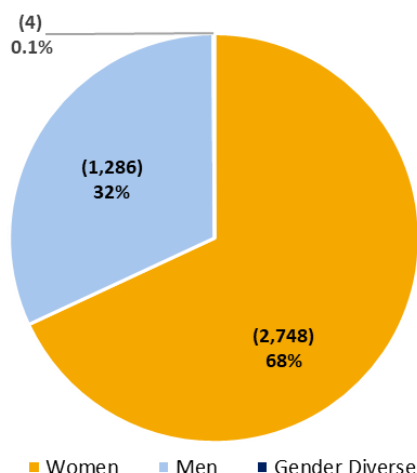
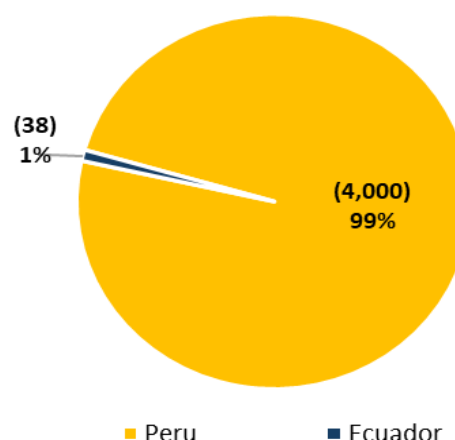


Figure 20: Certification/Diploma Recognition/Revalidation by Country (Results to Date)



Planned Activities for Next Quarter

Peru

- Hold the closeout event for the *Ica Inclusiva* Business Competition, in collaboration with the Regional Government of Ica, to recognize participating businesses with the best strategies and initiatives to support the hiring of traditionally excluded populations, including people with disabilities, youth, women, and migrants, among other populations.
- Host a workshop on degree recognition with UVIP and Veneactiva to support professionals seeking employment opportunities in the education sector.
- Hold the third Meeting of Professionals in Peru with project partner UVIP to share success stories of professionals that passed through the title recognition process to highlight the importance and impact of the degree recognition process for individuals and the host country.

Ecuador

- Promote dialogue on the Recognition of Professional Titles to continue to ensure the proper application of the recently adopted policy as well as continue to provide technical support to key stakeholders to promote further clarification and improvement.
- Continue promoting the Work-U employment training platform to support professional development for job seekers.
- Coordinate with EIP partners to expand the implementation of job fairs and job matching as a methodology to promote opportunities for labor market linkages.

INCREASING ACCESS TO FINANCIAL SERVICES

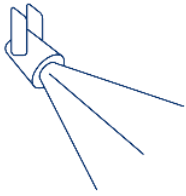


RESULTS TO DATE:

181,117 individuals connected with financial services.

18,280 loans issued amounting to **\$19,243,543**.

24,849 individuals trained on financial education, **67%** of whom are women and **63%** of whom are Venezuelan.



SORANYELIS SÁNCHEZ

"I was very happy because it was my first account, and the support was comprehensive. My goal for the future is to access loans that I can pay off with my own means."

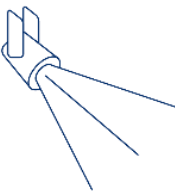
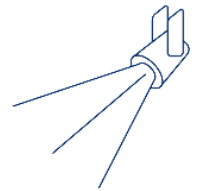
Soranyelis Sánchez is a Venezuelan migrant who has been in Ecuador for five years. She managed to secure a stable job but had not been able to open a savings account until she participated in a financial education workshop coordinated by EIP, FUDELA, and Credit Union (COAC) Mujeres Unidas (CACMU). She now hopes to access credit in the future, knowing that with budget planning, she can achieve her financial goals.



VÍCTOR SOLANO

"Thanks to the project, I was able to open my account at Financiera Confianza, access a loan, and set goals that have improved my life and my family's life. Today, I have my own business and continue working to expand it."

Víctor Solano is a Venezuelan migrant who arrived in Peru in June 2018. After the pandemic, he opened his own restaurant, and thanks to his participation in an EIP financial *jornada*, he was able to open a savings account and obtain a loan, which allowed him to grow his business. He also attended a financial education workshop that reinforced his understanding of the importance of saving, a habit that has been key to his success. One of his most important achievements was buying his first car, and his future vision is to expand his restaurant to create jobs and offer opportunities to other migrants in Peru.



"EVIDENCE OF THE INTEGRATION OF VENEZUELAN MIGRANTS AND REFUGEES IN PERU AND ECUADOR" WEBINAR

With over 200 attendees from across the region, EIP officially presented the Integration Study of Migrants and Refugees in Peru and Ecuador in September 2024. EIP conducted this research study utilizing the methodology from Stanford University's IPL, leveraging a multidimensional approach aimed at measuring the progress of the integration of EIP's target population. Webinar presenters included representatives from academia, the public sector, USAID, UNHCR, and UVIP.



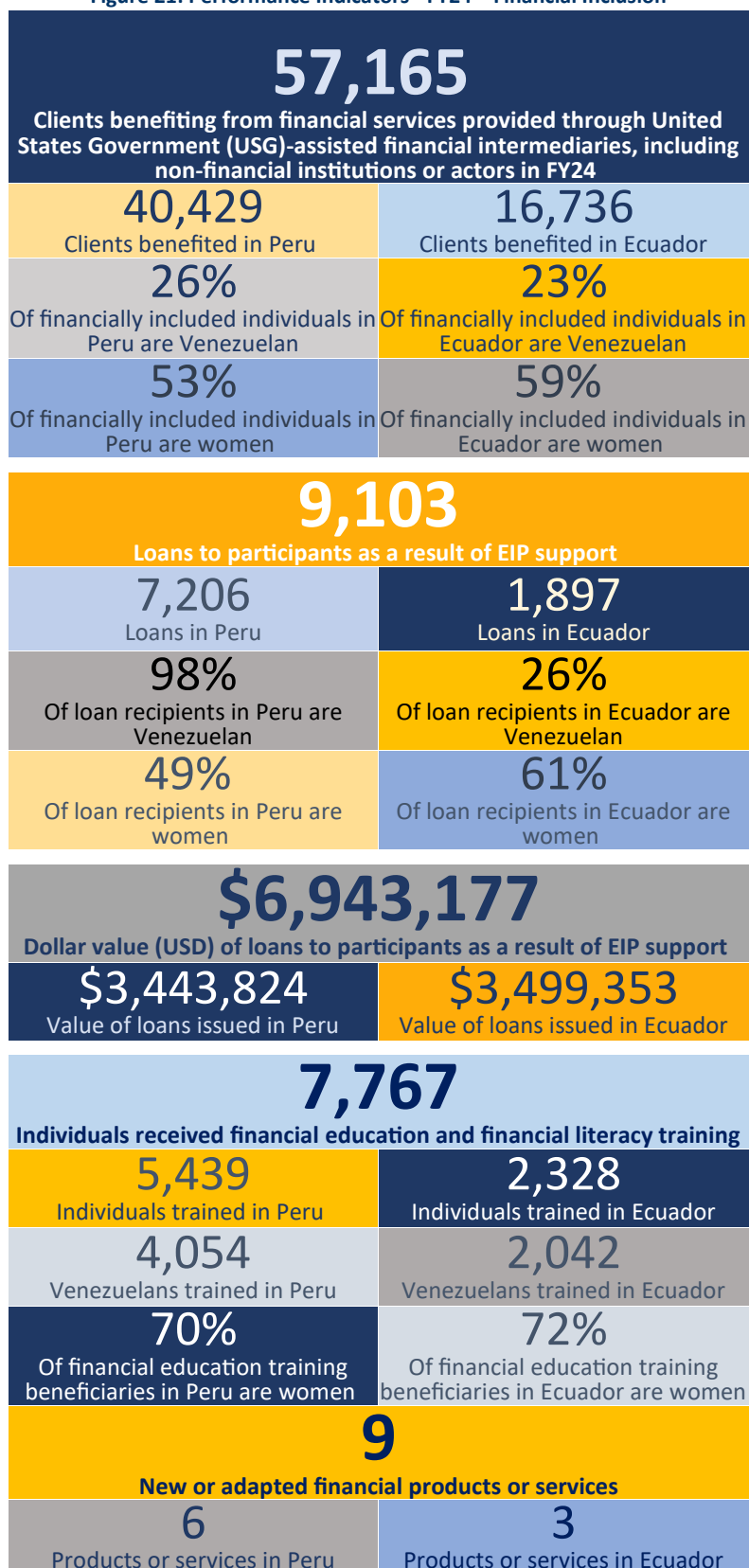
Project Progress

EIP's financial inclusion methodology is founded on the premise of enabling access to and use of financial products and services, particularly those that respond to the needs of EIP's target population. Working with project partners, EIP works not only to increase access to financial services but also to ensure that recipients of financial services are educated and empowered.

A figure detailing EIP's financial inclusion methodology is included in Annex D. A table of ongoing and completed tasks relative to what was anticipated by the approved work plan is included in Annex E.

Accessible spaces where new clients can learn about, understand, and use financial products and services are a critical requirement for sustainable financial inclusion that strengthens the financial ecosystem in Peru and Ecuador. To facilitate this, EIP integrates FSPs in many entrepreneurial fairs and financial *jornadas*, connecting trained program participants with FSPs on site. During FY24, EIP held 578 financial inclusion events in Ecuador and Peru, including workshops, fairs, and financial conferences, incorporating financial partners to facilitate the financial inclusion process. In FY24, EIP and its financial entity partners supported the financial inclusion of 57,165 individuals, representing 114% of the Y4 target. EIP's financial entity partners issued 9,103 loans with a total value of \$6,943,177.17 in FY24, representing 250% and 117% of the Y4 targets respectively, and contributing to the 18,280 loans issued over the LOP with a total value of \$19,243,542.96. Throughout FY24, the project maintained its continued commitment to developing and improving strategies to promote the financial inclusion of the Venezuelan migrant and refugee populations in Peru and Ecuador.

Figure 21: Performance Indicators - FY24 – Financial Inclusion

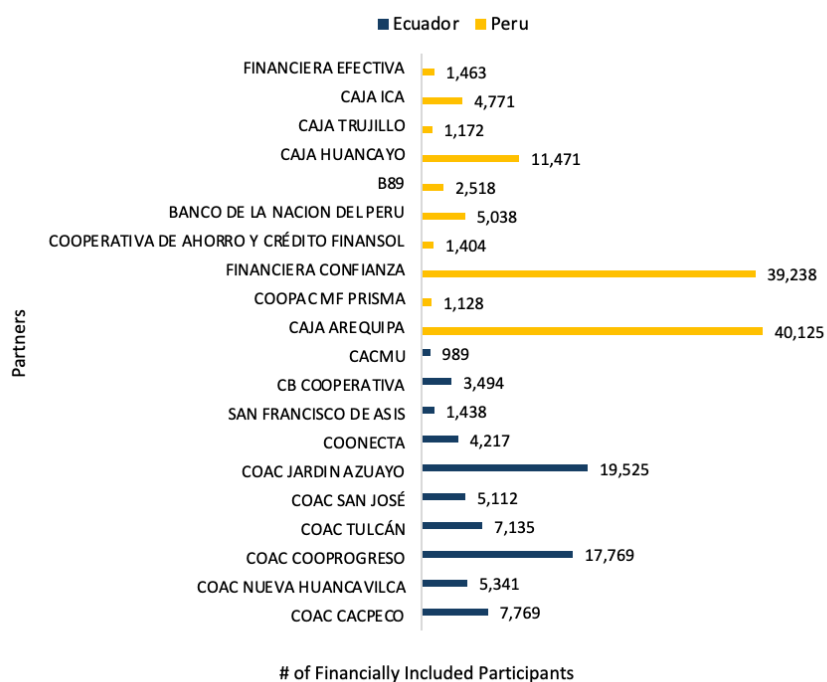


To date, EIP has worked with 39 partners to support the financial inclusion of 181,117 participants.

Figure 22: Financially Included Participants & Number and Participation in Financial Fairs (Results to Date)



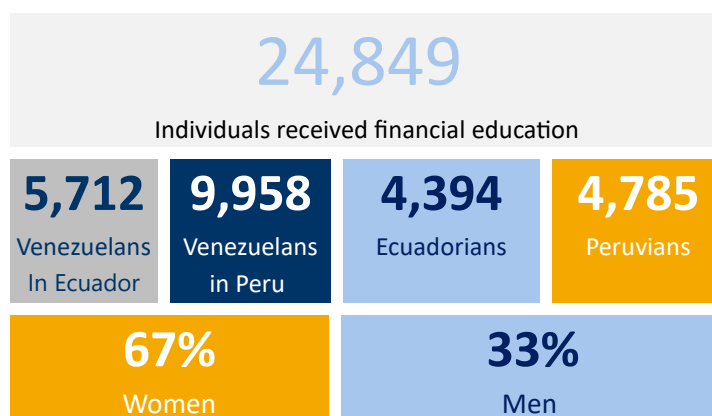
Figure 23: Financially Included Participants by Partner (Results to Date)



Additionally, during FY24, EIP provided financial education to 7,767 participants, including 6,096 Venezuelans, reaching 129% of the Y4 target of 6,000 participants. 70% of financial education participants

are women, highlighting EIP's commitment to reducing gender gaps in financial inclusion. To date, EIP has provided 24,849 individuals with financial education, of whom 63% are Venezuelan and 67% are women.

Figure 24: Number of Individuals Receiving Financial Education (Results to Date)



To achieve the results presented in the figures above, EIP worked with partners and allies to support the financial inclusion ecosystems in Peru and Ecuador. EIP implemented activities across all stages of EIP's financial inclusion methodology in collaboration with both financial and non-financial partners, including advocacy efforts to reduce barriers to access, provide technical guidance, and disseminate best practices.

Peru

Throughout FY24, EIP continued to implement financial inclusion activities with partners in Peru through workshops, events, and fairs that seek to eliminate barriers to access for the migrant and refugee population and validate processes and products that facilitate financial inclusion. In FY24 Q3, EIP collaborated with GRML to organize the "I Save and Start a Business" (*Yo Ahorro y Emprendo*) financial fair in the Gamarra textile district. This initiative, with a focus on financial education, brought together over 18 financial and non-financial entities to the country's busiest commercial area. More than 4,000 people received specialized advice and participated in practical workshops designed to strengthen financial skills and promote a culture of saving and entrepreneurship in the local community.

In FY24 Q4, EIP held the fourth edition of the "Lima Saves" (*Ahorra Lima*) fair, successfully reaching over 11,000 people with more than 20 financial partners and allies participating in the fair. The fourth edition of the fair continued to focus on financial education and inclusion, with a focus on transforming savings habits among attendees. This fair followed the third edition held in coordination with the Municipality of Lima in FY24 Q2 during World Savings Week, with over 7,000 attendees and the collaboration of more than 30 financial and non-financial entities. The activities focused on promoting savings, changing financial habits, and encouraging responsible access to formal loans. In FY24 Q3, EIP also held the "They Call Me Migrant" fair in Arequipa, bringing together over 500 individuals, including both migrants and locals. This event not only promoted entrepreneurship but also provided financial education and facilitated access to financial products offered by EIP partners and allies. These fairs are essential for promoting economic inclusion and expanding integration opportunities for traditionally excluded populations within the formal financial system.

In collaboration with the Boulder Institute of Microfinance, in FY24 Q4, EIP held the Microfinance Training Program (MFT) "MFT in Spanish: Innovations in Microfinance" in Lima from September 16 to 20. This event, held for the first time in Peru, gathered a diverse group of dedicated professionals committed to financial inclusion, with participation from 45 leaders from various Latin American countries, including Ecuador,

Colombia, Guatemala, and Peru. The program courses addressed the current challenges facing the microfinance industry, identifying new strategies and key topics for its global development and advancement. Relevant partners such as ASBANC, Financiera Confianza, Caja Arequipa, Caja Ica, Coonecta, COAC CB, and CACPECO participated in the event, strengthening their strategies to continue promoting access to financial services for traditionally excluded populations.

In FY24 Q4, EIP signed an agreement with Caja Piura, and beginning in the next reporting period, the project will provide training to staff at their agencies to facilitate the transfer of the EIP methodology and ensure its effective implementation. The methodologies include financial education with a commercial focus as well as promotion of savings products. These methodologies will be implemented through a group of pilot agencies in Lima and Piura, with activities including financial workshops and direct outreach to the Venezuelan population. Through this initiative, EIP solidifies its partnership with the municipal savings and credit banks (*cajas municipales*) system in Peru, collaborating with the country's five largest institutions: Caja Arequipa, Caja Piura, Caja Huancayo, Caja Trujillo, and Caja Ica. These institutions accept all forms of identity documentation issued to migrants and refugees in the country and provide comprehensive products and services, including savings accounts, debit cards, microloans, and inclusive insurance products.

EIP continues to prioritize financial education as the basis for sustainable, responsible financial inclusion. As of FY24, 1,538 individuals in Peru are registered on EIP's *Yo Decido: Mi Futuro y Mis Finanzas* (Yo Decido) financial education platform, through participation with different strategic partners, including UVIP, Veneactiva, APPV, and Kunaq. 1,261 users are Venezuelan, representing 82% of total users. This project platform contributes to the digitalization of financial education and increases access for EIP's target population by offering asynchronous learning opportunities on an engaging and accessible digital platform. EIP's implementation of this platform also contributes to strengthening the project's entrepreneurship component by facilitating access to essential educational tools for the economic and financial development of entrepreneurs, reflecting EIP's integrated intervention strategy. The educational tools are vital for the development and consolidation of businesses and microbusinesses, especially during the crucial early months.

In the last quarter of FY24, in coordination with its network of financial partners, including municipal savings and credit banks, microfinance institutions, credit unions, and banks, EIP held over 110 in-person financial *jornadas* across various project intervention areas. Financial *jornadas* are fundamental in promoting financial education and improving the responsible management of loans. Through these events, EIP directly assisted more than 2,400 individuals at partner agencies in collaboration with their respective commercial and customer service teams. While EIP has consolidated the financial *jornadas* methodology across EIP's target cities, the project's financial entity partners have also adopted and replicated the methodology in their networks of agencies in other parts of the country, contributing to greater inclusion beyond EIP's intervention cities.



Photo 7: Through financial fairs and other events, participants are able to approach participating financial entity partners and learn about their product and service offerings.

In FY24, in coordination with the National Superintendency of Migration, EIP organized 13 events known as "*Entregatones*" to facilitate the delivery of identity documents to EIP's target populations, with six events in Trujillo, six events in Pura, and one event in Arequipa. This is a crucial activity implemented in EIP's intervention cities to support issuing identity documents to the migrant population, allowing them to access, for the first time, formal financial products offered by the project's financial partners. Further, each

participant receives training in financial education, aiding their integration into the financial system and promoting responsible financial management. This strategy is essential in empowering traditionally excluded communities, helping them build a more sustainable and financially inclusive future.

Through the technical support provided by EIP in FY24 through *jornadas*, fairs, and workshops, the project contributed to operational improvements in Financiera Confianza's digital savings account, enhancing its performance and improving the UX. While Financiera Confianza's team executed the developments, EIP supported joint activities for the inputs, experiences, and findings. Additionally, EIP promoted the implementation of migrant correspondent agents with Financiera Confianza. This initiative represents a comprehensive intervention process that fosters the economic inclusion of Venezuelan migrants and refugees. Many of these agents are project entrepreneurs who participated in EIP's entrepreneurship route, received financial education, accessed savings and loans products, and won seed capital. They also gained access to formal financial products and by becoming correspondent agents, they are able to take advantage of a new opportunity to generate income for their businesses. This activity is a strong example of the project's efforts and success in supporting the socio-economic integration of Venezuelan migrants in Peru. In FY24, EIP also validated the product launch of digital loan products developed in coordination with FENACREP and credit unions, including La Inclusiva, San Cristóbal de Huamanga, Servicredit, San Isidro, and Continental. These products not only contribute to the financial inclusion of EIP's target population but also drive the digital transformation and commercial strengthening of credit unions in Peru. In total, EIP developed six new or adapted financial products or services with financial entity partners in FY24.

Ecuador

In FY24, EIP continued to play a key articulating role in Ecuador's financial inclusion ecosystem as a facilitator between credit unions and non-financial entities for the planning and execution of financial *jornadas*, ensuring that each institution has an active role and contributes to the success of the activities. In Quito, EIP worked closely with CODEIS, FUDELA, FUNDASOF, Fundación Equidad, Fundación Yo Te Apoyo, and several credit unions, including Tulcán, CACMU, San José, San Francisco de Asís, and CB. In Guayaquil, EIP coordinated with organizations including Épico, Fundación Manos Venezolanas, Fundación Mujer & Mujer, and the Municipality's Migration Directorate, along with credit unions Nueva Huancavilca and Jardín Azuayo. In Cuenca, EIP collaborated with Fundación Yo Te Apoyo and Hacienda Panas to facilitate financial inclusion through partner credit unions CB and Jardín Azuayo. Likewise, in Ibarra, EIP organized events in collaboration with CACMU and FUDELA, and in Manta, with FUDELA's support, EIP promoted financial inclusion in collaboration with Nueva Huancavilca. As a result of this collaboration, in FY24, EIP organized 214 financial inclusion and financial education events, including workshops, financial fairs, and *jornadas*, with strategic partners who amplified the project's impact through their work in EIP's target cities (Quito, Guayaquil, Cuenca, Ibarra, and Manta). The *jornadas* provide participants with the opportunity to learn about and use digital financial products, such as mobile applications, for making payments, transfers, and other transactions. They not only promote access to basic financial products but also encourage the use of digital services and payment methods, reinforcing financial inclusion and economic empowerment of Venezuelan migrants and traditionally excluded local populations. Notably, most Venezuelans attending *jornadas* are opening a savings or basic account for the first time. And further, individuals financially included through COAC San José also received a free Visa International debit



Photo 8: Through its financial inclusion activities, in collaboration with partner financial entities, EIP supports the financial inclusion of Venezuelan migrants and traditionally excluded local populations.

card. In FY24, EIP partners issued 5,629 debit cards in Ecuador, including 1,038 free debit cards. To date, EIP partners have issued 34,031 debit cards in Peru and Ecuador, including 7,601 free debit cards in Ecuador.

In FY24, EIP also participated in events to promote financial inclusion, including the first International Congress on Sustainable Finance for Agribusiness and Family Farming, held in Q4. EIP presented on the importance of designing and implementing green financial products and services, highlighting how inclusive sustainable finance can foster effective socioeconomic integration for traditionally excluded individuals. The event also featured “eco-entrepreneurs” linked to the project, who showcased their products to authorities and the public, demonstrating the potential of sustainable finance to promote inclusive economic development. The congress was organized by the Food and Agriculture Organization, BanEcuador, and EIP.

In FY24 Q3, EIP held the “Payment Methods Focus Groups” workshop, bringing together entrepreneurs, youth, and women to identify their financial needs and explore the main trends in access to and use of payment methods in Ecuador. EIP collected qualitative information through this exercise that Coonecta will then use to develop innovative payment method solutions tailored to the expectations and needs of each



Photo 9: Leaders from credit union Jardín Azuayo in Cuenca participated in the “Connecting Opportunities: Financial Inclusion for Migrants” workshop.

market segment. EIP also included the credit unions’ perspectives in the analysis and solution design proposal. In Cuenca, during FY24 Q1, EIP held a workshop titled “Connecting Opportunities: Financial Inclusion for Migrants” (*Conectando Oportunidades: Inclusión Financiera para Personas en Situación de Movilidad Humana*), engaging the leadership of 12 COAC Jardín Azuayo agencies. The workshop enhanced participants’ understanding of migration and equipped them with strategies to promote the financial inclusion of Venezuelan individuals, reinforcing their commitment to the migrant community.

During the reporting period, EIP developed and transferred methodologies and training programs to various strategic partners to promote financial inclusion and strengthen efforts in the project’s intervention cities. In FY24 Q2, EIP trained 15 staff members of organizations including FUDELA, FUNDASOF, UNHCR, and CODEIS in the project’s “Promoting Opportunities” (*Impulsando Oportunidades*) financial inclusion training program. Through the trainings, EIP trained and certified the staff members in financial inclusion, the credit union sector, and practical tools to support their local communities, especially Venezuelan migrants, fostering the financial inclusion of traditionally excluded sectors of the population.

In FY24 Q3, in Cuenca, EIP coordinated with COAC Jardín Azuayo and COAC San José to hold the “Weaving Cooperative Networks” (*Tejiendo Redes Cooperativas*) technical and operational exchange. Over two days, Jardín Azuayo shared its digital strategy with San José’s management team, with a focus on its process for opening online accounts. This exchange strengthened San José’s capacity to digitalize its services and promote financial inclusion.

Additionally, EIP finalized the transfer of the project’s Financial Education Methodology to FUDELA and FUNDASOF, and as of FY24 Q3, both partners have six trainers certified in the methodology and held six workshops in Quito, Guayaquil, and Manta, contributing to financial education for both Venezuelan and Ecuadorian participants. These workshops also included participation from credit unions Nueva Huancavilca, Jardín Azuayo, San José, and CB, providing attendees with access to financial services through project financial partners. The methodology aims to train employees who will conduct financial education and

financial inclusion activities, seeking to enhance each institution's capacity to promote financial education more dynamically and effectively.

In FY24 Q4, EIP began coordinating the authorization of use of Yo Decido to the Municipal Public Company for the Economic Development of Cuenca (EDEC EP). The financial education program with a gender focus will be integrated into the platform capacitacion.edec.ep, aimed toward entrepreneurs in the Azuay province that are seeking online training. This transfer aims to complement the services currently offered by EDEC EP, strengthening the entrepreneurs' technical knowledge, financial skills, and decision-making abilities to improve their business management and financial decisions. As of FY24, in partnership with Coonecta, EIP authorized the use of Yo Decido for 20 partners and allies. As a result, 18,259 individuals in Ecuador and Peru are registered on EIP's Yo Decido financial education platform and participating in various modules with different strategic partners.

In FY24, EIP also conducted various in-person, virtual, and interactive financial education workshops with partners including Hacienda Panas, CODEIS, FUDELA, FUNDASOF, Fundación Equidad, and the Municipality of Guayaquil's Migration Directorate. EIP implemented many of



Photo 11: *Emprende Unidas* program participants access financial services with Jardín Azuayo following their training.

these workshops as part of entrepreneurship programs, including "*Emprende Unidas*," "Life Plan in Ibarra," and "Life Plan for Young Entrepreneurs," reflecting the comprehensive nature of EIP programming and collaboration across components. As a result, 2,328 individuals, 88% of whom are Venezuelan, participated in these workshops in Quito, Guayaquil, Cuenca, Manta. The workshops increased individuals' understanding of the Ecuadorian financial system, and the majority of participants successfully accessed financial products and services through EIP's partner credit unions in different cities across Ecuador.

Finally, in FY24, as part of the project's technical support to COAC San José, COAC CACMU, and COAC CB, EIP supported the development of work plans to implement the new regulatory changes to the Basic Account Standard and to adapt or create basic accounts within each credit union's financial systems. The work plans cover activities in areas including internal regulations, technology, processes, interest rates, and customer service training. These three credit unions are the first in Ecuador's financial system to implement the product in accordance with the new regulation. As a result, in FY24 Q4, an average of 204 basic accounts were opened each month, representing a significant increase compared to the average of 32 accounts per month registered between October 2023 and June 2024. To further promote implementation of the new regulatory changes, in FY24 Q3, EIP trained 50 business personnel from San José on basic accounts, covering topics including operations, business, regulatory compliance, money laundering prevention, and the new identification documents accepted for opening accounts. This training ensures that all credit union branches are familiar with the basic account product and its potential to promote financial inclusion for EIP's target population. These results highlight the project's positive impact and commitment to the financial inclusion of migrants and traditionally excluded



Photo 10: A Venezuelan couple receives information about the virtual financial education program, Yo Decido, during a fair in Ibarra.

populations. In total, throughout FY24, EIP supported the development of three new or adapted financial products or services in Ecuador.

Loans

Peru

Throughout FY24, EIP partners continued to enhance their loan offerings to EIP's target population. Notably, with technical support from EIP, Financiera Confianza significantly increased the number of loans, including the number of microcredits, as well as the total value of loans, reaching over PEN 5,000,000 (approximately \$1,588,985) in loans exclusively for Venezuelan migrants in FY24. This achievement highlights EIP's commitment to comprehensive financial inclusion, as Financiera Confianza initially began with offering financial education and access to savings accounts and now includes financing opportunities through microcredit and access to low-cost insurance for Venezuelan migrants and refugees. Additionally, EIP partner Financiera Efectiva allocated more than PEN 5,954,026 (approximately \$1,588,985) in FY24 to financing activities for migrants, thanks to EIP's technical assistance and the implementation of effective outreach strategies and pilot programs in key branches, now being replicated nationwide. These loans in part finance products from two associated chains of stores which sell household appliances and motorcycles, facilitating the economic activities of project participants. These efforts demonstrate EIP's strong commitment to financial inclusion, ensuring that traditionally excluded populations have access to economic resources that foster their stability and growth. Further, Caja Arequipa and Caja Trujillo continue to reflect their commitment to promoting the financial inclusion of migrants and refugees, delivering significant support throughout the year. Of the 7,206 loans disbursed to participants by EIP financial entity partners in Peru in FY24, 7,055, or 98% of all loans, were disbursed to Venezuelans, reflecting the commitment of EIP and its partners to promoting financial inclusion of the migrant and refugee population.

Ecuador

In the first phase of the project, EIP provided technical assistance to COAC Jardin Azuayo to create the "Credit Line Without a Guarantor" (*Línea de Crédito sin Garante*), and in FY24 Q4, EIP coordinated with Jardin Azuayo to promote this product among Venezuelan entrepreneurs in Cuenca, Quito, and Guayaquil. As a result, in FY24, Jardin Azuayo provided approximately \$437,187 in credit lines to Venezuelan migrants with loan amounts ranging from \$50 to \$15,000. This initiative highlights the credit union's commitment to supporting economic inclusion initiatives and addressing the specific needs of traditionally excluded individuals, including Venezuelan entrepreneurs.

Through entrepreneurship program activities, EIP grantees FUDELA, FUNDASOF, and CODEIS develop a deep understanding of the project participants, including their economic activities, income stability, and cash flows. EIP collaborated with these partners in FY24 to identify and refer entrepreneurship participants to credit unions for financing. As part of the credit evaluation process, credit unions review the business plans that entrepreneurs prepare on the HOPE platform, providing the financial entities with additional information for their analysis. As a result, EIP entrepreneurs who qualify receive loans from credit unions partners, an important and sustainable source of business capital.

In FY24, EIP also continued efforts to implement the "Loan Assessment Model Using Artificial Intelligence" program which identifies loan opportunities for individuals who are traditionally excluded from the financial system. In Q4, the technology provider trained COAC CB employees on the variables considered by the model for assessment of loans. Following this training, EIP began with the first set of tests, assessing loans that were previously approved or rejected by CB. These tests will run concurrently with the issuing of new loans, allowing EIP and CB to analyze the effectiveness of the model over time. As of FY24 Q4, the model had evaluated over 300 loan cases and the results for both accepted and rejected loans and loan payment

behavior are being validated to fine-tune and ensure the model's effectiveness in identifying financing opportunities for traditionally excluded individuals.

Finally, in Ecuador, EIP conducted an analysis in FY24 Q1 with the AVAL credit bureau to examine a sample of Venezuelans who participated in EIP activities and accessed financing through the project's partner credit unions. The analysis revealed that 46% of loans disbursed by credit unions to Venezuelan individuals were consumer loans and the delinquency rate for this segment was 4.6%. This figure is particularly significant when compared to the overall delinquency rate of 7.4% in the popular and solidarity finance sector, highlighting the credit unions' strong performance in credit risk management and their ability to effectively serve the Venezuelan population. EIP plans to conduct a second analysis in FY25 to further assess the impact of the project's efforts.

During FY24, EIP's financial entity partners issued a total of 9,103 loans to participants, 1,897 in Ecuador and 7,206 in Peru, including 4,689 loans to women (51% of total loans issued). In FY24, the average loan amount in Ecuador was \$1,844.68, while the average loan amount to Venezuelans in Ecuador was significantly higher, at \$3,023.88. In Peru the average loan amount was \$477.91 and the average loan amount to Venezuelans in Peru was \$479.86, reflecting the project's success in working with financial entity partners to meet the financial services needs of the migrant and refugee population.

To date, EIP partners have issued a total of 18,280 loans, including 52% to women.

It is important to note that the total funds disbursed in loans to date in Ecuador is higher, despite the total number of loans disbursed being higher in Peru. In Ecuador, financial institutions provide larger loans to individuals due to the development of the credit union system and the specific needs of individuals, as production costs for businesses in Ecuador are often higher than in Peru. EIP is continuing to work closely with financial and non-financial partners in both countries to reduce barriers to financial inclusion to advocate for the processes that enable individuals to access loans and ensure that their financial products and services effectively serve the needs of the Venezuelan migrant population.

The total number of loans received by Venezuelans (8,647) is now 47% of the total number of loans issued to date. In FY24, 7,554 loans were issued to Venezuelans, representing 83% of total loans issued during this period, compared to 11% of total loans issued to Venezuelans in FY23. The latest figures reflect the success of the project's efforts to prioritize and promote financial inclusion of the migrant and refugee populations in both countries. Throughout FY24, EIP worked to improve access to financial products and services and will continue to prioritize the financial inclusion of Venezuelan migrants and refugees throughout the LOP.

Figure 25: Total Funds Disbursed In Loans by EIP Partner Financial Institutions (Results to Date)

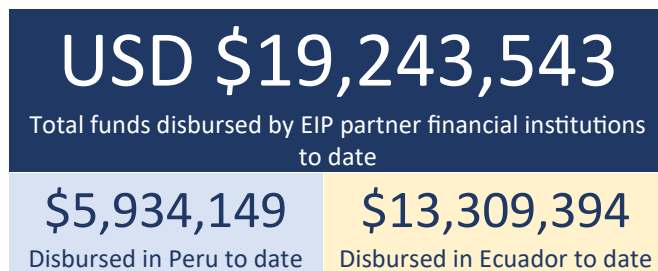
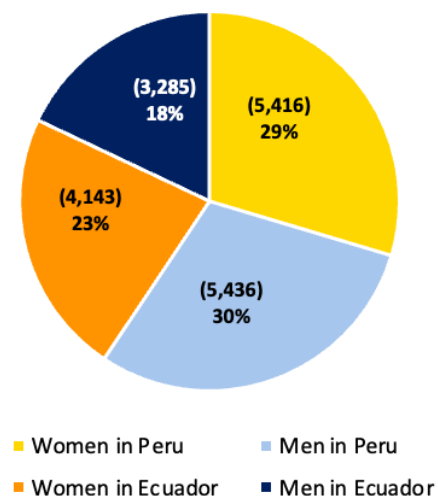


Figure 26: Number of Loans by Sex/Country (Results to Date)



Planned Activities for Next Quarter

Peru

- Implement a financial fair in Chancay in coordination with strategic partners and allies.
- Launch field pilots in collaboration with Caja Piura, with activities including financial workshops and direct outreach to the Venezuelan population.
- Launch a digital savings account product for the migrant population in coordination with Financiera Efectiva.

Ecuador

- Coordinate an event with JPRF, MIES, and credit union partners to promote innovative products and services that enhance financial inclusion for EIP's target population.
- Implement financial fairs with a focus on basic accounts, payment methods, and digital channels in Quito, Ibarra, and Guayaquil in coordination with strategic partners and allies to facilitate access to financial products and services.
- Coordinate a strategic partnership for sustainability between FUDELA and CACMU to promote the financial inclusion of Venezuelan migrants and traditionally excluded populations.

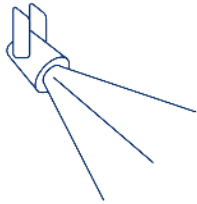
PREVENTION OF GENDER-BASED VIOLENCE



RESULTS TO DATE:

- 958** individuals received GBV services.
- 533** staff from **19** partners trained on GBV prevention.
- 150** participants in GBV programming received seed capital to begin their businesses.

XIOMARA LEDEZMA

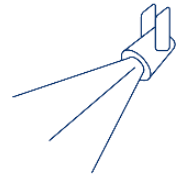


“In the future, I want to leave this business to my little girl. My daughter was born with down syndrome, and I want her to be able to manage independently through this business later on.”

Xiomara Ledezma arrived in Ecuador seven years ago and has been an example of resilience, seeking training to build a business that allows her to support herself and her daughter. She was part of the *Aprendamos y Emprendamos* program implemented by EIP in coordination with FUNDASOF, and she was able to not only build her confidence but also to take her business to new heights thanks to EIP’s digital tools.



KATHERINE FITZGERALD

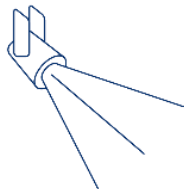


“My experience in the Crecer en Perú and School of Dreamers programs allowed me to strengthen my weaknesses and take advantage of my skills to boost my business.”

Katherine Fitzgerald has lived in Lima, Peru, with her daughter for six years. Through her business, “SK Glam,” she offers personalized decorative frames and gifts. The knowledge she gained in the UVIP programs enabled her to better identify her target clients and manage her finances in a responsible way, helping her establish economic autonomy.



ASSOCIATIVE BUSINESS FOR INTEGRATION AND ECONOMIC AUTONOMY



In Cuenca, Ecuador, EIP and Fundación Hacienda Panas implemented the *Emprende Unidas* program, supporting the creation of the associative business “D’ Sabores Gourmet.” Thanks to the technical support and training in soft skills with a gender focus, the eight Venezuelan and Ecuadorian members of the associative business now generate their own economic opportunities and provide a mutual support network for each other.



Project Progress

EIP's GBV interventions prioritize supporting survivors and individuals at risk of GBV to achieve economic autonomy. EIP's approach focuses on a core principle – that with both psychological/social support and access to income/financial autonomy, people who have experienced GBV will transition to survivors with access to sustainable and quality livelihoods, income, and financial independence, contributing to their ability to break from the cycle of violence. EIP has established partnerships with institutions and organizations providing continual psychosocial support for GBV survivors. Through the development of life plans, individuals identify their strengths, skills, professional and personal interests, and opportunities as well as outline practical steps to reach their goals. EIP connects survivors and individuals at risk of GBV with a means of livelihood, through employment or entrepreneurship programming, financial education, and linkages with financial services, empowering them to earn an income to support their families, gain economic independence, and break the cycle of violence. And EIP's GBV prevention strategy centers on contributing to the overall ecosystem of gender equity and inclusion through partnerships and advocacy. EIP consistently strives to promote gender equity in economic inclusion, ensuring equitable access to opportunities for achieving economic autonomy regardless of gender, identity, or gender expression.

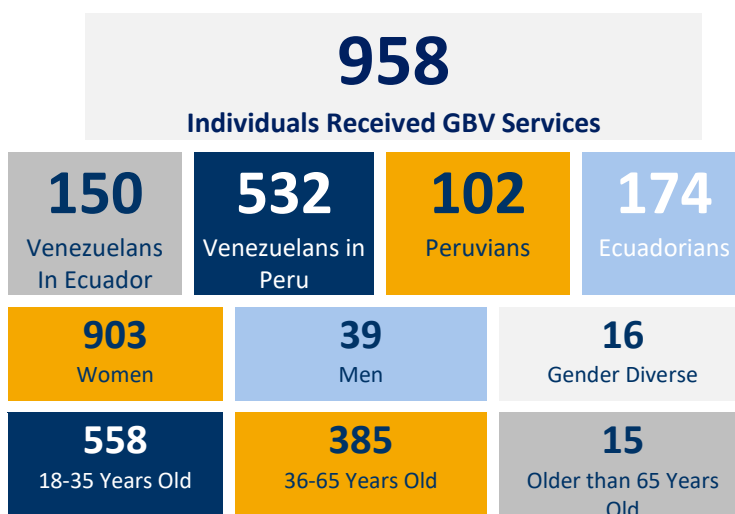
A figure detailing EIP's prevention of GBV methodology is included in Annex D. A table of ongoing and completed tasks relative to what was anticipated by the approved work plan is included in Annex E.

In FY24, EIP worked with six partners in Ecuador, Casa de la Mujer, Casa de las Diversidades, Centro de Apoyo Integral Tres Manueles, Fundación Equidad, the National Women's Union of Ecuador (UNME), and Haciendo Panes, and five partners in Peru, APPV, Movimiento Migrante, UVIP, TRANS – Organization for the Human Rights of Trans People, and the Ministry of Women and Vulnerable Populations, to support its initiatives for prevention of GBV. In FY24, EIP provided 338 individuals with GBV services, of whom 96% are women and 90% are Venezuelan, exceeding the Y4 indicator of 300 by 13%. To date, EIP has supported 958 individuals with GBV services, of whom 95% are women and 71% are Venezuelan.

**Figure 27: Performance Indicators -
FY24 – Prevention of GBV**



Figure 28: Number of Individuals who Received GBV Services (Results to Date)



Peru

Throughout FY24, EIP continued to deliver comprehensive support to project participants in Peru by providing tools for economic autonomy, as a vital step to breaking the cycle of GBV. To enhance and expand the project's impact, EIP designed, transferred, and implemented a range of materials and methodologies. These include a guide for psychosocial support for survivors based on sexual orientation, gender identity, and/or gender expression; enhancement of the life plan methodology; tools to promote gender equity in business; a support and follow-up methodology for GBV participants; the 2024-2026 EIP Gender Plan; and a process to facilitate financial inclusion for GBV program participants. To facilitate the financial inclusion pathway for survivors of GBV, following a financial education session, EIP provides follow-up support to ensure that participants have access to financial products and services, including the use of mobile apps. EIP has demonstrated the success of its methodologies; for example, one GBV program participant opened a savings account, obtained a loan, and became a corresponding agent for Financiera Confianza from her convenience store in the Comas district in Lima, highlighting the comprehensive impact of EIP activities. Additionally, to promote the sustainability of EIP activities, the project includes at least six months of psychosocial support once participants are referred to EIP's livelihood components. This period is used to gather updated data and monitor the progress of participants' life plans. The development of this enhanced life plan methodology and its accompanying tools is part of EIP's committed effort to measure the impact of the GBV route and the referral process to livelihood opportunities for participants.

In FY24, EIP developed the "Building my Destiny" (*Construyendo Mi Destino*) life plan training program to support traditionally excluded populations referred by WFP (as part of the pilot program described previously in the employment component). The program consists of three in-person sessions aimed at strengthening soft skills in self-awareness, gender equity, GBV prevention, managing migratory grief, and identifying participants' entrepreneurial or employment profiles for the development of life plans. Following referral, 56 Venezuelans participated in these three sessions, of whom 43 were subsequently referred to employment or entrepreneurship activities with project partner Veneactiva. In total, 475 individuals from WFP were referred to EIP livelihood programs in FY24 with project partners Veneactiva and UVIP, where they also gain access to financial education and financial services, demonstrating the impact of supporting economic activities along with providing humanitarian aid to promote the sustainability of interventions.

In collaboration with project partners, EIP actively implemented its psychosocial support programs in FY24 and will continue into the next reporting period. EIP grantee APPV launched the first cohort of the "Boss Woman" program in FY24 Q4. The program provides psychosocial support, placing special attention on the identification, prevention, and support of GBV survivors, and provides training sessions aimed at strengthening and developing technical capabilities on issues related to human rights, migration, gender, GBV, and sexual and reproductive health. The first and second cohorts of "Grandiosas," in collaboration with Movimiento Migrante were completed during FY24, with the third cohort set to begin next quarter. *Grandiosas* utilizes virtual and in-person sessions to empower participants with tools on topics including self-esteem, self-care, identification and prevention of GBV, emotions, leadership, accident prevention, and emergency home response. And finally, the 17th cohort of UVIP's *Crecer en Perú* was completed in September 2024. *Crecer en Perú* focuses on developing competencies to promote individual economic autonomy and emotional skills, while supporting participants to develop life plans.

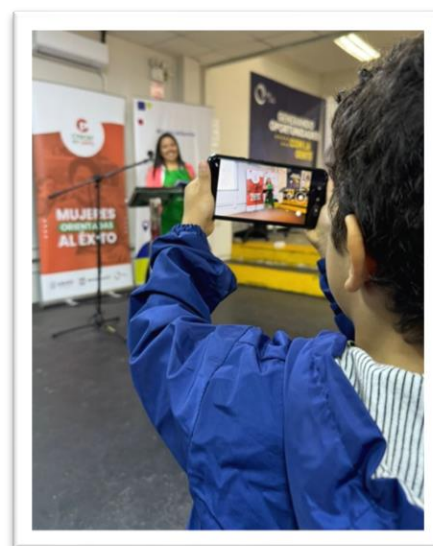


Photo 12: A Venezuelan mother graduates from *Crecer en Perú*, accompanied by her young son.

These three programs aim to empower participants by strengthening soft skills in emotional management, setting boundaries, decision-making, leadership, home safety and emergency response, personal branding, planning, identifying pathways for GBV reporting, financial education, and developing life plans. Upon completing this process, participants continue to receive psychosocial support and are referred to training, employment, or entrepreneurship opportunities, either within the same organization or through other EIP partners. For example, in the case of *Grandiosas*, participants are referred to livelihood opportunities with Veneactiva. Through these different activities, EIP strengthens the networks and collaboration among EIP's existing allies and partners.

Ecuador

In FY24, Ecuador's GBV approach was centered on partnerships with EIP project allies to strengthen capacities, transfer methodologies, and collaborate for the benefit of the project's target population. EIP and project partners implemented activities including workshops and support spaces for women and lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) GBV survivors, as well as facilitated collaboration with other project components to create processes tailored for individuals transitioning out of violent environments. In FY24 EIP primarily collaborated with UNME, Fundación Equidad, Patronato San José (UMPSJ), and Hacienda Panas to support Ecuadorian and Venezuelan migrant survivors of GBV in the development of life plans. Due to the success of this intervention, EIP transferred the life plan methodology to UNME's technical staff, who continue to replicate the activity in various cities. Recognizing the importance of a support and empowerment network among women for the sustainability of their aspirations and livelihoods, EIP worked with UMPSJ to create spaces for women from Casa de la Mujer, former project participants, and women entrepreneurs from EIP activities to exchange experiences. These gatherings led to the formation of a support group that communicates via WhatsApp, meets in-person at Casa de la Mujer, and shares technical knowledge in areas such as crafting and baking. And finally, thanks to EIP partners and the broader project components, EIP developed three employment and entrepreneurship webinars in FY24 with a gender focus.

EIP launched the *Emprende Unidas* program in Cuenca in FY24 Q4 in coordination with the Salesian Polytechnic University of Cuenca (UPS), COAC Jardin Azuayo, and Hacienda Panas as a multidisciplinary and interinstitutional activity, aimed at reaching women survivors of GBV. The program trained 50 women, including 22 GBV survivors, in both individual and associative entrepreneurship, and offered them the opportunity to compete for seed capital. Participants also received training in emotional empowerment, self-esteem, self-care, and assertive communication. With support from Hacienda Panas, participants had access to individual and group psychological support, while Jardin Azuayo provided training on associative businesses, and the University offered its facilities for in-person workshops and technical assistance to finalize business plans, supported by the university students. As a result, 44 women graduated from the program and 22 business plans won seed capital funding, including one associative business formed by eight women. In total, 29 women benefited from the financial boost of the seed capital. The program continues into FY25, focusing on the incubation process for seed capital recipients with technical support from the gender component for all 44 women who completed the first phase of the program.

In FY24, EIP strengthened the life plan methodology to adapt to the specific needs of each beneficiary group, including women survivors of GBV and LGBTQI+ individuals. This approach facilitated the step-by-step development of life plans for 99 women and LGBTQI+ individuals. Additionally, due to the binational nature



Photo 13: During a workshop with Patronato San José, participants learn how to develop a life plan based on their strengths and challenges, with a gender focus.

of the project, the life plan workshops incorporate elements designed by both countries to leverage learnings and are adaptable to virtual and in-person settings.

Finally, EIP recognizes that psychosocial support is essential for GBV survivors to engage with the programs and opportunities offered by the project. The ability to refer participants to Hacienda Panas for psychological support or to reinforce ongoing support is crucial for ensuring that participants can successfully complete the livelihoods activities supported by the project. Further, in-person support spaces created by Hacienda Panas for participants of the *Emprende Unidas* program offer emotional crisis intervention and tools for the empowerment of women entrepreneurs.

Planned Activities for Next Quarter

In the next reporting period, EIP will design a binational methodology for the development of a report measuring the impact of the project's GBV route on participants, as well as a Gender Training Cycle for EIP project partners and allies, including partners from both Ecuador and Peru. Additionally, EIP will continue implementation of the Gender Plan in both countries.

Peru

- Coordinate a women's gathering in commemoration of the International Day for the Elimination of Violence Against Women.
- Continue the implementation of the 3rd cohort of *Grandiosas* in collaboration with Movimiento Migrante.
- Complete the 1st cohort of "Boss Woman" and implement the "Boss Lab" phase for the 2nd cohort in Lima and Arequipa.

Ecuador

- Develop a Best Practices Guide for Supporting Women Entrepreneurs in coordination with UPS. The Guide will compile the experiences of advisors supporting program participants as well as the challenges and vulnerabilities faced by the 44 women who graduated from the *Emprende Unidas* program.
- Implement life plan workshops, beginning with Casa de la Mujer in Manta.

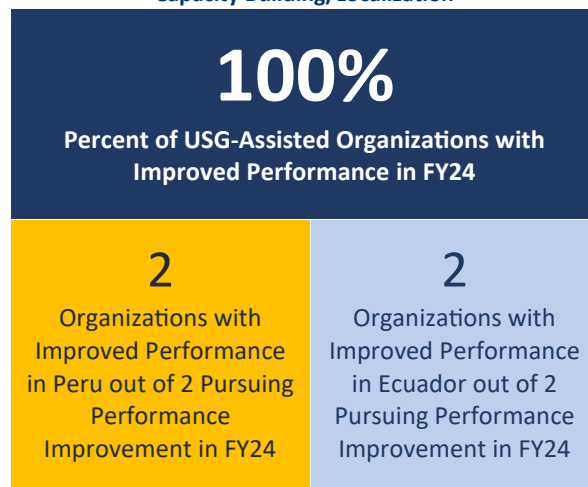
SUPPORTING CAPACITY BUILDING/ LOCALIZATION



Project Progress

The capacity building strategy is guided by EIP's technical team with the aim of building on strengths and systems of local organizations and supporting them to serve migrants and other traditionally excluded groups affected by inequity in the provision of and access to financial services and economic inclusion. Following a process of identifying the local organization's priorities and completion of a diagnostic assessment adapted from the Organizational Performance Index, EIP and each individual local organization jointly identify capacity building activities and select annual indicators to measure progress for each local organization. The institutional strengthening activities aim to have a comprehensive impact on local organizations, improving organizational performance in priority areas by providing tools and strategies to improve quality of services, strengthen business models, and encourage new initiatives that will allow the organizations to expand their reach. Throughout the LOP, EIP will work with a total of five local organizations, three in Peru and two in Ecuador, to provide capacity building support to encourage improved organizational performance. In FY24, EIP worked with four organizations, two in Peru and two in Ecuador, to formally pursue performance improvement, given delays in the development and documentation of the diagnostic assessment with the third organization in Peru. To report on this annual indicator, in FY24 Q4, EIP measured improvements in organizational performance as defined by the annual indicators selected jointly with each organization to measure progress. EIP measured and recorded the resources allocated for organizational capacity development, organizational performance improvement priorities, performance solutions implemented, and a description of improvement in organizational performance to document the measurable improvement, if any, in organizational performance during FY24 for each local organization. In FY24, four of the four, or 100%, of the local organizations receiving capacity building support have a measurable improvement in organizational performance during the FY, exceeding EIP's target of 40% of USG-assisted organizations with improved performance in FY24.

Figure 29: Performance Indicators - FY24 – Supporting Capacity Building/Localization



Peru

In FY24, EIP identified the three organizations in Peru to receive capacity building support for the LOP: UVIP, APPV, and Veneactiva. Given delays in the submission and validation of documentation for the completion of the diagnostic assessment with Veneactiva, EIP will begin formal capacity building activities with Veneactiva in the next reporting period to measure organizational performance improvement in FY25. However, throughout FY24, EIP supported all three organizations with methodology transfers to facilitate efforts for local organizations to improve their value proposition, especially as related to the design and implementation of livelihoods and prevention of GBV strategies, in order to promote sustainable processes to facilitate economic integration. EIP supported the transfer of the project's entrepreneurship methodology to APPV and Veneactiva, including training technical teams; sharing access to EIP's mentorship model; sharing EIP's digital tools including ENKO, HOPE, and Yo Decido; and providing technical support to continue to identify opportunities for improvements throughout implementation. As a complement to employment strategies, EIP also transferred the Employment Club (*Club de Empleo*) methodology to Veneactiva and UVIP to support effective training and selection processes with private sector businesses. And, in FY24, EIP transferred the project's life plan methodology to UVIP, APPV, and Veneactiva, as an important tool to support personal planning through the identification of goals and actions to achieve personal objectives,

with the goal of facilitating access to sustainable livelihoods, following a process of promoting psycho-emotional stabilization for beneficiaries.

During the FY24 reporting period, EIP worked with UVIP and APPV to improve their institutional strategies, process management, and technical capacities in order to contribute to the sustainability of each local organization. Capacity building activities implemented in FY24 in Peru include working with each organization individually to develop or update their Strategic Plans, transferring methodologies to strengthen the value proposition for their beneficiaries, and improving monitoring and data management processes.

In FY24, following the completion of the individual organizational diagnostic assessments, EIP worked with UVIP and APPV to support the development of institutional capacity building work plans and begin implementation of the priority activities identified as part of these plans. Working individually with UVIP and APPV, EIP held workshops with organizational leadership to prepare three-year Strategic Plans which will serve as the strategic orientation for each organization and define the priority areas for each organization to generate greater institutional strength, positioning, and sustainability. Both organizations developed Strategic Plans oriented towards generating improved positioning based on their current trajectory and recognition of their work; strengthening internal management processes, including monitoring and data management; and generating opportunities for new projects with private and public sector allies as well as new initiatives that offer the opportunity to reach a larger number of beneficiaries through an integrated and sustainable approach.



Photo 14: EIP supports capacity building efforts with APPV to develop the organization's Strategic Plan.

In FY24, EIP also began capacity building efforts to support strengthening the monitoring, evaluation, and learning (MEL) capacities of the local organizations supported through this project component. EIP held working sessions with UVIP to address basic MEL concepts, functions, and responsibilities, sharing the collaborative framework, objectives, and tools that WOCCU's MEL team utilizes. EIP also reviewed the structure of EIP's MEL Plan with UVIP as an initial step toward supporting the development of a similar document to guide UVIP's MEL activities and initiated the implementation of workshops focused on administration and quality control of data. EIP worked with APPV to develop training and support activities to promote effective administration of information and data in order to support institutional data organization efforts. Recognizing that a lack of data management and analysis processes and tools is a limitation for the local organizations to apply to new project opportunities, EIP's efforts to support the MEL activities of local organizations through the capacity building component seek to support the sustainability of these organizations.

In FY24, EIP also supported APPV with the implementation of an accounting system and the development of a manual of accounting procedures, to improve its internal financial and accounting management and organization. The technical support provided by the EIP team for implementation of the new accounting processes and reporting is integral in strengthening the capacity of APPV to apply for new projects and resources to support organizational sustainability.

Ecuador

In FY24, EIP began working with Fundación Haciendo Panas, in Cuenca, and FUNDASOF, in Quito, to provide organizational capacity building support. After applying a diagnostic assessment adapted from the Organizational Performance Index, EIP worked with the two local organizations to complete a self-diagnosis process and analyze their current organizational capacity from a new perspective. Throughout the course of FY24, EIP worked with each organization individually to develop capacity building work plans focused on

strategic elements for institutional strengthening, including transfers of EIP methodologies and the co-creation of management models.

In FY24, EIP worked with FUNDASOF to provide support for the development of a Strategic Plan, including the organization's operating plan and budget, as well as a methodology for identifying new markets. EIP's work with FUNDASOF generated important developments for the institutional strengthening of the organization, including support for the development of a tool to improve project MEL. Part of this process included the design and implementation of a methodology to gather and process lessons learned, to promote improvements in future implementation. This methodology will allow FUNDASOF to adjust and optimize their strategies, strengthening the impact of its initiatives for developing and strengthening entrepreneurs. As of the end of the reporting period, the tool is undergoing validation and adjustments in order to be applied to the organization's programs.

Similarly, working with Hacienda Panas, in FY24, EIP held various in-person meetings with the organization's leadership, technical team, and beneficiaries to lay the foundation for the organization's Strategic Plan, focused on strengthening institutional capacity and promoting long term sustainability. EIP also worked with Hacienda Panas to identify new business opportunities, providing advisory support for the application process for grants and contracts, especially those related to international cooperation and work with Venezuelan migrants, survivors of GBV, and youth leadership, in order to promote the sustainability of the organization. As part of this process, EIP supported Hacienda Panas with the development and adjustment of key tools, including an operating plan and corresponding budget, to support efficient resource and activity planning. Additionally, EIP supported the initial stages of developing a methodology to identify new markets and characterize the current and potential target populations to support Hacienda Panas with diversification of services and to strengthen the organization's value proposition.



Photo 15: EIP held a strategic diagnostic workshop with Fundación Hacienda Panas.

Planned Activities for Next Quarter

Peru

- With UVIP and APPV: Hold follow-up sessions on the implementation of the strategic plans, as outlined in the institutional capacity building work plans. Continue activities to support training and implementation of tools to support each organization's MEL capacities. Identify processes requiring strengthening, improvements, or documentation as related to internal management.
- With Veneactiva: Formally present the results of the diagnostic assessment and develop the organization's institutional capacity building work plan.

Ecuador

- With FUNDASOF and Hacienda Panas: Support the development of trainings for the generation of processes as well as for the development of product catalogs. Provide training on effective institutional communication.

CROSS-CUTTING THEMES



RESULTS TO DATE:

76% of entrepreneurship program participants, **64%** of employment programs participants, and **54%** of individuals financially included are **women**.

23% of entrepreneurship program participants, **22%** of employment programs participants, and **31%** of individuals financially included are **youth (ages 18-29)**.

Gender Inclusion

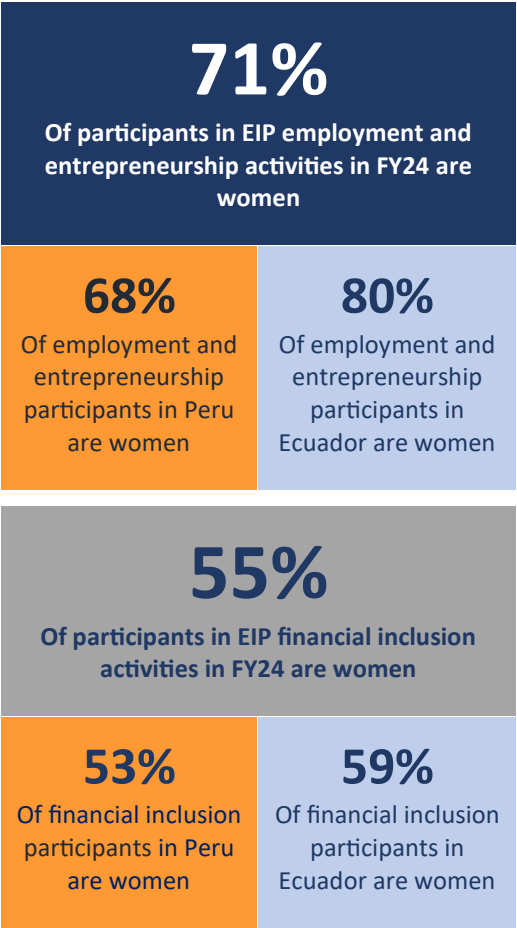
Across all project components, EIP works to address the barriers to economic inclusion and participation that many women and LGBTQI+ individuals face in Peru and Ecuador. To better understand the socioeconomic challenges faced by LGBTQI+ individuals, EIP collaborates with project partners, including Fundación Equidad, which coordinated with the Ecuadorian Institute of Statistics and Censuses (INEC) on the study “Research on the Living Conditions and Social Inclusion of the LGBTQI+ Population.” Additionally, EIP accesses the Agenda for Gender Equality, which includes valuable statistics and analyses based on information from INEC. As EIP seeks to reduce gender gaps and promote gender equity throughout program implementation, EIP incorporates targeted programming and activities to support women and LGBTQI+ participants and encourage their economic integration.

Continuing EIP’s commitment to integrating a gender perspective across all components, in FY24, the project completed the design of the 2024-2026 Gender Plan for Peru and Ecuador. After conducting a diagnostic assessment on how EIP’s gender-sensitive approach crosscuts the project’s routes, EIP prepared the Gender Plan which encompasses the project’s objective to promote gender equity in economic inclusion and ensure that all people, regardless of their gender, gender identity, or gender expression, have equitable access to opportunities to achieve their financial autonomy. The plan identified the following actions for implementation over the next two years: (I) Strengthening the EIP team in the gender-sensitive approach and intersectionality by continual training in the design and execution of effective actions in their respective areas; (II) Training and assisting partners and allies to incorporate actions for promoting the gender-sensitive approach and intersectionality in their programs; (III) Implementing tools that foster psycho-emotional development, entrepreneurship, employability, and financial inclusion to reduce gender gaps; and (IV) Facilitating training processes and generating strategies for GBV prevention and care in all EIP components.

In FY24, EIP developed methodologies and tools within the Gender Plan directly impacting the project’s technical team, partners, allies, and program participants. EIP will continue implementation of the Gender Plan through the LOP, strengthening the EIP team through training on gender and intersectionality for application in the design and implementation of activities across components and training and supporting strategic partners and allies to integrate gender-focused strategies and actions into their programs.

As part of the EIP Gender Plan, in FY24 the project implemented the Gender Perspective Toolkit for partners and allies to ensure the sustainability of social transformation processes that promote gender equity, GBV prevention, and economic inclusion. The training sessions are structured at three levels: awareness, knowledge, and analysis, to help participants understand concepts related to gender, diversity, sexuality, feminism, GBV, and the construction of gender-focused indicators. These training sessions also emphasize the crucial role of GBV prevention and the reduction of existing gaps in economic inclusion. In FY24, nearly 50 collaborators from 14 partner organizations participated in this process.

Figure 30: Performance Indicators - FY24 – Gender Inclusion



Peru

In FY24, EIP continued to incorporate a gender inclusion approach across EIP's components to reduce gender gaps and promote equity throughout the project activities and cities of implementation. To implement the gender inclusion approach, EIP provides ongoing training and support to partners and allies interested in integrating and expanding measures related to gender and intersectionality, both directed at the project's target population and within the institutions themselves.

Additionally, EIP organized various activities with strategic partners and allies to provide employment opportunities that incorporate a gender inclusion approach. In commemoration of the International Day for the Elimination of Violence Against Women in November 2023, EIP held the *Empodérate Mujer* job fair in coordination with the Municipality of Barranco in Lima. The event featured participation from 10 private sector companies, including prominent firms ADCCO, CENCOSUD, and ATENTO, committed to hiring women. Additionally, 16 entrepreneurs from EIP and *Casa de la Mujer* in Barranco showcased and sold their products at the fair. The 1,085 individuals who attended the fair accessed employment and financial education workshops as well as financial services and products from three partner financial institutions. EIP also offered a dedicated area, staffed by trained personnel specialized in playful learning, to provide care for the children of attendees. In celebration of International Women's Day in March 2024, EIP and Veneactiva coordinated a virtual job fair "Valuable Women" (*Mujeres Valiosas*), aimed toward migrants and women seeking labor opportunities. Of the fair's 113 participants, 66 applied for 180 vacancies at participating private sector companies (Konecta, Concentrix, and Talento Plus, among others). In addition to the virtual job fair, Veneactiva manages the *valiosos.org* platform, where 25 additional women applied for positions including receptionist, physician, and accounting assistant. This innovative format aims to promote autonomy and economic inclusion by allowing attendees to learn about and apply for job openings, receive tips on optimizing and customizing their CVs to make them more appealing to the job market, and participate in presentations on gender equity and women's positioning in companies. Throughout FY24, EIP remained committed to promoting opportunities for women to access labor market opportunities; EIP implemented three cohorts of *Lidera tu Empleabilidad* and *Club de Empleo* in collaboration with UVIP this year, with women making up 68% of participants.

EIP is also committed to gender equity and economic empowerment by enabling women to not only access financial education but also benefit from financial products and services tailored to their specific needs. In FY24 Q4, EIP coordinated financial empowerment workshops for women in various regions of the country with strategic partners including APPV, TRANS-Organization for the Human Rights of Trans People, Caja Trujillo, and Movimiento Migrante. During these workshops, over 300 women learned about managing their personal finances, saving, and accessing loans. This initiative equipped them with tools to improve their economic situation and fostered the creation of support networks to enhance their confidence and ability to make informed financial decisions. Additionally, EIP continued to expand its gender equity and economic empowerment initiatives to the target intervention cities beyond Lima in FY24, including holding two key financial inclusion activities in Arequipa in FY24. First, EIP collaborated with the Red Cross and the GTRM to hold a financial services fair, "Add to Peru" (*Súmale al Perú*), with over 400 attendees, including 70% women. The event promoted awareness about the availability of tailored financial products and facilitated access to opportunities that enhance women's financial inclusion. During the fair, the project conducted specific



Photo 16: EIP promotes the economic empowerment of women through collaboration with partners, including UVIP and the *Crecer en Perú* program.

workshops on savings and entrepreneurship, resulting in increased female participation in the use of financial services. Second, EIP partnered with ADRA to implement a personalized financial advisory program aimed at women entrepreneurs. The program benefited over 500 participants throughout FY24, providing guidance on managing loans and savings and offering training sessions on business skills. The program culminated in the “They Call Me Migrant” (*Me Lllaman Migrante*) entrepreneurship fair, where 32 women from the program showcased and marketed their products and services.

In FY24, 70% of individuals who received financial education training, 73% of entrepreneurship webinar participants, and 61% of individuals who recognized educational or professional credentials through EIP support in Peru are women. These results reflect EIP’s commitment to supporting livelihoods opportunities for women to reduce gender gaps across the project’s components.

Ecuador

In Ecuador, EIP coordinated with three grantees, CODEIS, FUDELA, and FUNDASOF, to conduct three two-hour training sessions to transfer the project’s methodology for raising awareness of GBV. Throughout FY24, EIP and partners trained a total of 854 individuals through the GBV Awareness session across all cohorts convened by EIP’s three grant recipients. EIP observed the first sessions led by each grantee to ensure the workshop was properly executed. Additionally, the three grantees are participating in the Gender Training Cycle, enabling them to implement gender-focused actions throughout their activities and processes.

In FY24 Q4, EIP conducted the “Violet Employment” (*Empleabilidad Violeta*) webinar in coordination with Ecuador’s Ministry of Labor, with a total of 41 Venezuelan and Ecuadorian participants. The webinar highlighted the benefits of the Ministry’s Violet Employment Project and showcased the vital role that women play in small and medium-sized enterprises, reinforcing the project’s role in promoting gender equity. The Violet Employment Project aims to inform individuals, particularly women, about the benefits of the “Violet Economy Law” (*Ley de Economía Violeta*), which promotes equality of rights, raises awareness among private companies, and provides incentives for hiring women. EIP also held the “Violet Economy Law” webinar in FY24 Q4 with the Ministry of Labor to introduce and analyze Ecuador’s Violet Economy Law. The webinar highlighted how this legislation supports women’s employment and entrepreneurship, while addressing questions regarding its application in the country. A total of 36 Venezuelan and Ecuadorian women attended this event. Finally, EIP established a strategic partnership with the Ministry of Labor which strengthened the recruitment and participation of women in virtual workshops implemented in collaboration with the project, with women as 73% of attendees. The workshops addressed topics including labor relationships and assertive communication, the job search, use of the public service employment platform, and the Violet Economy Law.

During FY24, EIP coordinated with COAC Jardin Azuayo to train the *Emprende Unidas* program cohort in Cuenca. As part of this program, EIP implemented the life plan methodology and provided entrepreneurship training through the *Campamento Emprendedor*, while Jardin Azuayo led training on key topics including strengthening associative businesses. Additionally, in FY24 Q3 and Q4, EIP held a financial education workshop and a financial *jornada*, both exclusive to this group, to promote financial inclusion. These two events had 35 Venezuelan participants from the *Emprende Unidas* program, with 83% of them being members of Jardin Azuayo due to support from EIP.

As a result of EIP’s combined efforts with strategic allies and partners, throughout FY24, 59% of individuals financially included in Ecuador are women, highlighting EIP’s impact working with credit unions and financial entity partners to bridge gender gaps in financial inclusion. And, 72% of individuals who received financial



Photo 17: EIP beneficiary, Jaqueline, is a Venezuelan participant in *Campamento Emprendedor* and *Desarollo Emprendedor* in Ecuador.

education training in Ecuador through EIP support this FY are women. These results reflect the effectiveness of EIP's strategies to reduce gender gaps and highlight the relevance of EIP's financial education initiatives for the training and financial empowerment of women. In addition, the high female turnout at in-person and virtual events, including webinars, fairs and workshops, and interest among women to recognize their degrees not only validates the effectiveness of EIP's interventions but also contributes to the economic empowerment of women. In FY24, 66% of entrepreneurship webinar participants and 65% of individuals who recognized educational or professional credentials through EIP support in Ecuador are women.

Youth Economic Inclusion

Throughout project components, EIP incorporates a cross-cutting focus on the economic inclusion of youth under the age of 36 years, focusing on the group aged between 18 and 29 years as a target population, reflected in the results presented in Figure 28.³

The results of EIP's "Integration Study of Migrants and Refugees in Peru and Ecuador" presented this year show the project's positive impact on the economic inclusion of youth in both countries, highlighting that the project's beneficiaries between the ages of 18 and 29 years old are the age group with the highest monthly income: USD \$432 in Peru and USD \$569 in Ecuador. This finding underscores the effectiveness of EIP's strategies for promoting youth economic inclusion, as it starkly contrasts with the traditional income gaps seen among non-EIP groups. Within the study, non-beneficiary youth earned only USD \$125 on average, much lower than the \$187 earned by those aged 30-44 and \$236 earned by those aged 45-59. Likewise, when considering the integration index, specifically the economic dimension, EIP's beneficiaries from this age group perceived the highest economic integration (0.46), surpassing other age groups for both EIP and non-EIP participants. This is an important finding that allows EIP's technical team to identify the impact of the project's strategies to achieve migrant integration, especially the integration of migrant youth.

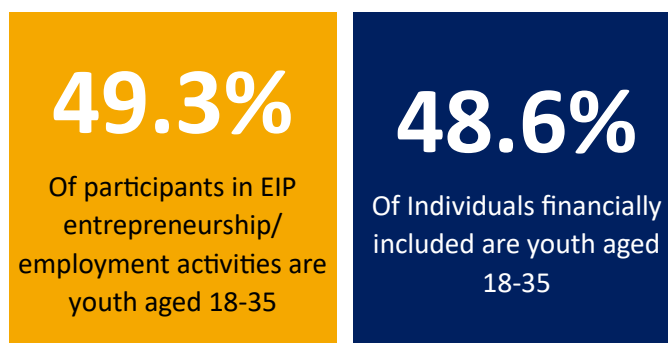
Additionally, EIP's success in supporting the financial inclusion of youth, as evidenced in Figures 31 and 32, to the right and below, highlights the success of EIP's strategies in reaching this population. Drawing on WOCCU's experience that the average age for credit union members is 55 years and older, these results show that the project is generating a refresh in membership of partner financial entities, reflecting greater future opportunities for growth. The project strategies in successfully reaching youth, which leverage digitalization and virtual tools, represent an important lesson learned for replication to achieve youth financial inclusion.

Figure 31: EIP Economic Inclusion of Youth (between the ages of 18-29 years old) (Results to Date)



³ EIP performance indicators, tracked in the IPTT, disaggregate data by age, classifying youth as individuals from 18 to 35 years old.

Figure 32: EIP Economic Inclusion of Youth (between the ages of 18-35 years old) (Results to Date)



Peru

Throughout Y4, EIP continued to leverage its strategic alliances to promote the inclusion of youth in project activities. In FY24 Q2, EIP coordinated the first iteration of the “My First Job” (*“Mi Primera Chamba”*), job fair in collaboration with the Ministry of Labor and Employment Promotion’s Employment Center with 932 youth participants, including 85 participants who obtained a job placement as a result of their participation.

To reach the most traditionally excluded youth, in FY24 Q3, EIP conducted three training sessions with 90 young offenders under correctional supervision, including 88 Peruvians and two Venezuelans, who are transitioning back into the community and seeking access to formal jobs. These trainings aimed to provide the tools necessary to avoid reversion to crime. Held in collaboration with the Municipality of Lima’s Deputy Director of Economic Development and the Ministry of Justice and Human Rights’ Non-Custodial Socio-educational Measure Management Unit, the sessions provided participants with knowledge on developing successful CVs, personal marketing, and job interview preparation to support their employability skills.

In FY24 Q4, EIP organized youth employment clubs targeted to support young people seeking their first job. Organized with UPN and Supermercados Peruanos, these clubs provide youth with employability tools through participation in three sessions, covering topics such as high-impact CVs, effective communication, customer service, and job interview preparation.

This year, EIP also participated in the “BN Connection” fairs organized by Banco de la Nación in cities including Lima, Piura, and Arequipa, reaching over 1,000 participants. Through these events, EIP provided information on financial products and conducted practical workshops on financial education. Notably, young people aged 18 to 30 represented 60% of attendees. These young participants also took part in financial education workshops through these fairs, engaging in interactive activities focused on using digital tools for financial management, as well as information sessions on credit and savings.

Figure 33: EIP Economic Inclusion of Youth (between the ages of 18-29 years old) in Peru (Results to Date)



Additionally, in FY24, in coordination with Banco de la Nación, EIP launched the Financial Recovery Pilot program, aimed at developing a comprehensive solution for individuals (primarily youth and women) who are reported negatively by credit bureaus, leading to exclusion from the financial system. The first phase will include employees and clients of Banco de la Nación and will later expand to other project partners and sectors of the population. Based on the results, the Bank plans to elevate this strategy to the level of public policy. In FY24 Q4, EIP began the data analysis, client segmentation, and initial product design processes and will continue with the pilot in the next reporting period.

Ecuador

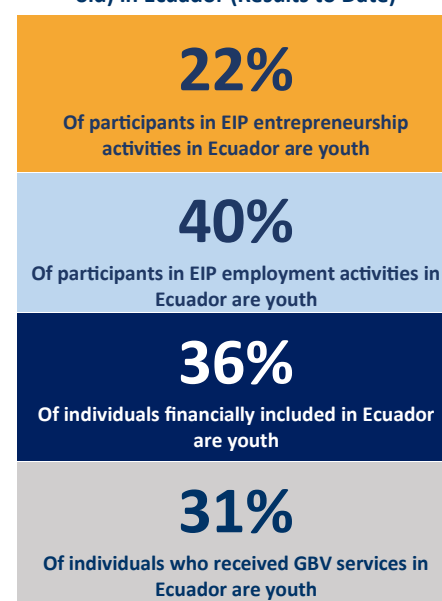
In Ecuador, implementation of the Basic Account in FY24 has specifically benefited youth, many of whom are accessing the financial system for the first time. With this product, EIP partner credit unions have taken a crucial step toward enhancing financial inclusion for youth; in FY24 Q4, 22% of new Basic Account holders are young people aged 18-29. Young migrants, previously limited by only having Venezuelan ID cards, now have opportunities to start their financial journey in Ecuador. By joining credit unions, they gain access to essential financial services and begin using mobile apps and digital tools, setting the stage for greater economic stability.

EIP's continued emphasis on facilitating financial inclusion for youth resulted in a first-place recognition from SEPS in the Global Money Week 2024 campaign in the "Private Sector – Synchronous Coverage" category. This award specifically highlighted EIP's efforts in providing financial education to youth aged 18 to 29, highlighting the project's commitment to supporting financial inclusion of this target population.

Throughout the reporting period, EIP also introduced and expanded the "Life Plan for Youth with a Productive Focus" (*Proyecto de Vida para Jóvenes con Enfoque Productivo*) methodology in Ecuador. The methodology incorporates important tools for the youth demographic, including the "Dreams Map" (*Mapa de Sueños*) which encourages participants to develop a life plan with objectives and deadlines. Building from the pilot which occurred in FY24 Q3 with 41 participants in Quito, EIP expanded this programming in FY24 Q4, reaching an additional 22 youth, between the ages of 18-29, in Guayaquil to support their personal and economic development. An impactful part of this process is the focus on personal development, motivation, and self-awareness. Participants also received training on CV preparation, with a focus on sharing strategies for youth currently in school or with little labor market experience.

Additionally, in FY24 Q3, in Quito, in collaboration with MIES, the project supported the Youth Employment Convention, providing the opportunity for the 357 youth attendees to connect with the 10 participating businesses offering 135 job openings. The President of Ecuador attended the event, sharing a motivating message to participants emphasizing that youth can contribute great things to the country as age is not an impediment. Following this event, EIP transferred the "Life Plan for Youth with a Productive Focus" (*Proyecto de Vida para Jóvenes con Enfoque Productivo*) methodology, including the module on CV preparation for youth, to MIES, at its request, for the Ministry to implement with its beneficiary population.

Figure 34: EIP Economic Inclusion of Youth (between the ages of 18-29 years old) in Ecuador (Results to Date)



In FY24 Q4, EIP initiated the process to update and adapt content for the Youth Entrepreneurship Bootcamp, incorporating a “Business Ideation: Creative Problem Solving and Design Thinking” session to the methodology, recognizing that for the youth population, tools for business ideation are especially key. EIP worked to identify free digital tools including Canva, Nearpod, and Mentimeter to support with the business ideation exercises as well as refocused content with relevant examples for youth.

Throughout FY24, EIP worked closely with the Pontifical Catholic University of Ecuador and UPS to collaborate on efforts to strengthen and support EIP entrepreneurs. EIP trained 77 youth on the development of business plans, entrepreneurship methodologies, business models, financial planning, pitching, and storytelling, among other topics, so they can, in turn, support project entrepreneurs in these areas. EIP also shared information about working with the migrant and refugee population as well as working with women and the LGBTQI+ community for the students to be well equipped to support project participants. The process of working closely with EIP entrepreneurs has generated opportunities for these students to gain technical knowledge, empathy, and resilience, while applying knowledge gained in their studies to support the successful advancement of the entrepreneurial businesses of project entrepreneurs.

Planned Activities for Next Quarter

Peru

- Transfer EIP’s Financial Education Methodology to TRANS-Organization for the Human Rights of Trans People and Ayllupi.
- Hold a virtual job fair with Veneactiva aimed at supporting employment for youth.
- Launch a new employability skills training course with the National Program of Youth Centers to promote employment of traditionally excluded youth.

Ecuador

- Hold life plan workshops and provide support for youth, with a focus on young Venezuelans, who lack previous work experience, to strengthen their CVs and subsequently connect them with the job market through an employment fair in Guayaquil, in coordination with MIES.
- Pilot the *Campamento Emprendedor* program with youth, inviting youth participants from the life plan workshops and providing support with topics including business ideation, which has been identified as a need among youth beneficiaries.

MONITORING, EVALUATION, AND LEARNING



EIP Monitoring, Evaluation, and Learning Indicators

In FY24, EIP continued its commitment to effectively manage project information and data. Activities including training in data collection, data compilation, and quality control, as well as the enhancement of EIP's data information management system (SYSEIP) for the project's second phase of implementation, have ensured the quality and timeliness of the information necessary for strategic decision-making.

Additionally, in FY24, EIP's MEL team played a fundamental role in supporting various research and learning initiatives, including the dissemination of the 2023 Economic Inclusion Study in Peru, finalized in November 2023, and supporting GRADE, the company contracted by USAID to conduct the external evaluation of the project's first phase of implementation. The support included providing GRADE with reports, summaries, and pertinent data regarding activities and results. Additionally, the MEL team aided GRADE in identifying and connecting with partners and beneficiaries for interviews. Further, the MEL team conducted the EIP Integration Study (using Stanford University's IPL methodology) to deepen the understanding of the integration of Venezuelan migrants in the project's countries of intervention and generate valuable inputs for strategic decision-making. Additionally, the MEL team completed the Y4 Annual Survey of EIP participants to evaluate project indicator performance and validate achievements related to increases in income and improvements in labor conditions (Indicators: E/E 2.1 and E/E 2.2). A summary of findings for both the EIP Integration Study and the Y4 Annual Survey is included in a subsequent section of this report.

In collaboration with EIP's technical team, in FY24, the MEL team implemented the USAID CBLD-9 indicator, leveraging a diagnostic assessment adapted from the Organizational Performance Index. This joint effort established a robust framework for assessing the impact of EIP's institutional strengthening activities to enhance the performance and sustainability of local organizations. Throughout FY24, EIP demonstrated its ability to generate relevant and timely information, significantly contributing to the achievement of the project's objectives.

The table below presents EIP's results to date through September 30, 2024, against the LOP targets. EIP anticipates reaching all LOP targets by the end of the project period of performance. Disaggregation of results by country can be found in Annex F: IPTT FY24.

Table 1: MEL Indicator Results (Results to Date)

#	Performance Indicator	Results to Date	Results to Date (Ecuador)	Results to Date (Peru)	Project Target	%
E/E.1.1	Number of EIP beneficiaries receiving support to promote new or better employment/entrepreneurship, including through training, mentoring, recognition/revalidation of diplomas or professional or technical certifications or other support	19,811	7,931	11,880	27,000	73.37%
E/E.1.2	Number of Venezuelan EIP participants who recognized and/or revalidated diplomas or professional or technical certifications	4,038	38	4,000	8,000	50.48%
E/E.2.1	Number of individuals with new or better employment or businesses following participation in EIP-assisted programs	6,188	2,745	3,443	6,750	91.67%

E/E.2.2	Average percentage change in average income generated through entrepreneurship and employment initiatives through EIP support [^]	25.77%	23.66%	27.98%	10%	257.73%
E/E.3.1	Number of private sector partners engaged on the value of hiring Venezuelans and local EIP program participants	266	137	129	280	95.00%
E/E.3.2	Number of public and private institutions that apply employment or entrepreneurship promotion methodologies developed with EIP support	33	17	16	15	220.00%
3.1.1 (EG 4.2.1)	Number of clients benefiting from financial services provided through USG-assisted financial intermediaries, including non-financial institutions or actors	181,117	72,789	108,328	240,000	75.47%
3.1.2	Number of loans to participants as a result of EIP support	18,280	7,428	10,852	15,000	121.87%
3.1.3	Dollar value (USD) of loans to participants as a result of EIP support	\$19,243,543	\$13,309,394	\$5,934,149	\$20,000,000	96.22%
3.2.1	Number of individuals receiving financial education and financial literacy training through EIP support	24,849	10,106	14,743	30,000	82.83%
3.3.1	Number of new or adapted financial products or services developed with EIP-supported financial institutions	24	12	12	24	100.00%
4.1 (GNDR-6)	Number of people reached by a USG funded intervention providing GBV services	958	324	634	1,200	79.83%
4.3	Percentage of women participants in EIP employment and entrepreneurship activities	71.83%	73%	71%	60%	119.72%
4.4	Percentage of women participants in EIP financial inclusion activities	54.33%	55.20%	53.75%	50%	108.66%
5.1 (CBLD-9)	Percent of USG-assisted organizations with improved performance	100%	100%	100%	80%	125%

[^]3,979 participants reported significantly increased earnings (or business income) cumulatively by the end of Y4.

The table below presents quarterly results for FY24 of the project, specifically from October 1, 2023, through September 30, 2024, compared to the Y4 targets. Indicators E/E. 2.1, E/E. 2.2, and 5.1 are measured annually; therefore Y4 data for these indicators are reported in FY24 Q4. EIP reached or exceeded all Y4 indicator targets, except for E/E.1.2. As mentioned previously in the report, in FY24, EIP submitted an additional 1,639 titles to SUNEDU in Peru for recognition that are still pending approval, as of September 30, 2024. The timely approval of these titles would have resulted in EIP exceeding the Y4 target for its title recognition indicator, but the approval processes have been delayed in both countries this year due to regulations that generate bottlenecks in the title recognition process with SENESCYT in Ecuador and delays caused by bureaucratization of approval processes in SUNEDU in Peru. Changing requirements, delays, and obstacles presented by the national entities responsible for degree recognition have affected response times for beneficiaries whom EIP supports with recognition or revalidation of diplomas or professional or technical certifications. EIP continues to adapt in response to changes, follow-up on cases being processed, and

support improvements in degree recognition processes in order to promote results for Indicator E/E.1.2. Disaggregation of results by country can be found in Annex F: IPTT FY24.

Table 2: Year 4 MEL Indicator Results (Results by Quarter)

#	Performance Indicator	FY24 Q1	FY24 Q2	FY24 Q3	FY24 Q4	Y4 Total	Y4 Target	%
E/E.1.1	Number of EIP beneficiaries receiving support to promote new or better employment/entrepreneurship, including through training, mentoring, recognition/revalidation of diplomas or professional or technical certifications or other support	448	927	1,503	3,723	6,601	6,600	100.02%
E/E.1.2	Number of Venezuelan EIP participants who recognized and/or revalidated diplomas or professional or technical certifications	142	304	533	519	1,498	2,300	65.13%
E/E.2.1	Number of individuals with new or better employment or businesses following participation in EIP-assisted programs	N/A	N/A	N/A	1,501	1,501	1,300	115.46%
E/E.2.2	Average percentage change in average income generated through entrepreneurship and employment initiatives through EIP support	N/A	N/A	N/A	14.40%	14.40%	10%	144.00%
E/E.3.1	Number of private sector partners engaged on the value of hiring Venezuelans and local EIP program participants	1	50	42	0	93	70	132.86%
E/E.3.2	Number of public and private institutions that apply employment or entrepreneurship promotion methodologies developed with EIP support	13	9	1	2	25	4	625.00%
3.1.1 (EG 4.2.1)	Number of clients benefiting from financial services provided through USG-assisted financial intermediaries, including non-financial institutions or actors	13,651	15,574	12,177	15,763	57,165	50,000	114.33%
3.1.2	Number of loans to participants as a result of EIP support	3,358	637	3,035	2,073	9,103	2,600	350.12%
3.1.3	Dollar value (USD) of loans to participants as a result of EIP support	\$3,055,164	\$699,296	\$2,111,018	\$1,077,648	\$6,943,176	\$3,200,000	216.97%
3.2.1	Number of individuals receiving financial education and financial literacy training through EIP support	2,124	1,852	1,296	2,495	7,767	6,000	129.45%
3.3.1	Number of new or adapted financial products or services developed with EIP-supported financial institutions	1	5	0	3	9	7	128.57%
4.1 (GNDR-6)	Number of people reached by a USG funded intervention providing GBV services	106	31	152	49	338	300	112.67%
4.3	Percentage of women participants in EIP employment and entrepreneurship activities	76.34%	75.30%	73.79%	67.90%	70.88%	60%	127.23%
4.4	Percentage of women participants in EIP financial inclusion activities	54.69%	54.80%	57.11%	53.93%	55.03%	50%	110.05%
5.1 (CBLD-9)	Percent of USG-assisted organizations with improved performance	N/A	N/A	N/A	100%	100%	40%	250%

Collaborating, Learning, and Adapting

Throughout FY24, to incorporate continual process improvements and learning, EIP coordinated periodic meetings between its technical teams and partners to gather and systematize lessons. EIP incorporates these lessons learned to adapt and improve its programming, encouraging participation and input from beneficiaries and partners. Additionally, knowledge sharing across the sector is a fundamental pillar for EIP. EIP continues to promote the exchange of information at the sector level through established channels, such as GTRM and EIP's semi-annual meetings, which offer the opportunity to share learnings and best practices among diverse stakeholders. This year, EIP held semi-annual meetings in both Peru and Ecuador in December 2023 and June 2024, with the participation of USAID, beneficiaries, partners, allies, and other stakeholders.

Lessons Learned

To reflect on the project learning questions during FY24, EIP has identified lessons learned to support continual adaptation and improvements in program implementation in order to increase the project's impact and further promote the sustainability of EIP's initiatives:

- What challenges and obstacles do local organizations face in terms of capacity and what support and performance measures can best promote improved organizational performance and sustainable growth?
 - In Ecuador, EIP has recognized the need to strengthen capacity of local organizations that provide livelihoods support to improve their understanding of financial inclusion as a key component of achieving sustainable economic inclusion. By providing trainings, staff members learn about financial inclusion, the credit union sector, and practical tools to support their local communities, especially Venezuelan migrants, bolstering their ability to foster the financial inclusion of traditionally excluded sectors of the population. EIP supports these institutions to successfully promote financial inclusion, as an important complement to the livelihoods programming they have traditionally offered. EIP has transferred methodologies and tools to enhance local institutions' capacity to promote financial inclusion more dynamically and effectively, leveraging EIP's digital tools and connecting participants with partner financial institutions that offer products and services designed to meet the needs of EIP's target beneficiaries.
- What are the obstacles limiting Venezuelan migrant populations and local traditionally excluded populations from accessing and using financial services and products?
 - In Peru, EIP has recognized that a lack of regulatory clarity has generated obstacles for migrants and refugees to access financial services. Through EIP's advocacy and awareness efforts in Peru this year, SUNEDU now accepts sworn declarations of veracity with document copies when originals were lost or stolen as well as emails from issuing universities, including personal email addresses, to verify documents. These changes helped hundreds of Venezuelan professionals recognize their titles and secure formal employment, boosting their economic inclusion. EIP has also played an important role in supporting coordination among various actors to reduce barriers to access, including meeting with SUNEDU as well as professional associations to present firsthand experiences reported by participants from EIP's programming and share suggestions for improvements.
- What internal and external resources are available to launch and sustain a successful entrepreneurship and employability program?
 - Collaboration with partners and other institutions has proven to be an effective strategy to increase the reach and impact of EIP interventions. Throughout project activities, EIP has

- found that coordination with other institutions and/or allies significantly boosts effectiveness in engaging the private sector, for example. Joint initiatives with partners or allies have proven to be an effective strategy for achieving a more impactful and genuine influence on businesses. For example, EIP works with national, regional, and local government allies to promote inclusive businesses practices through initiatives such as *Ica Inclusiva*, host employment and entrepreneurship fairs, and hold informational webinars to expand the reach, impact, and sustainability of project programming. This shared approach optimizes resources and prevents overburdening participating organizations.
- The comprehensive nature of EIP's technical routes which offers a combination of different components (entrepreneurship, financial education, and GBV, for example) has proven to be key to the effective socioeconomic integration of the migrant population.

Assessment of MEL's Effectiveness in Measuring Program Performance

1. Status of evaluation activities, including the establishment of baseline data

At the beginning of project implementation, the MEL team conducted the First Economic Inclusion Study on traditionally excluded local populations and Venezuelan migrants and refugees in Peru and Ecuador. This study enabled the EIP team to establish baseline data for the program. Additionally, EIP collected data from secondary sources on the initial conditions of the population and existing systems and services to provide context and benchmark project performance. With these inputs, EIP established baseline data for all performance indicators and implemented SYSEIP to continuously monitor project performance and results. Through this system, EIP collects performance indicator and other data monthly and analyzes the data to identify trends, detect any irregularities, evaluate immediate results, inform management decisions, and when necessary, adapt implementation strategies for improvement.

In the fourth year of project implementation, EIP's MEL team carried out its annual internal evaluation, which includes surveying a sample of participants to measure and examine changes in outcome level performance indicators and collect participant feedback on satisfaction with EIP activities to measure project impact. These evaluations enable EIP to understand the scope and depth of the impact achieved across the project components, offering the opportunity to adjust approaches as required in response to findings. In FY24, between July and August 2024, EIP conducted the Fourth Annual EIP Survey with the participation of 2,040 beneficiaries. The results reveal satisfactory and positive outcomes for EIP program participants as highlighted in this report.

Additionally, in Y4, the EIP MEL team completed the EIP Integration Study with the goal of identifying the level of integration of project beneficiaries in comparison with a defined control group, in order to highlight project impact. For this study, EIP applied the methodology developed by Stanford University's IPL, considering a multidimensional perspective and analysis that encompasses six dimensions: psychological, social, economic, linguistic, political, and navigational. For this study, EIP collected survey results from 1,738 EIP beneficiaries and 1,738 non-beneficiaries (control group) in Peru and Ecuador.

2. Appropriateness of the collected data for measuring the project's impact

The EIP performance indicators were selected and finalized in consultation with USAID and EIP partners and relevant stakeholders in Peru and Ecuador. To ensure the quality of EIP activity data, the MEL team has identified data quality control measures for each indicator. The use of SYSEIP, along with data control processes, has enabled EIP to possess reliable and timely data for measuring and showcasing project progress, outputs, and outcomes of Y4's implementation against planned targets and objectives. The MEL

team's role in data validation, analysis, and reporting, and the collection of participant feedback, enables the project to gather the necessary data to comprehensively evaluate its performance and impact and make evidence-based decisions for continual improvement of project results.

3. **Identification of unanticipated challenges in collection of evaluation data**

MEL activities encountered some unforeseen challenges in the data collection for evaluation in Y4. These challenges included:

- **Difficulty in maintaining updated beneficiary databases**, due to conditions affecting the migrant population, including individuals changing address, telephone number, and/or number and type of identity document. EIP incorporates processes to update data to reduce the challenges posed by potential variation in data reported and registered in EIP's data systems related to beneficiary participation.
- **Difficulty in accessing beneficiaries during the survey process**. EIP's survey process incorporates a combination of methodologies, with the majority of surveys completed online. However, one challenge faced with this approach is a lack of response due to lack of trust in the online survey. To address this challenge, the technical teams and project partners support the survey process to ensure that beneficiaries are aware that the EIP MEL team is managing the survey to confirm the validity of the source and therefore encourage greater participation and responsiveness.

These challenges have not occurred at a level that significantly impacts EIP's evaluation efforts.

4. **Appropriateness of the overall MEL to measure performance**

Overall, the EIP MEL system and methodologies are suitable and have demonstrated to be effective for measuring the project's performance. The combination of EIP's SYSEIP, which houses all data in support of EIP indicators, rigorous data collection processes within defined timeframes, as well as the methodologies and tools developed and applied by the MEL team, allow EIP to manage timely, accurate information for decision-making within the project. MEL activities in data validation, reporting, tool development, and the collection and analysis of participant feedback through surveys in EIP's implementation evaluation processes enable EIP to gather necessary data for a comprehensive assessment of its performance.

5. **Key practical and political considerations when analyzing performance data**

EIP takes various political, social, and migratory factors into account to ensure that program results are relevant and sustainable.

- **Political factors:** Political factors have a significant influence over the effectiveness of EIP's activities to support the Venezuelan migrant and refugee population. Migration policies, in particular, define the regulatory framework that determines access to essential services, economic opportunities, and rights. By analyzing changes in policies in Peru and Ecuador, EIP seeks to understand the dynamics that can generate barriers or facilitate integration of the migrant population, adapting strategies and activities accordingly to guarantee greater efficacy.
- **Social factors:** Social factors also play an important role for EIP since they can influence the opportunities and challenges faced by Venezuelan migrants and refugees. Beyond discrimination and xenophobia, social factors including social capital, support networks, access to education and healthcare, and cultural norms significantly influence opportunities for integration and empowerment. EIP considers the diversity of social factors to design more effective and equitable interventions.
- **Migratory factors:** Dynamic migratory flows from Venezuela to Peru and Ecuador have a direct influence on the design and implementation of EIP. Analyzing migration trends reported by UNHCR,

the International Organization for Migration, and GTRM, as well as project studies, the project identifies patterns of migration as well as the characteristics and changing needs of the migrant population. This information is essential to adapt EIP's interventions and guarantee the project responds effectively to the needs of the target population.

EIP takes these factors into account when analyzing performance data to better understand the dynamic context in which the program operates, consequently enabling proactive adaptation in response to changes in migrant flows, needs of the migrant population, and host country policies, to guarantee the relevance and effectiveness of project interventions.

6. Effectiveness of evaluation activities in informing programming & implementation of learning and adaptation to create sustainability conditions

The rigorous MEL activities carried out by EIP's MEL team have generated a solid evidence base to guide informed and strategic project decision-making. By identifying the factors that influence the success of project interventions as well as identifying areas for improvement, EIP is able to optimize activities, adjust, and guarantee greater success in the achievement of expected project results.

Year 4 Studies and Annual Internal EIP Evaluation

Integration Study of Venezuelan Migrants and Refugees

To measure the integration of the migrant and refugee population supported by the project, between May and June 2024, EIP conducted the "Integration Study of Venezuelan Migrant EIP Participants in Quito and Guayaquil in Ecuador and Lima/Callao in Peru." Using the methodology developed by Stanford University's IPL, the study incorporates a multidimensional focus across six key dimensions: psychological, social, economic, political, linguistic, and navigational.⁴

The study uses a probability sample drawn from the EIP database of beneficiaries who participated in EIP programming between October 2020 and March 2023. Systematic sampling was employed to ensure the results are representative across intervention areas. More than 80% of the surveyed population of EIP beneficiaries have lived in the host country for more than four years. To determine the size of the sample, EIP considered a 95% confidence level and 5% margin of error, adjusting for a non-response rate of 20%. To effectively evaluate the impact of EIP interventions, the study incorporated a control group (non-EIP). However, due to the lack of a specific sampling framework for the Venezuelan migrant population not engaged in EIP programming, EIP employed a non-probabilistic sampling strategy. Non-EIP survey respondents were reached through the networks of EIP's project partners who serve the Venezuelan migrant population. The study results provide insights into the experiences of the Venezuelan migrant and refugee population. A summary of study findings is detailed below:

Conclusions

- The analysis reveals significant salary disparities between women and men among both the EIP and non-EIP (control group) respondents. Male EIP participants earn an average monthly salary of \$511.12, compared to \$364.70 for female participants - a 28.65% difference. Among non-EIP respondents, this gap widens substantially, with men reporting earning an average of \$325.62 per month, while women reporting earning \$150.20, a difference of 53.87%. These findings reflect the

⁴ The Immigrant Integration Index is a project of Stanford University and ETH-Zurich's Immigration Poverty Lab. The short and long versions, "IPL-12" and "IPL-24" are versatile and pragmatic ways of measuring the degree of integration of migrants. <https://www.integrationindex.org/theintegrationindex>

success of the project's activities in supporting increased income and economic integration for the migrant population, while also contributing to reduced gender gaps.

- The distribution of the IPL Integration Index reveals key differences between EIP and non-EIP respondents, reflecting varied levels of integration. Among EIP respondents, 70% of respondents have an integration index between 0.40 and 0.59 with an average score of 0.45, indicating moderate integration with a margin for improvement. Among non-EIP respondents, 76% of respondents have a lower integration index, between 0.30 and 0.49, with an average of 0.41, indicating more limited integration. These differences in integration scores may be related to contextual factors that influence migrant participation and access to services, underlining the importance of addressing these challenges to promote greater cohesion and well-being among migrant and refugee populations.
- The analysis of integration by sex reveals clear differences between men and women among both EIP and non-EIP respondents. In both groups, men show higher integration indices compared to women. These results underscore the structural and sociocultural obstacles in both countries that limit opportunities for the inclusion of women in general.
- An analysis of income reveals a positive relationship between income levels and integration scores. As income increases, so does the level of integration, indicating that migrants with greater economic resources tend to integrate more successfully into the host country. This correlation suggests that access to financial resources is a key factor in the integration process, enabling migrants to access greater opportunities and services that facilitate their adaptation and participation in the host country society.
- There is a clear positive correlation between education level and integration scoring, where women present slightly higher integration scores with higher education levels.
- The analysis of integration by age indicates that individuals in older age groups demonstrate higher levels of integration, with those aged 45 years old and older achieving the highest integration scores. This suggests that experience and years in the host country may be factors that contribute to stronger integration. Additionally, the EIP respondents show consistently high integration indices across all age ranges.
- Employment is a key factor in enhancing integration levels. Labor integration varies considerably based on the type of activity and gender; however, both male and female EIP respondents exhibit higher integration across all labor categories. These results show that access to employment, the type of work, and gender dynamics all influence migrants' capacity to fully integrate into their host country.
- The study results highlight the importance of migration regularization as a mechanism to facilitate integration of migrants and improve their quality of life. Regularization not only provides stability and access to basic services but also permits migrants to access labor benefits, formalize their businesses, and access financial services, facilitating more comprehensive participation in the economic and social aspects of their host country.
- The integration indices of migrants tend to increase in relation to the length of time the migrant has been in the host country. This positive relationship between length of stay and integration level suggests that time is crucial to establish social links, adopt cultural norms, and adapt to the new environment.

- The results demonstrate that EIP participants earn higher incomes than those in the control group, which in turn facilitates greater opportunities for integration, and supports a more permanent and sustainable establishment of EIP beneficiaries in their host country.
- By observing the dynamics of integration and analyzing the study results, EIP recommends adjustments to the study methodology. This includes revising questions related to integration across each dimension, specifically those related to financial inclusion, financial education, and access to financial services, to more precisely reflect the realities faced by the migrant and refugee population.

Recommendations

As a result of the study findings, EIP outlined several recommendations for different sectors and organizations for the design of strategies that facilitate the integration of the migrant and refugee population across different dimensions, specifically from the point of view of economic integration:

- Initiatives based on technical accompaniment (beyond humanitarian assistance) for beneficiaries, especially migrants, are important to implement, starting from initial stages of support. These strategies may begin with psycho-emotional support, specifically to address migratory grief, which affects the capabilities and expectations of individuals in a new host country. Additionally, from the initial stages of an intervention, it is important to identify and support potential cases of GBV which otherwise impede integration processes. Following these initial steps, it is important to implement a process to help migrants identify their abilities, skills, experience, and expectations to in turn orient them towards a livelihood, maintaining a focus on the market to promote economic activity and generate income to cover personal and family expenses in the host country.
- When referencing livelihoods, it is important to emphasize strategies that enable individuals to start or strengthen micro or small business, as well as provide tools and training to facilitate employment opportunities. In entrepreneurship programming, strengthening skills in areas such as business management, finance, marketing, distribution channels, and competitive analysis, along with mentorship programs to build trust and share learnings and success stories, are key for supporting entrepreneurs during the challenging early years of their businesses. It is also important to connect individuals with financial institutions that offer comprehensive product offerings to promote financial inclusion and enable effective risk management and contingency planning. Additionally, linking entrepreneurs to the market through fairs, virtual platforms, and other activities that promote sales is important. Key aspects of employment programming include providing technical and soft skills training, sharing information about the local labor market, and providing support for effective CV preparation. Additionally, support with the title recognition process is fundamental for facilitating participation in the labor market in individuals' professional or technical fields, thereby increasing their income. In addition to working with job seekers, it is important to train and raise awareness among private sector businesses to facilitate labor market opportunities based on increased understanding and recognition of the skills and capabilities of the migrant population in the host country. By addressing both labor supply and labor demand, this strategy creates opportunities for businesses to connect with job seekers and streamline the selection processes for filling job openings.
- Implementing integrated initiatives helps reduce gender income gaps by focusing on comprehensive support that promotes empowerment, economic independence, and autonomy, while breaking cycles of violence. Additionally, EIP's integrated strategies effectively support improved income generation among youth (ages 18-29 years), by leveraging digital tools, providing access to financial

services, and facilitating opportunities for youth seeking their first job. These strategies contribute to a stabilization process for migrant populations, as evidenced by greater permanence among migrants in their host countries as compared to individuals who receive fragmented support that is not directly linked to real economic opportunities.

- It is important to promote relationships between the host country population and the migrant population, to break down stereotypes and combat xenophobia by promoting human connections, which in turn promote more inclusive and resilient societies with strengthened socioeconomic integration and social networks.
- Intervention across different sectors, including the public sector, private sector, civil society organizations, and international organizations, is fundamental to effectively implement project strategies. Cross-sectoral collaboration allows for the generation of committees and/or working groups focused on the design and implementation of activities, including at the public policy level, to facilitate financial inclusion of traditionally excluded populations, support foreign title recognition, reduce barriers for hiring migrants, and facilitate migratory regularization processes as key initial steps to support integration of migrants into their host country.
- Advocacy and public policy work with public sector entities, especially those who define norms and regulations across social, migratory, labor, financial, and economic spheres is key to generate regulatory environments that facilitate integration and promote opportunities for all. This strategy allows project efforts to generate greater impact, achieve broader reach, and therefore benefit a larger number of individuals.
- The present study examines various dimensions of migrant integration, however EIP's experience and studies such as the Peruvian Survey Directed at the Venezuelan Population Residing in the Country (ENPOVE) suggest that having a stable economic activity that generates income in the host country directly influences a migrant's decision to stay or continue migrating, whether through internal migration or to other countries. This reflects the high correlation between global integration and economic integration for migrants who arrive to a new country.
- Finally, it is important to recognize that the complexity of migration makes it difficult to establish a control group that is entirely comparable to the group that has benefited from the intervention. The results open new avenues for investigation, and future studies, with more sophisticated methodological design that would allow for deeper examination of the questions proposed through this study.

Annual Survey of EIP Participants – Year 4

The EIP MEL team conducted the Y4 annual survey between July and August 2024 to assess EIP's achievements in its fourth year of implementation and gather EIP's annual indicator data to measure improvements in participants' employment, businesses, and income. The study's activities were carried out with the support of project participants and partners in the Y4 cities of intervention: Lima/Callao, Arequipa, Trujillo, Piura, and Ica in Peru, and Quito, Guayaquil, Cuenca, Manta, and Ibarra in Ecuador. The results are compiled from 2,040 respondents. A summary of findings is detailed below:

Entrepreneurship

1. The entrepreneurs surveyed are mostly women (77%), between the ages of 30 and 49 (65%), and Venezuelan (78%).
2. 95% of respondents have dependents living with them, 72% have been residing in the host country for more than five years, and 56% intend to stay permanently in the host country.

3. 79% of respondents have active businesses, while 21% are in the planning or ideation stage.
4. Of the entrepreneurs surveyed, 74% have a Unique Taxpayer Registry (RUC - *Registro Único de Contribuyente*), of which 77% are Venezuelan. This percentage is significant, given the project's focus on sustainability and efforts to promote formalization.
5. 92% of surveyed EIP entrepreneurs reported improvements in their circumstances, with 82% of these entrepreneurs being women and 83% being Venezuelan, which contributes to reducing existing gender and nationality gaps.
6. Surveyed entrepreneurs increased their income by an average of 26.2%, with women demonstrating a higher percentage increase at 26.6% from the baseline, compared to 24.5% for men.
7. 75.5% of entrepreneurs surveyed rated their participation in EIP activities as "very important" and 22.4% as "important." The skills developed through participation in the various programs enable entrepreneurs to start or strengthen their businesses. 74% of those interviewed reported strengthening their businesses, demonstrating how significant these programs are for their livelihoods.
8. 93.5% of surveyed seed capital beneficiaries spent their funds in alignment with their business plans, and 97% believe the resources provided through the SCF were sufficient to strengthen their businesses.
9. 21% of surveyed entrepreneurs reported that they hired staff to support their businesses after participating in the project, reflecting the project's impact on business growth, integration, and economic development in the countries of intervention.
10. EIP entrepreneurs use various financial services to manage and sustain their businesses. 70% of respondents reported having a savings account and 40% use credit cards.
11. 58.5% of surveyed participants send remittances to family and/or friends outside the host country, with monthly transfers as the most common frequency.
12. As a result of gender programming, 79.3% of respondents reported that they implemented measures in their businesses to provide equal opportunities for men and women.

Employment

1. The employment participants surveyed are mostly women (65%), between the ages of 30 and 49 years (84%), and Venezuelan (98%).
2. Among those surveyed, 97% reported completing a professional or technical degree, and 92% had their degrees recognized in the host country, of whom 63% are women.
3. Of the employment participants surveyed, 78% are employed, 62% of whom are women, and 51% fall within the 30 to 49 age range.
4. 53% of surveyed employment program participants reported improvements in their circumstances, of which 61% are women and 98% Venezuelan.
5. Surveyed employment participants reported a moderate average increase of 3.2% in their income.
6. 91% of those surveyed indicated that participating in EIP programs was "very important or important" for improving their employability.
7. 93% of surveyed employment participants use at least one financial product or service.
8. 83% of surveyed participants reported that they send remittances to family and/or friends outside the host country, with monthly transfers as the most common frequency.

PROJECT MANAGEMENT



Project Risks & Mitigation

Table 3: EIP Assumptions, Anticipated Risks, and Mitigation Measures

Assumptions	Anticipated Risks	Mitigation Measures
The growing insecurity in cities where EIP operates will slow or significantly affect the activities of entrepreneurial businesses.	- The insecurity in both countries may affect the development of economic inclusion strategies, directly affecting project beneficiaries who may be victim to extortion from criminal groups affecting the operation of their entrepreneurial businesses or their job. - In Peru, due to various sociopolitical events, there have been multiple strikes across different sectors of the economy, particularly the transportation sector. This has created several challenges for EIP's field activities, including disruptions caused by protests and road blockages.	- EIP will coordinate actions with partners to reduce the insecurity risks associated with specific project activities. For example, EIP will consider the hours and locations of fairs and other activities to mitigate the security risk. - In Ecuador, working with the Ombudsman's Office and the National Directorate specialized in anti-extortion and kidnapping (UNASE), EIP will provide training to prevent and provide information on how to handle cases of extortion. - In coordination with partners in Peru, EIP will adopt the measures and considerations established for areas declared in a state of emergency by the government, as well as take precautions regarding the staggered strikes proposed by various sectors in the cities of intervention.
Political uncertainty and instability in both countries, as well as a lack of political will, may generate difficulties in implementing EIP activities.	The political instability/crises in both countries may generate challenges for the implementation of EIP's programming, due to lack of political will, budgetary and other cost considerations, and institutional uncertainty at government entities.	EIP will work with the technical and management teams at public entities to raise awareness through advocacy, sharing knowledge and results, and transferring skills. EIP will work with these entities to sign agreements to work together in the short to medium term.
Cases of xenophobia may increase, reducing opportunities for economic integration for Venezuelan migrants and refugees.	Communication channels and social media tend to promote xenophobic messaging which reduces the opportunities for economic integration for the Venezuelan migrant and refugee population.	- EIP will continue working to promote the socioeconomic integration of Venezuelan migrants, encouraging entrepreneurial businesses started by Venezuelan migrants and strengthening partner organizations and allies' abilities to serve Venezuelan migrants as well as Peruvians and Ecuadorians, supporting opportunities for both migrant and local populations. - EIP will share success stories, highlighting the benefits of supporting the socioeconomic inclusion of migrants and refugees. - In Peru, EIP established partnerships with projects focused on communications, including a USAID project implemented by Capital Humano y Social Alternativo, to strengthen the dissemination of messages highlighting the positive impact of migrant integration in the country in social, economic, and cultural terms.

Migrants and refugees face complicated migratory regularization processes.	- Complex migratory regularization policies limit the economic integration of the Venezuelan migrant and refugee population. - The closure of Venezuelan consulates makes it difficult for migrants and refugees to obtain identification documents as well as certified documents required to complete necessary processes. Following the closure, there are thousands of passports pending delivery to Venezuelans, limiting the ability of these individuals to continue with the regularization process.	EIP will continue to conduct advocacy events with public entities and coordinate with local partners to promote regularization as a fundamental aspect to the economic integration of Venezuelan migrants and refugees.
Peru and Ecuador are expected to experience a new wave of immigration from Venezuela following the July 2024 presidential elections.	The potential post-election wave of immigration from Venezuela demands readiness from the Peruvian and Ecuadorian governments, public and private institutions, and community-based organizations, to provide the support necessary for the economic integration of new arrivals of Venezuelan migrants.	- EIP will continue to collaborate with community-based organizations and the public and private sector to build technical capacity and generate strategies aimed at fostering support and integration of the new migrant population into their host countries. - EIP will continue advocating for and raising awareness about the benefits of the economic integration of the Venezuelan migrant population for the host country's economy, culture, and society.
There will be an expected increase in the monetary poverty rate in both Peru and Ecuador.	The migrant population in poverty and extreme poverty could be more vulnerable to the increase in monetary poverty, exacerbating the vulnerabilities and challenges they already face.	EIP maintains and offers programs to equip migrants with the necessary skills to access formal jobs with decent wages, as well as provides technical assistance for entrepreneurs to start their own businesses, including promoting access to markets, facilitating networks of support among entrepreneurs, and supporting access to formal financial services.
Inconsistent, changing bureaucratic processes of SUNEDU and MINEDU in Peru delay the issuing of resolutions for degree recognition.	- Delays in processing lead to response times that often exceed three months for recognition of degrees from the relevant entities. - The breaking of relations between Peru and Venezuela and the closure of the Venezuelan embassy following the presidential election in Venezuela in July 2024 impedes administrative processes, including the apostille of titles, which is	EIP supports beneficiaries with the process to recognize/revalidate degrees through locating beneficiaries; advising; providing ongoing support, document verification, and validation; and paying processing fees. However, the relevant entities are not issuing resolutions within the expected timeframes due to various issues, including differing internal criteria among executives, reprocessing time due to a lack of standardized information requests, and slow communication with Venezuelan universities. EIP will continue to coordinate efforts at the executive level with SUNEDU and MINEDU to resolve bottlenecks and speed up processes, aiming to improve response times for issuing degree recognitions.

	required to revalidate professional and technical degrees in Peru.	EIP will continue advocacy efforts with other stakeholders to generate more opportunities for Venezuelans to recognize/revalidate their degrees, as achieved with the advocacy success in Ecuador, for example.
The energy crisis in Ecuador makes it difficult to hold normal activities, as there are power outages of 8-10 hours each day.	- Without electricity, beneficiaries are not able to connect for virtual classes and mentoring. - Financial entities are not open during their usual service hours given the lack of electricity. - The lack of energy poses a challenge for beneficiaries to advance with the training and development of business plans using EIP's virtual tools and platforms. - Many EIP activities rely on electricity, including online meetings, virtual workshops, fairs, and lighting for events. Given the power outages, many activities, including events, workshops, and fairs, have to be rescheduled or cancelled, which may reduce their impact and effectiveness.	- EIP and its partners have adapted and incorporated more flexible hours to continue supporting training programs for beneficiaries. The project shares recordings with beneficiaries who are not able to connect to the live training sessions. - EIP is identifying offices of project financial partners with their own power sources to hold financial inclusion activities at these locations. - EIP and its partners are identifying locations that can provide beneficiaries a place to access their training and mentoring (coworking spaces). - EIP will continue to improve communication and staff training to ensure a swift and efficient response to any eventuality.

Operations

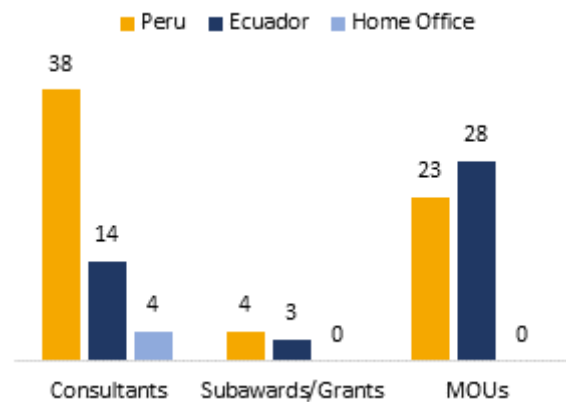
This year, EIP remained responsive to the continuing challenges posed by ongoing socio-political considerations by operating in a hybrid mode, with both in-person and virtual events and workshops. Insecurity is a challenge in both countries, especially in Ecuador where organized crime is increasingly present in cities such as Guayaquil and Manta. Following the state of emergency issued as a response to violence and unprecedented crime rates in FY24 Q3, the Ecuadorian government declared a state of exception given the nationwide electricity outages and the energy crisis that the country faced. The energy crisis continued to pose a challenge in FY24 Q4, with the project having to adjust scheduling and activities accordingly, to adapt to the extended daily power outages. To minimize the operational risk and continue serving refugees and migrants and traditionally excluded local populations, this year, EIP staff in Ecuador prioritized teleworking and implemented an adjusted work schedule to mitigate the impact of the planned electrical outages across the country. Effective communication between the technical and administrative teams was crucial to navigate the challenges posed by the outages, including the telecommunication restrictions. EIP's staff in Peru continued to maintain a hybrid work schedule, with staff working from home and in the office throughout the week.

The office spaces available in Lima and Quito have allowed for in-person team meetings and external meetings with USAID, project partners, and other staff, facilitating the planning and implementation of EIP activities such as workshops and trainings. EIP will continue to monitor anticipated risks in both countries and take any necessary measures to decrease risk to staff, partners, and participants.

Consultant Progress & Observations

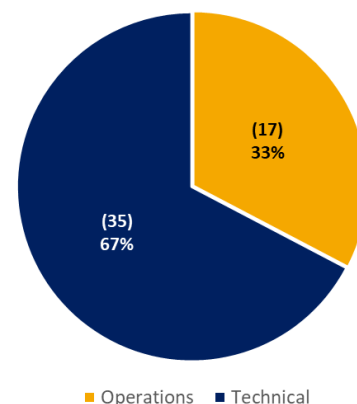
Throughout FY24, EIP managed 52 consultant agreements for local consultancies and four consultant agreements in the Home Office. The figure to the right provides an overview of agreements issued or managed in FY24, including consultant agreements, subawards/grants, and memorandums of understanding. Note that all agreements recorded under "Home Office" are managed from the Home Office because they provide support to both Peru and Ecuador simultaneously.

Figure 35: EIP Contracts and Agreements (FY24)



EIP's implementation relies on a network of qualified local consultants providing specialized support to ensure achievement of project outcomes, while encouraging the sustainability of EIP's interventions. Importantly, EIP adjusted its personnel structure in FY24 Q2 to better meet technical project needs, thus decreasing the need for independent consultants compared to previous years. The figure to the right provides an overview of the distribution of local consultants between technical and operations support.

Figure 36: EIP Consultants by Support Area (FY24)



The contributions, progress, and observations made by consultants are closely linked to the project's Collaborating, Learning, and Adapting (CLA) approach. EIP will continue to engage consultants to monitor and support program

participants and partners, facilitate the effective implementation and transfer of EIP program methodologies, and collaborate with EIP staff to ensure that the project continues to achieve its objectives.

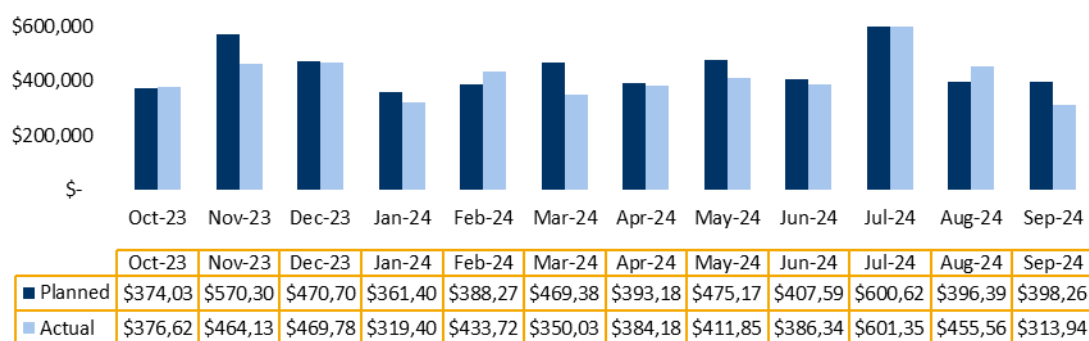
Grants

In FY24, EIP initiated six new grants, three in Peru and three in Ecuador, in addition to the subaward in Peru with UVIP, active as of FY23. Each of these partners, which include Kunaq, Veneactiva, and APPV in Peru, and CODEIS, FUDELA, and FUNDASOF in Ecuador, work across various EIP components as mentioned above throughout the technical narratives. This network of partners is vital to EIP's continued success and impact and strengthens EIP's ability to reach the target population throughout the intervention cities. Additionally, to respond to strategic opportunities to expand grantee activities in order to further support EIP's targets, in FY24, EIP modified the Veneactiva and FUDELA grants to leverage the demonstrated results, capacity, and expertise of the two grantees to promote EIP's objectives in Peru and Ecuador, respectively.

Financials

As of September 30, 2024, EIP has spent \$20,075,614.09 of the \$21,782,147.82 in funds obligated as of the end of the reporting period. EIP's average monthly burn rate for FY24 was \$413,914. The variations in planned and actual spending this fiscal year, as shown in the figure below, are due in part to adjustments in grant implementation timelines and seed capital disbursements, strategic adjustments in EIP activity planning and implementation given the project obligation for FY24, and adjustments to reflect a revised, lower indirect rate for 2023. The monthly burn rate is expected to increase next quarter, mainly due to increased seed capital disbursements and end of calendar year expenses. The following figure presents EIP's monthly spending during FY24.

Figure 37: Project Burn Rate (FY24)



Deliverables

EIP has submitted all deliverables required per section A.5 Reporting and Evaluation of Cooperative Agreement No. 72052720CA00001. Deliverables and reports and relevant dates are included in the table below.

Table 4: Deliverables Submitted in FY24

Deliverable	Due Date	Date Submitted
FY23 Annual Report	Fiscal Year End + 30 Days	October 27, 2023*

FY23 Q4 Quarterly Financial Report	Fiscal Quarter End + 30 Days	October 27, 2023
Revised Year 4 Work Plan and MEL Plan	Revised per USAID notification of decreased obligation for FY24	December 12, 2023
FY24 Q1 Quarterly Report	Fiscal Quarter End + 30 Days	January 30, 2024
FY24 Q1 Quarterly Financial Report	Fiscal Quarter End + 30 Days	January 30, 2024
FY2023 Foreign Tax Report	April 16 each year	April 10, 2024
FY24 Q2 Quarterly Report	Fiscal Quarter End + 30 Days	April 29, 2024
FY24 Q2 Quarterly Financial Report	Fiscal Quarter End + 30 Days	April 30, 2024
EIP Gender Plan	N/A	May 17, 2024
FY24 Q3 Quarterly Report	Fiscal Quarter End + 30 Days	July 26, 2024
FY24 Q3 Quarterly Financial Report	Fiscal Quarter End + 30 Days	July 30, 2024
Y5 Work Plan	Y5 Start Date – 30 Days	August 30, 2024**

*Revised and resubmitted on November 16, 2023.

** Revised and resubmitted on September 13, 2024.

Confirmations

Environmental

All the activities carried out under EIP since its inception on June 1, 2020, have corresponded to classes of shares eligible for the determination of Categorical Exclusion made in the Initial Environmental Examination (Bureau Tracking ID No. LAC-IEE-19-36). The project has not carried out or identified any activity or element of the project that alters the climatic risks and the risk ratings identified in the Project Risk Management Summary provided in IEE No. LAC-IEE-19-36.

Training Reporting Requirements

EIP has not supported any training which takes place in the United States and therefore does not have any training to report per the updated reporting requirements reflected in ROAA-P 006/2021 (dated January 26, 2021).⁵

⁵ Per ROAA-P 006/2021, "USAID updated the requirements for Participant Training which was found in ADS Chapter 253 'Participant Training for Capacity Development' which is now archived...Now, only Training which takes place in the U.S. must be entered," reflecting updates to the TraiNet reporting requirements, with trainings in the U.S. now reported in USAID's Training and Exchanges Automated Management System (TEAMS).

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Figure 37: Project Burn Rate (FY24)

TABLES

Table 1: MEL Indicator Results (Results to Date)

Table 2: Year 4 MEL Indicator Results (Results by Quarter)

Table 3: EIP Assumptions, Anticipated Risks, and Mitigation Measures

Table 4: Deliverables Submitted in FY24

ANNEX B – FY24 SUPPLEMENTAL TABLES

Table B1: Partners to whom EIP has Transferred Entrepreneurship Methodologies (Results to Date)

Partner	Methodology	Description of EIP's Support
Agencia de Promoción Económica ConQuito	<i>Campamento Emprendedor</i>	The methodology transfer process of the <i>Campamento Emprendedor</i> program is based on a “learning-by-doing” approach. Through this approach, it is necessary to first consider how a participant learns. Based on the Kolb Learning Cycle, sessions are designed to address four primary steps: “Experience, Reflection, Conceptualization, and Application.” Based on this, EIP has developed materials that guide trainers on activities to address each of the four primary learning steps and generate a successful learning process in adults. Through the ToT process, EIP also includes practical case studies that require trainers to review an example business to determine how to inform support and feedback. Additional support is provided to integrate EIP's HOPE platform to facilitate the development and evaluation of business plans.
Cooperativa de Ahorro y Crédito CACPECO		
Cooperazione Internazionale		
Pontificia Universidad Católica del Ecuador (PUCE)		
Fundación Apoyo Solidario a la Familia (ASOF)		
Corporación para el Desarrollo del Emprendimiento y la Innovación Social (CODEIS)		
Unión Nacional de Mujeres del Ecuador (UNME)		
Instituto Sucre		
FUDELA		
Fundación CODESPA		
Instituto Superior Tecnológico Tecno Ecuatoriano (ISTTE)		
Universidad Politécnica Salesiana		
Empresa Pública Municipal de Desarrollo Económico de Cuenca (EDEC EP)		
Cooperativa Jardín Azuayo		
Unión Nacional de Mujeres del Ecuador		
UVIP	<i>Programa Crece y Despega (Escuela de Soñadores)</i>	Through coordination with UVIP, EIP designed a new entrepreneurship program and taught UVIP trainers to facilitate it. EIP also designed the initial modules of the <i>Crece y Despega</i> modules before conducting a pilot cohort with trained UVIP staff. Based on this experience, EIP and UVIP adjusted aspects of the methodology and developed training guides and resources. Subsequently, based on participant feedback and a desire to provide alternatives to the <i>Escuela de Soñadores</i> program, UVIP and EIP developed a condensed version of this program that seeks to support more experienced entrepreneurs called <i>Emprende al Toque</i>.
APPV		EIP designed the Active Learning Methodology that forms the basis of many of the entrepreneur training programs designed or adapted with
UVIP		

Municipalidad de Lima	<i>Active Learning Digital Methodology</i>	EIP's support. This methodology is formed around a five-step learning cycle that encourages participants to learn, test, apply, share, and adapt as they proceed through training and implementation.
Kunaq		
Movimiento Migrante		
Gobierno Regional de Lima		
UVIP	<i>Entrepreneur Networking (Encuentro Emprendedor)</i>	This methodology was designed to facilitate the creation of commercial connections between entrepreneurs, creating physical and virtual spaces where entrepreneurs can meet with each other, share lessons learned, and establish commercial relationships or strategic partnerships. EIP also incorporates financial institutions within these spaces so that entrepreneurs can access information about services and products offered for businesses.
Kunaq		
Colectivo Integral de Desarrollo – CID (Perspektiva)		
CACPECO		
Empresa Pública Municipal de Desarrollo Económico de Cuenca (EDEC EP)		
Instituto Superior Universitario Tecnológico Sucre		
Pontificia Universidad Católica del Ecuador (PUCE)		
Universidad Politécnica Salesiana		
UVIP	<i>Entrepreneurial Showrooms</i>	Through test showrooms, EIP supports entrepreneurs to improve product presentation or compliance with regulatory requirements ahead of visits from a commercial organization or local regulator. Entrepreneurs can test their market strategies, ensure they are meeting any regulatory requirements for their business, and receive feedback to make necessary adjustments ahead of receiving the visit.
Kunaq		
Colectivo Integral de Desarrollo – CID (Perspektiva)		
Colectivo Integral de Desarrollo – CID (Perspektiva)	<i>Haz Realidad Tu Negocio</i>	EIP provided training and advisory support to Perspektiva's internal training staff on best practices, developed training materials and guides, and conducted practical training sessions for staff. In addition, EIP facilitated opportunities where staff from Perspektiva were able to participate in training sessions conducted by UVIP to observe and consider any necessary adjustments to the methodology.
Instituto Superior Universitario Tecnológico Sucre	<i>Programa de Incubación de Emprendimientos "Desarrollo Emprendedor"</i>	This methodology was designed to strengthen the sustainability of entrepreneurial businesses in the consolidation stages, through the advice of professionals specialized in business development to advise on relevant topics including the purpose of being an entrepreneur, administrative management, financial management, commercialization, and marketing. Additionally, through consulting and training, the methodology seeks to strengthen branding and improve marketing, product presentation, and packaging through the development and execution of digital marketing strategies, including the creation of content, support, management, and monitoring of social networks.
Pontificia Universidad Católica del Ecuador (PUCE)		
Empresa Municipal de Desarrollo Económico de Cuenca (EDEC EP)		
FUNDASOF	<i>ECO EMPRENDE - Green Businesses</i>	Through this program, participants are trained to identify and implement businesses that are environmentally friendly and/or have green modules. The main topics that are addressed include defining green businesses, identifying the difference between green ventures and traditional
FUDELA		
CODEIS		

		ventures, green entrepreneurs, green business opportunities, categories of green ventures, eco-design and circularity, and eco-friendly practices.
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Table B2: Partners to whom EIP has Transferred Employment Methodologies (Results to Date)

Partner	Methodology	Description
HIAS	<i>Lidera tu Empleabilidad</i>	EIP trained HIAS staff on the methodology and development of course materials. Subsequent meetings were held with partners to understand and support the actual implementation of employment training programs.
UVIP	<i>Lidera tu Empleabilidad</i>	EIP worked with UVIP to develop materials and guides for this program and coordinated ToT sessions to ensure that internal staff can replicate methodology training and program delivery without EIP support.
	Bootcamp: <i>Emplea-T</i>	EIP worked with UVIP to develop materials and guides for this program and coordinated ToT sessions to ensure that internal staff can replicate methodology training and program delivery without EIP support.
	<i>Club de Empleo</i>	EIP collaborated with UVIP on the <i>Club de Empleo</i> methodology aimed at job seekers from EIP's target population. Individuals participate in tailored training sessions in soft and technical skills, financial education, and gender, ultimately leading to job interviews with a recruiting company.
ConQuito	<i>Empleamos</i>	EIP worked with ConQuito to design and implement the <i>Empleamos</i> methodology, in which individual private and public sector employers can partner with ConQuito to train prospective candidates on the required skills needed for any open positions within the hiring entity.
Jardin Azuayo	<i>Empleamos</i>	EIP worked with Jardin Azuayo to implement the <i>Empleamos</i> methodology, in which individual private employers can partner with ConQuito to train prospective candidates on the required skills needed for any open positions.
Municipality of Lima	<i>Lidera tu Empleabilidad</i>	EIP worked with the workforce development team in the office of the Deputy Director of Economic Development on the <i>Lidera tu Empleabilidad</i> methodology, use of relevant program materials and resources, and facilitation techniques.
Kunaq	<i>CONECTA</i>	EIP reviewed Kunaq's current methodology and resources to suggest areas of potential modification based on experience working with EIP's target population. EIP also provided support with integrating materials, resources, and training techniques that have been previously validated by EIP.
Veneactiva	Virtual job fairs	EIP has vast experience organizing, coordinating, and implementing virtual job fairs – a relatively new approach refined during the COVID-19 pandemic. EIP trained Veneactiva staff on techniques and best practices for planning and implementing a virtual job fair, providing guides and resources based on experience to date.
	<i>Club de Empleo</i>	EIP collaborated with Veneactiva on the <i>Club de Empleo</i> methodology aimed at job seekers from EIP's target population. Individuals participate in tailored training sessions in soft and technical skills, financial education, and gender, ultimately leading to job interviews with a recruiting company.
Movimiento Migrante	Employment	EIP worked with Movimiento Migrante to integrate the project's employment methodology into the organization's employment programs to achieve a greater impact in the migrant and refugee community.
United Nations High Commissioner for Refugees (UNHCR)	<i>Habilitación profesional para títulos extranjeros</i>	This methodology transfer supports the recognition of professional titles to promote and multiply efforts to assist Venezuelans in the title recognition process and provide practical information for the process.
Fundación de las Américas para el Desarrollo (FUDELA)		
Corporación para el Desarrollo del		

Emprendimiento y la Innovación Social (CODEIS)		
Municipality of Barranco	<i>Barranco Emplea</i>	EIP worked with the Municipality of Barranco to develop materials and guides for this employment program and coordinated ToT sessions to ensure that internal staff can replicate methodology training and program delivery.
Ministerio de Trabajo y Promoción del Empleo	<i>Club de empleo</i>	EIP collaborated with the National Employment Program of the Ministry of Labor and Labor Promotion to hold employment clubs (<i>Clubes de Empleo</i>) through which participants received training in soft skills, technical skills, and employability to align their profiles to the job vacancy offered by the partner company, Oxxo stores. The program ended in a face-to-face selection process directly with the company.
Universidad Privada del Norte	<i>Club de empleo</i>	With the Universidad Privada del Norte, EIP organized a <i>Club de Empleo</i> with the company Supermercados Peruanos whereby participants received training in soft skills, technical skills, and employability to align their profiles to the job vacancy offered by the partner company. The program culminated in a direct face-to-face selection process with the company
Oxxo Stores	<i>Club de empleo</i>	EIP collaborated with Oxxo Stores to implement the <i>Club de Empleo</i> methodology aimed at job seekers from EIP's target population. Participants received soft skills, technical skills, and employability training to align their profiles to the Store Assistant vacancy offered by Oxxo.
Regional Government of Ica	<i>Concurso Empresas inclusivas</i>	Seeking to recognize and disseminate the most outstanding labor practices and highlight the management models of greatest impact among the participating companies, EIP gives awards in the categories of labor promotion and employment for gender equity, people with disabilities, migrants and/or refugees, young people in vulnerable situations, senior population, and green sustainable enterprises.

Table B3: Financial Products Developed or Adapted with EIP Support (Results to Date)

Financial Entity	Financial Product (Name, Type)	Product Description
Caja Arequipa	<i>Extraprogramado</i> Programmed Savings Product	This product supports users by organizing periodic deposits into savings accounts, with a set and defined financial goal, with a minimum required initial amount of \$12.50, and a flexible term of six, 12, or 24 months based on the individual's financial goals. To ensure Venezuelans can use this product, Caja Arequipa adapted their core operating system requirements and procedures to accept different identification documents.
CB Cooperativa	Basic Account	CB Credit Union's new basic account can be opened using any one of six different forms of ID including national ID cards, passports or any type of visa. It requires no initial deposit to open, making it highly accessible and easy to open
CACPECO	Entrepreneurship Kit Savings Account	This all-in-one kit is made specifically for entrepreneurs seeking easier access to financial services. The kit provides entrepreneurs with a savings account, a debit card (at no fee), and digital access to their accounts.
	Savings Account	As part of the effort to reduce barriers to entry and improve access to savings products for Venezuelans and traditionally excluded local populations, EIP worked with CACPECO to modify its requirements to open an account. CACPECO also eliminated a former requirement for foreigners seeking to open an account to provide a written personal reference.
	Digital Credit	This product is designed to provide members of the credit union with an option to request a loan through the credit union's website or mobile application easily, quickly, and safely. From the request to the disbursement of the credit, the process is carried out digitally, reducing the approval time from four days to five minutes.

COAC Jardín Azuayo	Credit Line without Guarantor	COAC Jardín Azuayo invites graduates of the <i>Campamento Emprendedor</i> program to submit their business plans as a part of a loan application. Through this product, EIP participants can secure a permanent credit line without a guarantor, instead issued through quotas determined based on the analysis completed by the financial institution.
	Savings Account	EIP worked with COAC Jardín Azuayo to modify its requirements to open an account. Jardín Azuayo enabled Venezuelan migrants and refugees to open an account using an ID, valid or expired passport, or a visa.
COAC San José	Savings Account	EIP worked with COAC San José to modify its requirements to open a savings account and expanded the list of accepted documents to include national ID cards or a valid or expired passport.
	Basic Account	COAC San José's basic account is a savings account that allows individuals to deposit and withdraw funds as well as access associated transactions and services through electronic and physical channels. The basic account does not require an initial deposit.
COAC Tulcán	Savings Account	EIP worked with COAC Tulcán to modify its requirements to open a savings account and expanded the list of accepted documents to include a national ID card or a valid or expired passport.
	Basic Account	COAC Tulcán's basic account is a non-interest-bearing account that can be opened using a mobile phone or webpage and a national ID or foreign ID card. The account does not require any account minimum to open and provides a quick, simple solution for those seeking to open an account in a financial institution.
MF Prisma	<i>Prisma Sueño</i> Programmed Savings Account	This programmed savings product is available for adults and minors, with a minimum initial deposit of \$2.50, with terms determined by the members themselves. MF Prisma allows Venezuelan refugees and migrants to use a variety of identification types to open an account, including an immigration ID card, Temporary Resident Permit, Carné de Permiso Temporal de Permanencia, or pending refugee card.
	Prisma for you Digital Credit	This digital credit product provides quick and easy access to financing for EIP target populations. Through this product, individuals can request and be approved for loans for consumer and productive financing on an online platform. Loans range from \$125-\$625.
Finansol	My Objective Programmed Savings Account	This programmed savings product is available for adults and minors, with a minimum initial deposit of \$2.50, and a flexible term of six, nine, or 12 months. Based on consultation with EIP, Finansol now accepts all types of migrant identification documents, including those with pending refugee status.
	Digital Credit	This digital loan can be requested and approved through an online platform. With the objective of making consumer and productive financing easier to access for local and Venezuelan populations, the loan can be between \$125 and \$625.
Credit Union (COOPAC) La Rehabilitadora	Empower Your Dreams Programmed Savings Account	With as little as S/ 50 (roughly \$13), an individual can access this programmed savings account, which provides members with a variable interest rate beginning at 2% as well as additional incentives based on meeting saving goals and submitting periodic deposits at agreed upon intervals. Members are paid the interest at the end of the savings period, which is defined by the client and based on their savings goal and savings potential.
Financiera Confianza	Migrant Care Protocol	The customer service protocol is based on the institution's image, service protocols, post-sales follow-up, and awareness regarding the migrant population.

CACMU	Basic Account	As a basic account, this product presents a highly accessible financial account, particularly for migrants and refugees. With no deposit required to open the account, and available to open with a variety of ID documents, this product allows users an entry into the financial system to conduct basic financial activities through their account.
COOPAC Continental	CONTIPROMO Digital Credit	Supported by FENACREP, COOPAC Continental worked with Big Data provider Digiventure to develop a product for member affiliation and use of digital credit.
COOPAC Inclusiva	INCLUCASH Digital Credit	Supported by FENACREP, COOPAC Inclusiva developed a consumer and microcredit product. Due to the complexity of the product, a credit advisor evaluates the credit request once the client completes the application and documents requirements on the entity's platform. The advisor visits the client's business to complete the evaluation, entering results of the visit into the platform. If the information provided by the advisor meets the established parameters for the approval of credit, the client can then sign the corresponding documents at a branch office to receive the disbursement of credit.
COOPAC San Cristóbal	DIGIFÁCIL Digital Credit	Supported by FENACREP, COOPAC San Cristóbal developed a digital credit platform with two workstreams, one hybrid and one entirely digital. The platform incorporates a process to allow for manual, human intervention in case the platform is unable to automatically read the details of the payment vouchers submitted, after which it will return to the fully digital workstream.
COOPAC San Isidro	PRESTAFLASH Digital Credit	Supported by FENACREP, COOPAC San Isidro developed a consumer digital credit product that leverages a hybrid platform; following the application and approval process, the client visits the branch office to sign the corresponding documents to receive the disbursement of credit. Over time, the financial institution will evaluate the risks and move towards a fully digital model to support efficiency and ease for its members.
COOPAC Servicredit	DIGICREDIT Digital Credit	Supported by FENACREP, COOPAC Servicredit developed a digital credit platform for consumer credit for pre-qualified members. The platform functions through a set of predefined options established by the credit union to offer a 100% digital process leveraging facial biometrics (with Cavali) for the process of online registration.

Table B4: EIP Digital Tools (Developed to Date)⁶

Name of Digital Tool	Partner (If applicable)	Description of Tool
HOPE <i>Herramienta Operativa de Planificación Empresarial</i>		Developed during Year 1 (Y1) of program implementation and strengthened and adopted throughout subsequent years, HOPE is a web-page based application developed to support entrepreneurs with the development of business plans, centralizing the entry of information in a user-friendly manner. HOPE supports the preparation of comprehensive business plans for entrepreneurial endeavors, offering a dynamic and agile tool for entrepreneurs to design their business model and complete their financial planning.
ENKO	Visa	Digital platform designed to help micro and small business owners improve their business management skills (both soft skills and technical skills).

⁶ In addition to digital tools, EIP has other resources available to support the project's objectives and promote the economic inclusion of migrants and refugees and local traditionally excluded populations in Peru and Ecuador. These resources can be found at the following link: https://www.woccu.org/global_programs/projects/peru_ecuador/eip_resources

OnMap	UVIP	Delivery platform linked to the LoTengo.pe digital marketplace that allows entrepreneurs to expand their networks, sell, and deliver their products to a broader market.
Lotengo.pe	UVIP	Digital marketplace that helps connect entrepreneurs with the market through digital channels, facilitating the generation of sustainable commercial networks and linkages, and encouraging entrepreneurs to make business connections and increase their sales.
Mercador		Digital catalog to market participant businesses to generate increased sales in Ecuador.
"I Decide: My Future and My Finances" (Yo Decido: Mi Futuro y Mis Finanzas)		Virtual financial education program with a gender focus that allows for generating and promoting financial inclusion. It is based on WOCCU's methodology and is focused on users reflecting on the decisions they make about their personal and family finances. Incorporating various learning techniques into a single, engaging platform, it uses micro-learning (two- to three-minute-long videos) to reinforce knowledge and allow for progressive reflection, while leveraging playful and practical tools that facilitate learning.

ANNEX C – PARTNER ORGANIZATIONS

Partner Name	Organization Type	Country	Component
Asociación Kunaq Yachay	NGO	Peru	Entrepreneurship
Agente Cash	Credit Union	Peru	Financial Inclusion
Asociación Protección Población Vulnerable (APPV)	NGO	Peru	Gender-based Violence, Employment
Asociación de Instituciones de Microfinanzas del Peru (ASOMIF)	Credit Union	Peru	Financial Inclusion
Banco de Crédito (BCP)	Financial Institution	Peru	Financial Inclusion
Banco Mundial		Ecuador	Employment
Bank of the Nation (<i>Banco de La Nación</i>)	Publicly Owned Bank	Peru	Financial Inclusion
Caja Arequipa	Credit Union	Peru	Financial Inclusion
Caja Huancayo	Credit Union	Peru	Financial Inclusion
Caja Ica	Credit Union	Peru	Financial Inclusion
Caja Piura	Credit Union	Peru	Financial Inclusion
Caja Trujillo	Credit Union	Peru	Financial Inclusion
Cámara de Comercio de Ica	Public institution	Peru	Employment
Cancillería	Public institution	Ecuador	Employment and Entrepreneurship
CAPLAB	NGO	Peru	Employment
Central Bank of Ecuador (<i>Banco Central de Ecuador -BCE</i>)	National Bank	Ecuador	Financial Inclusion
COAC CACPE Pastaza	Credit Union	Ecuador	Financial Inclusion
COAC CACPECO	Credit Union	Ecuador	Financial Inclusion
COAC Jardín Azuayo	Credit Union	Ecuador	Financial Inclusion
CODESPA	NGO	Ecuador	Financial Inclusion
Comunidad Sin Fronteras	NGO	Peru	Employment
Concentrix	Company	Peru	Employment
ConQuito	Municipal Agency	Ecuador	Employment
COONECTA	Credit Union	Ecuador	Financial Inclusion
COOPAC La Rehabilitadora	Credit Union	Peru	Financial Inclusion
Cooperativa CB	Credit Union	Ecuador	Financial Inclusion
Cooperativa Continental	Credit Union	Peru	Financial Inclusion
Cooperativa la Inclusiva	Credit Union	Peru	Financial Inclusion
Cooperativa Mujeres Unidas CACMU	Credit Union	Ecuador	Financial Inclusion
Cooperativa Nueva Huancavilca	Credit Union	Ecuador	Financial Inclusion

Cooperativa San Cristobal	Credit Union	Peru	Financial Inclusion
Cooperativa San Francisco de Asis	Credit Union	Ecuador	Financial Inclusion
Cooperativa San Isidro	Credit Union	Peru	Financial Inclusion
Cooperativa San José	Credit Union	Ecuador	Financial Inclusion
Cooperativa Servicredit	Credit Union	Peru	Financial Inclusion
Cooperativa Tulcán	Credit Union	Ecuador	Financial Inclusion
Cooprogreso	Credit Union	Ecuador	Financial Inclusion
Defensoría del Pueblo	Ombudsman	Peru	Financial Inclusion
Empresa Municipal de Desarrollo Económico de Cuenca (EDEC)	Public Institution	Ecuador	Entrepreneurship
Empresa Pública Municipal para la Gestión de la Innovación y la Competitividad de Guayaquil (EPICO)	Public Institution	Ecuador	Entrepreneurship
Empresa Pública Provincial Manabí Produce EP y GAD de Manabí	Public Institution	Ecuador	Entrepreneurship
Peruvian Federation of Municipal Savings and Credit Banks (<i>La Federación Peruana de Cajas Municipales de Ahorro y Crédito - FEPCMAC</i>)	Federal Credit Union	Peru	Financial Inclusion
Financiera Confianza	Private Financial Institution	Peru	Entrepreneurship
Financiera Efectiva	Credit Union	Peru	Financial Inclusion
FinTech B89	FinTech Company	Peru	Financial Inclusion
Fundación Apoyo Solidario a la Familia (FUNDASOF)	Foundation	Ecuador	Entrepreneurship
Fundación CRISFE's Sin Fronteras Project	USAID-funded	Ecuador	Employment
Fundación de las Américas para el Desarrollo (FUDELA)	Foundation	Ecuador	Financial Inclusion
Fundación Equidad	Foundation	Ecuador	Gender
Fundación Esquel	Foundation	Ecuador	Employment and Entrepreneurship
Fundación Hacienda Panas	Foundation	Ecuador	Entrepreneurship - Gender
Gobierno Regional de Ica	Government	Peru	Employment
Indra Company	Company	Peru	Employment
Inter-American Development Bank (IDB)	International Financial Institution	Ecuador	Employment
The Internal Revenue Service (<i>Servicio de Rentas Internas - SRI</i>)	Regulatory Agency	Ecuador	Entrepreneurship
International Labour Organization (ILO) (<i>Organización Internacional del Trabajo - OIT</i>)	International Organization	Ecuador	Employment

International Organization for Migration (IOM) <i>(Organización Internacional para las Migraciones -OIM)</i>	International Organization	Peru	Employment
Jesuit Refugee Service (JRS)	NGO	Ecuador	Entrepreneurship
Junta de Política y Regulación Financiera	Public Institution	Ecuador	Financial Inclusion
MBC Intercorp	Company	Peru	Employment
Metropolitan Government of Lima (<i>Gobierno Metropolitano de Lima</i>)	Public Institution	Peru	Entrepreneurship
Ministry of Foreign Affairs (<i>Ministerio de Relaciones Exteriores - MRE</i>)	Ministry	Peru	Financial Inclusion
Ministry of Labor and Promotion of Employment (<i>Ministerio de Trabajo y Promoción del Empleo - MTPE</i>)	Ministry	Peru	Employment
Ministry of Labor (<i>Ministerio del Trabajo</i>)	Ministry	Ecuador	Employment
Ministry of Production (<i>Ministerio de Producción del Peru -PRODUCE</i>)	Ministry	Peru	Entrepreneurship
Ministry of Women and Vulnerable Populations (<i>Ministerio de la Mujer y Poblaciones Vulnerables - MIMP</i>)	Ministry	Peru	Gender-based Violence
Ministerio de Producción, Comercio Exterior, Inversiones y Pesca	Ministry	Ecuador	Employment
Ministerio de Inclusión Económica y Social (MIES)	Ministry	Ecuador	Employment Entrepreneurship
Ministerio de Turismo	Ministry	Ecuador	Entrepreneurship
Movimiento Migrante	NGO	Peru	Gender-based Violence
Municipality of Barranco (<i>Municipalidad de Barranco – Casa de la Mujer</i>)	Municipality	Peru	Gender-based Violence
Municipality of Guayaquil (<i>Municipalidad de Guayaquil</i>)	Municipality	Ecuador	Financial Inclusion
Municipality of Independence (<i>Municipalidad de Independencia</i>)	Municipality	Peru	Employment

Municipality of Lima (<i>Municipalidad de Lima</i>)	Municipality	Peru	Entrepreneurship, gender-based violence
Municipality of Quito (<i>Municipalidad de Quito</i>)	Municipality	Ecuador	Entrepreneurship
National Superintendency of Higher University Education (<i>Superintendencia Nacional de Educación Superior Universitaria - SUNEDU</i>)	Public institution	Peru	Employment
National Superintendency of Migration (<i>Superintendencia Nacional de Migraciones</i>)	Public institution	Peru	Employment
Ecuadorian Network for Integration of Credit Unions (<i>Red de Integración Ecuatoriana de Cooperativas de Ahorro y Crédito – ICORED</i>)	Credit Union Network	Ecuador	Financial Inclusion
Patronato San José	Public institution	Ecuador	Gender-based Violence
Peruvian Banking Association (<i>Asociación de Bancos del Peru - ASBANC</i>)	Local Financial Institution	Peru	Financial Inclusion
Peruvian National Federation of Credit Unions (<i>Federación Nacional de Cooperativas de Ahorro y Crédito del Peru - FENACREP</i>)	Federal Credit Union Organization	Peru	Employment, Financial Inclusion
Piura National University (<i>Universidad Nacional de Piura</i>)	University	Peru	Entrepreneurship
Pontifical Catholic University of Ecuador (<i>Pontificia Universidad Católica del Ecuador-PUCE</i>)	University	Ecuador	Entrepreneurship
Sanitation Control Regulatory Agency (<i>Agencia de Regulación y Control Sanitario - ARCSA</i>)	Regulatory Agency	Ecuador	Entrepreneurship
Secretariat of Higher Education, Science, Technology and Innovation (<i>Secretaria de Educación Superior, Ciencia, Tecnología e Innovación - SENESCYT</i>)	Government	Ecuador	Entrepreneurship
Sin Fronteras Program	UNHCR Project	Ecuador	Employment
Sucre Technological Institute (<i>Instituto Tecnológico Superior Sucre</i>)	University	Ecuador	Entrepreneurship
Superintendency of Banking, Insurance, and Pensions (<i>Superintendencia de Banca, Seguros y Administradora de Fondos de Pensiones - SBS</i>)	Regulatory Agency	Peru	Financial Inclusion
Superintendency of Popular and Solidarity Economy (<i>Superintendencia de Economía Popular y Solidaria - SEPS</i>)	Regulatory Agency	Ecuador	Financial Inclusion
TRANS - Organization for the Human Rights of Trans People (<i>TRANS - Organización por los Derechos Humanos de las personas trans</i>)	NGO	Peru	Gender-based Violence

U.S. International Development Finance Corporation (DFC)	International Financial Institution	Ecuador	Financial Inclusion
Unión Nacional de Mujeres del Ecuador (UNME)	NGO	Ecuador	Gender-based Violence
Unión Venezolana en Peru (UVIP)	NGO	Peru	Entrepreneurship
United Nations Development Programme (UNDP) (<i>Programa de las Naciones Unidas para el Desarrollo</i> - PNUD)	NGO	Peru	Employment
United Nations High Commissioner for Refugees (UNHCR) (<i>Agencia de la ONU para los Refugiados</i> - ACNUR)	United Nations Agency	Peru	Financial Inclusion, Employment
Universidad del Pacífico	University	Peru	Gender-based Violence, Employment
Universidad Politécnica Salesiana	University	Ecuador	Entrepreneurship
Veneactiva	NGO	Peru	Employment
Visa	Multinational Corporation	Peru	Entrepreneurship
Working Group for Refugees and Migrants (<i>Grupo de Trabajo para Refugiados y Migrantes</i> - GTRM)	Local Working Group	Peru Ecuador	Entrepreneurship Employment
World Bank (Banco Mundial)	International NGO	Ecuador	Employment
Yape	Credit Union	Peru	Financial Inclusion
YAPU Solutions	International Company	Peru / Ecuador	Financial Inclusion

ANNEX D – EIP METHODOLOGIES

Figure D1: Entrepreneurship Methodology

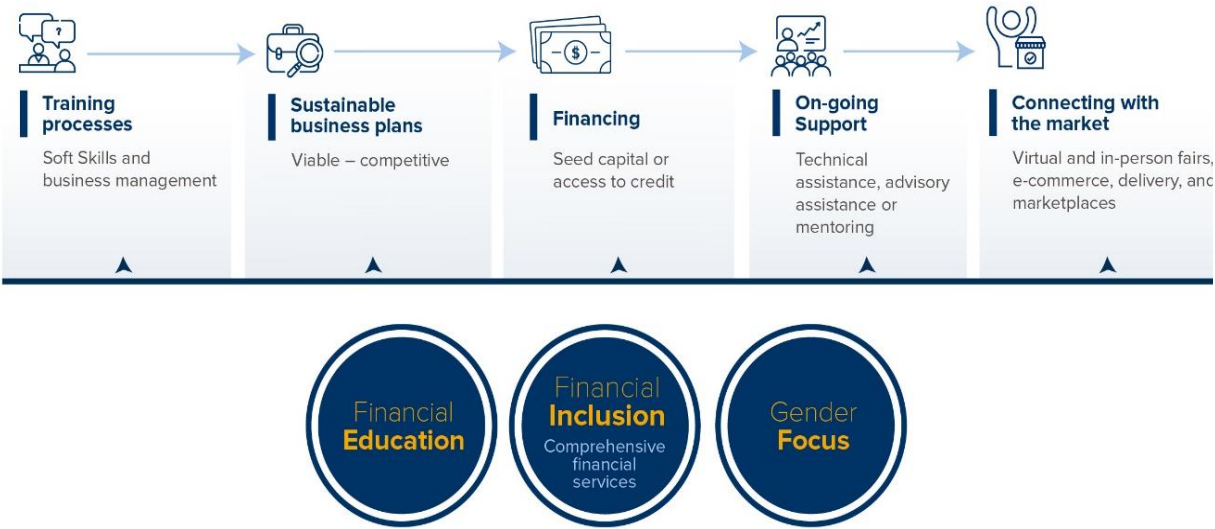


Figure D2: Employment Methodology



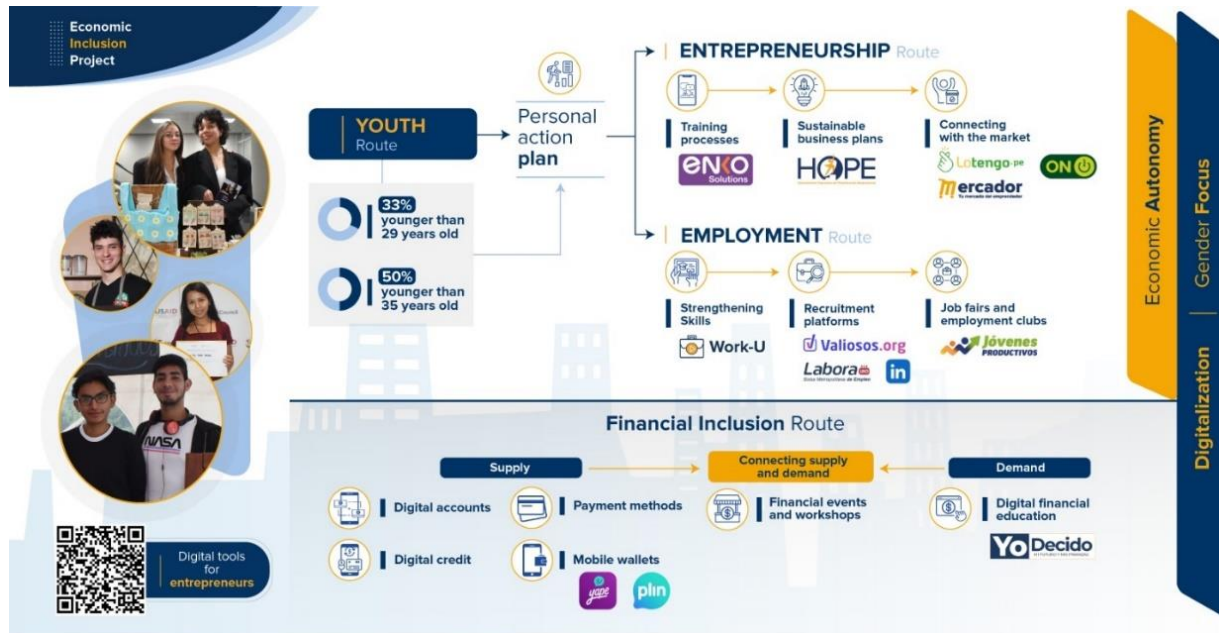
Figure D3: Financial Inclusion Methodology



Figure D4: Prevention of GBV Methodology



Figure D5: Youth Economic Inclusion Methodology



ANNEX E – WORKPLAN PROGRESS: ONGOING AND COMPLETED ACTIVITIES

Table E1: Ongoing and Completed Activities – FY24 – Assisting Entrepreneurs

Ref. No.	Activity	Estimated Start	Estimated End	Status
1.1	Strengthen Entrepreneurial Ecosystem			
1.1.1	Systematization of methodologies and tools	Oct-23	Sep-24	Ongoing
1.1.2	Train partners and transfer entrepreneurship methodologies	Oct-23	Aug-24	Ongoing
1.1.3	Transfer virtual tools to partners and allies	Oct-23	Sep-24	Ongoing
1.1.4	Strengthen virtual marketplace platforms of partners and allies	Oct-23	Sep-24	Ongoing
1.1.5	Promote exchange of lessons learned	Jan-24	May-24	Completed
1.2	Identify Beneficiaries			
1.2.1	Update and develop target beneficiary profile	Oct-23	Apr-24	Completed
1.2.2	Carry out an open call for beneficiaries	Oct-23	Apr-24	Completed
1.2.3	Review applications and select beneficiaries	Oct-23	Sep-24	Ongoing
1.3	Build New and Reinforce Existing Entrepreneurial Ventures			
1.3.1	Implement entrepreneurship programs and specialized workshops	Oct-23	Sep-24	Ongoing
1.3.2	Strengthen specialized entrepreneurial support programs	Oct-23	Sep-24	Ongoing
1.3.3	Implement entrepreneurial advisory programs	Oct-23	Sep-24	Ongoing
1.3.4	Implement webinars to strengthen business practices	Oct-23	Sep-24	Ongoing
1.3.5	Facilitate linkages and access to online (asynchronous) training platforms	Oct-23	Sep-24	Ongoing
1.3.6	Coordinate with public entities to provide regulatory guidance on formalization	Oct-23	Sep-24	Ongoing
1.4	Facilitate Access to Financial Services and Funding			
1.4.1	Connect entrepreneurs with financial services	Oct-23	Sep-24	Ongoing
1.4.2	Provide access to competitive seed capital funding	Nov-23	Sep-24	Ongoing
1.4.3	Establish alliances with other actors to facilitate entrepreneurs' access to seed capital	Oct-23	Sep-24	Ongoing
1.5	Create Links to Commercial Channels			
1.5.1	Facilitate access to commercial fairs (in-person and virtual)	Oct-23	Sep-24	Ongoing
1.5.2	Facilitate business linkages between entrepreneurs	Oct-23	Sep-24	Ongoing

Table E2: Ongoing and Completed Activities – FY24 – Facilitating Employment

Ref. No.	Activity	Estimated Start	Estimated End	Status
2.1	Conduct Analysis of Labor Demand			
2.1.1	Identify market sectors with hiring needs	Oct-23	Sep-24	Ongoing
2.1.2	Map sector needs	Oct-23	Sep-24	Completed

2.1.3	Identify job opportunities in professional and technical sectors	Oct-23	Sep-24	Ongoing
2.1.4	Analyze beneficiary employment profiles	Oct-23	Sep-24	Ongoing
2.2	Strengthen Employment Ecosystem			
2.2.1	Link job seekers with existing training platforms	Oct-23	Sep-24	Ongoing
2.2.2	Coordinate network of key ecosystem stakeholders	Oct-23	Sep-24	Ongoing
2.2.3	Transfer workforce development methodology and virtual training content and tools to partners	Oct-23	Sep-24	Ongoing
2.2.4	Strengthen technical capacities of private sector, local governments, and associations	Oct-23	Sep-24	Ongoing
2.2.5	Disseminate lessons learned	Mar-24	May-24	Completed
2.3	Prepare Job Seekers for Success in the Job Market in Response to Labor Demand			
2.3.1	Link participant job seekers with existing training programs	Oct-23	Sep-24	Ongoing
2.3.2	Support Venezuelan refugees and migrants in the process of recognition and/or revalidation of diplomas or professional or technical certifications	Oct-23	Sep-24	Ongoing
2.3.3	Facilitate continued training and mentoring with participants	Oct-23	Sep-24	Ongoing
2.3.4	Raise awareness on the needs of Venezuelan professionals and strengthen the labor insertion process with private sector stakeholders	Oct-23	Sep-24	Ongoing
2.4	Connect Job Seekers and Employers			
2.4.1	Create new and improve existing job platforms and link job seekers to job platforms	Oct-23	Sep-24	Completed
2.4.2	Host job fairs and facilitate employment networks	Oct-23	Sep-24	Ongoing

Table E3: Ongoing and Completed Activities – FY24 – Increasing Access to Financial Services

Ref. No.	Activity	Estimated Start	Estimated End	Status
3.1	Raise Awareness on Barriers to Financial Inclusion			
3.1.1	Coordinate awareness events and engagement, including working groups, with supervisory and regulatory entities	Oct-23	Sep-24	Ongoing
3.1.2	Coordinate awareness events and working groups with service providers and associations	Oct-23	Sep-24	Ongoing
3.1.3	Conduct communication campaigns and develop tools to promote financial inclusion	Oct-23	Sep-24	Ongoing
3.2	Conduct communication campaigns and develop tools to promote financial inclusion			
3.2.1	Conduct communication campaigns and develop tools to promote financial inclusion	Oct-23	Sep-24	Ongoing
3.2.2	Develop, adapt, and/or scale the reach of service channels	Feb-24	Sep-24	Ongoing
3.2.3	Develop, adapt, and/or scale the adoption and usage of means of payment	Feb-24	Sep-24	Ongoing
3.3	Promote Financial Education			
3.3.1	Adapt and transfer financial education programs and methodologies to partners	Oct-23	Sep-24	Ongoing

3.3.2	Train beneficiaries on foundational financial management principles	Oct-23	Sep-24	Ongoing
3.4	Connect Beneficiaries to Financial Offerings			
3.4.1	Coordinate financial events with partners to generate financial inclusion and connect supply and demand	Oct-23	Sep-24	Ongoing
3.4.2	Strengthen partnerships between partner financial and non-financial entities	Oct-23	Sep-24	Ongoing

Table E4: Ongoing and Completed Activities – FY24 – Gender Inclusion

Ref. No.	Activity	Estimated Start	Estimated End	Status
G1	Mainstream Frameworks in Gender Inclusion and GBV Prevention with Partners			
G1.1	Train partners on gender inclusion, the importance of economic inclusion, and GBV prevention	Oct-23	Sep-24	Ongoing
G1.2	Socialize EIP gender inclusion and GBV prevention methodologies with stakeholders	Oct-23	Sep-24	Ongoing
G2	Accompany GBV Survivors Through Stabilization Process			
G2.1	Strengthen partnerships with women and gender-focused partners	Oct-23	Sep-24	Ongoing
G2.2	Provide psychosocial and legal support to survivors through partners	Oct-23	Sep-24	Ongoing
G3	Accompany GBV Survivors to Obtain Economic Autonomy and Financial Inclusion			
G3.1	Lead self-evaluation and goal development through the development of personal action (<i>life</i>) plans (proyectos de vida)	Oct-23	Sep-24	Ongoing
G3.2	Integrate survivors into EIP entrepreneurship and employment programs	Oct-23	Sep-24	Ongoing
G3.3	Provide follow-up and ongoing support for survivors	Oct-23	Sep-24	Ongoing
G3.4	Provide financial education and support financial inclusion for survivors	Oct-23	Sep-24	Ongoing
G3.5	Conduct communication campaigns that articulate importance of economic autonomy for survivors of GBV	Oct-23	Sep-24	Completed

Table E5: Ongoing and Completed Activities – FY24 – Supporting Capacity Building/Localization

Ref. No.	Activity	Estimated Start	Estimated End	Status
4.1	Apply the EIP Institutional Evaluation Tool	Oct-23	Jan-24	Completed
4.2	Identify Areas for Improvement and Define Indicators and Development Plans	Nov-23	Feb-24	Completed
4.3	Implement Capacity Building Activities	Jan-24	Sep-24	Ongoing
4.4	Improve the Performance of Local Partners to Ensure Sustainability	Feb-24	Sep-24	Ongoing

Table E6: Ongoing and Completed Activities – FY24 – Collaborating, Learning, and Adapting

Ref. No.	Activity	Estimated Start	Estimated End	Status
CLA1	Promote Data-driven Decisions and Adaptive Management	Oct-23	Sep-24	Ongoing
CLA2	Disseminate Learning through Newsletters	Oct-23	Sep-24	Ongoing
CLA3	Coordinate Semiannual Partner Meetings	Oct-23	Sep-24	Ongoing
CLA4	Coordinate Peer Learning among Partners	Oct-23	Sep-24	Ongoing
CLA5	Coordinate Efforts through the GTRM	Oct-23	Sep-24	Ongoing

Table E7: Ongoing and Completed Activities – FY24 – Youth Economic Inclusion

Ref. No.	Activity	Estimated Start	Estimated End	Status
Y1	Promote Youth Entrepreneurship			
Y1.1	Implement programs to encourage the entrepreneurial spirit in young people	Jan-24	Sep-24	Ongoing
Y1.2	Implement programs to strengthen entrepreneurial businesses managed and/or owned by youth	Jan-24	Sep-24	Ongoing
Y2	Create and Strengthen Youth Employment Initiatives			
Y2.1	Strengthen public youth employment platforms (My First Job, Young Talent, etc.)	Jan-24	Sep-24	Completed
Y2.2	Coordinate activities with public and private entities	Oct-23	Sep-24	Ongoing
Y2.3	Provide employment trainings (hard skills and soft skills) for youth	Feb-24	Sep-24	Ongoing
Y3	Promote Financial Inclusion of Youth			
Y3.1	Create or adapt digital financial products aimed at young people	Jan-24	Sep-24	Ongoing
Y3.2	Create or adapt means of payment and digital channels aimed at young people	May-24	Sep-24	Ongoing
Y3.3	Promote strategies for youth to build a credit history	May-24	Sep-24	Completed
Y3.4	Develop digital accounts for youth (programmed savings)	May-24	Sep-24	Completed
Y3.5	Generate or complement financial education programs by incorporating a focus on youth	May-24	Sep-24	Completed

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v “PERÚ: Comportamiento de los Indicadores del Mercado Laboral a Nivel Nacional y en 26 Ciudades - PRIMER TRIMESTRE 2024,” INEI, <https://m.inei.gob.pe/media/MenuRecursivo/boletines/02-informe-tecnico-empleo-nacional-primer-trimestre-2024.pdf>

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