

# Policy paper Mountain Child Care 2016–2018 |

Oudwijkerveldstraat 84  
3581 JN Utrecht

info@mountainchildcare.org  
www.mountainchildcare.org  
+31 (0)6 - 40 21 98 30  
+977 9813 604135 (Nepal)

Triodos Bank 776457985  
Kvk 52320073

Date: 8th of November 2015

Authors: Mark Simons and Marianne van Wetter

Now that Mountain Child Care has matured, it is time for a new policy for the future of the foundation. In this paper the founders provide a concise strategy for the coming three years. It starts to give background information about the first five years, followed by the results of a survey and a SWOT-analysis and rounds up with the policy for 2016–2018, based on the 2015 survey and SWOT-analysis.

## Background

Mountain Child Care was conceived in the second half of 2010, and started operating as of March 2011 in Nepal. Since then it organized nearly 30 six-days QuestTrek's® for over 300 Nepalese orphans and former street children and 40 Dutch youngsters, organized 11 high quality coaching trainings to build capacity in coaching amongst social workers of the partner organizations, 4 annual sports events to bond the youngsters and hundreds of (group) coaching sessions. These programs have helped over three hundred vulnerable youngsters to pro-actively prepare themselves for their future. In 95% of the cases the QuestTrek® gave them more confidence, in many recorded cases it resulted in significantly higher study motivation and better study results, in some cases in successful traineeships and jobs. As a result in 2014 Mountain Child Care was rewarded the nomination 'Best Practise' in educational innovation. This title was awarded at the International conference Education of the Heart at the Erasmus University in Rotterdam The Netherlands, that was initiated and attended by HH the Dalai Lama.

## Survey

In March and April 2015 Mountain Child Care had a survey carried out to assess the problems the youngsters face while preparing for re-integration and youngsters needs during the follow-up program of Mountain Child Care after the QuestTrek®.



## Results of the survey

Needs of the youngsters have after the QuestTrek®:

- The youngsters would like to get coaching by Mountain Child Care more frequently;
- They prefer to have it with youngsters from other organizations;
- The time gap (4–6 weeks) between the QuestTrek® and the first coaching session is too big (during the QuestTrek® season all coaches are on QuestTrek® for 1 month);
- The youngsters would like to follow skill trainings, like job application training;
- The youngsters prefer to have variety of (lively) coaching forms.

The problems the youngsters face after the QuestTrek®:

- Difficulties to find paid work and worried to get paid work;
- They feel they lack skills (e.g. application training, time management);
- Lack of network (to find a job).

Expectations of the youngsters after the QuestTrek®:

- Most of all youngsters expect Mountain Child Care to offer (skill) trainings that help them to prepare for the job market;
- Next to that youngsters expect help from Mountain Child Care to obtain the goals as defined in their Personal Development Plans and help finding a paid job.

## SWOT-analysis

<p><b>Strenghts</b></p> <ul style="list-style-type: none"> <li>- Life changing effect of QuestTrek®</li> <li>- Quality of the trainings and trainers</li> <li>- Broad network of organizations (for traineeships and jobs)</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>- The frequency of the coaching sessions.</li> <li>- The lack of coaching in the first month after the QuestTrek®</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>- The economy of Nepal needs a motivated workforce with sense of entrepreneurship.</li> <li>- Extra attention for Nepal after the 2015 major Earthquake.</li> <li>- The caste system is losing influence.</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>- Poverty and the earthquake make the youngsters liable to accept any job they can find (remaining in the poverty trap, not training their talent and not saving money)</li> <li>- It is very difficult to get financial support from Nepalese organizations/companies.</li> </ul>



## Policy Mountain Child Care 2016–2018

For the period 2016–2018 Mountain Child Care sets itself three goals:

1. To organize on a yearly basis: 5 to 6 QuestTreks per year, coaching for all youngsters in our leadership programme and 2 capacity building trainings for around 25 social workers of our partner organizations.
2. To find paid work for 100 youngsters in line with their talent and personal development plan.
3. To generate at least 20% of its income in Nepal.

### Ad 2. Paid work for 100 youngsters

To achieve this goal Mountain Child Care will:

– conduct an **intensive and varied coaching day two weeks after every QuestTrek®**. A blue print for this innovative coaching day has been developed and tested.

– integrate, as part of its personal leadership programme, **five compulsory skill trainings** after the QuestTrek®:

1. Intensive coaching day two weeks after the QuestTrek® including job orientation, coaching, ‘head heart hands skill test’ and follow-up regarding the personal development plan. This is the training as described in the point above.
2. Life skills training (including time management skills to manage time between work and studies);
3. Psycho-education (how to prevent and cope difficult situations in your job including: determination, organizing help while facing a problem or question and transparent communication);
4. Job interview training including how to show your uniqueness, talents and skills, how to dress and how to make a good and authentic first impression;
5. Application letter and CV-writing.

– **employ two extra youth coaches/trainers** to ensure intensified and dedicated coaching and to guarantee high quality trainings. In the new policy term Mountain Child Care aims to intensify the coaching. Every coach remains dedicated to a limited number of youngsters. The coach that the youngster is linked to, will remain its coach after the QuestTrek®. As two Nepalese youth coaches and a job matchmaker will guide a QuestTrek®, this implies that two Nepalese youth coaches and a job matchmaker will continue their regular work from Kathmandu. This means: organizing coaching and job match making, organizing and conducting the follow-up coaching day two weeks after the QuestTrek®, writing personal development plans and organizing trainings. The coach/trainer is also responsible for the skill training programme of the youngster, although he or she might not give all the



trainings. In some cases we may prefer to hire a specialist.

- **employ 1 extra job matchmaker/trainer.** In total two job match makers/trainers make matches between our youngsters and employers. Mountain Child Care will drop its policy not to find work for its youngsters, as this is an urgent need for the youngsters and there is a serious risk for the youngster to accept any kind of job due to poverty, thus also dropping out of the program of Mountain Child Care. Talent based job recruitment will replace the traineeship program of Mountain Child Care.
- **to start working with employment agencies in Nepal and The Netherlands.** In Nepal agencies that understand our policies can help us to place youngsters, in The Netherlands employment agencies may want to send some of their staff as a participant on a Quest Trek®, to learn how to go with talent and about the importance of intrinsic motivation. We can learn from them in job match making.

Summarizing this point, we want to intensify the impact of our work, by leading our youngsters to paid jobs that make use of their talent and life purpose. For this we want to employ three extra staff member in Nepal, to youth coaches/trainers and 1 job matchmaker/trainer.

Finding paid work linked to their passion and talent, helps youngsters to find a place in society and Mountain Child Care to reach its mission:

It is Mountain Child Care's mission to bring young adults without parents into contact with their innate inner strength and use this knowledge to take control of their own lives. Enabling them, when they leave their shelter home, to participate in and contribute to society in a confident and dynamic manner.

**Ad 3: To generate at least 20% of its income in Nepal.**

To achieve this goal Mountain Child Care wants to:

- **intensify the marketing of the QuestTrek®** for foreign participants (professionalization Facebook account, selling the QuestTrek® in Nepal to interested tourists in Nepal and in the Netherlands through specialized tour operators.
- **ask a fee of €30,- per youngster from Nepalese partner organizations (NGO's) and €75,- per youngster for INGO's.** It turns out too that paying partners are more committed to the success of the personal leadership programme.
- **find paid work for the youngsters. 15% of the wage in the first 12 months is allocated for Mountain Child Care,** so that Mountain Child Care can train new vulnerable youngsters. After 1 year the youngster receives 100% of the income.
- A minimum of **25% to ideally 50% of the trainings costs should be covered** by the participants (or the NGO's).
- delegate more decision power to the program manager, so that policy writing, **proposal**



**writing and marketing** are also and more and more done **in Nepal**. This helps the NGO Mountain Child Care Nepal to gradually become independent.

