



Proposal to Build the T.S. Jarry Memorial Vocational Training Center



Partial view of the proposed site for the construction of the T.S. Jarry Memorial Vocational Training Center in Graie Town, Nimba County, Liberia.

Project Title:

Advancing Technical and Vocational Skills for Sustainable Livelihoods Project

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About Us

Imagine a Liberian youth, once limited by circumstances, now thriving with newfound skills and hope for the future, thanks to the T. S. Jarry Memorial Vocational Training Center. Karis Way Ministry (KWAM) is a local, not-for-profit Christian humanitarian organization committed to demonstrating the love of Jesus Christ through education, medical care, and spiritual support. Since 1991, its founders have delivered these essential services throughout Liberia.

The T. S. Jarry Memorial Vocational Training Center, a key initiative, honors Elder Thomas Sorbo Jarry, Sr., known as 'Pa Jarry.' A lifelong advocate for education and humanitarian service, he believed in the transformative power of knowledge. His guiding principle was: 'Prepare yourself now for tomorrow, because things will not be like today. You'll need to have a qualification to succeed.' One vivid memory embodies his commitment: handing a neatly folded uniform to a hopeful child, he imparted not just clothing, but the promise of education and a brighter future.

Elder Jarry exemplified selfless service throughout his life. Despite limited resources, he supported education by sponsoring tuition and helping students secure supplies and uniforms. He often provided immediate financial assistance, even pawning deeds when necessary. His generosity led many non-relatives to adopt his surname in gratitude, reflecting the enduring impact of his kindness.

The vocational training center's mission is to honor his legacy by providing practical education that meets community needs. In Liberia, where formal education is often inaccessible, vocational skills offer a path to economic independence and community growth. By equipping individuals with marketable skills, we aim to reduce unemployment, empower youth and women, and address poverty-related challenges.

Our work is inspired by both Elder Jarry's legacy and Karis Way Ministry's ongoing commitment to humanitarian outreach and community development. This initiative reflects our core values of compassion, service, and the transformative power of education. The center will serve as more than a training facility.

It will stand as a testament to a life devoted to education and service, a hub where young people's aspirations are realized. Through this initiative, we support vocational education,

strengthen communities, and honor a legacy of hope, opportunity, and kindness. To continue this mission, we invite you to join our journey.

Whether you choose to donate or partner with us, your contribution will help provide vocational training and resources to those in need. Take action today and join us in building a better future for Liberia. Reach out to us directly within the next month to see how you can make a difference.

Mission:

We aim to equip individuals in Graie and Zuolay Township, as well as in nearby communities, with practical skills, technical knowledge, and literacy to support sustainable livelihoods, personal growth, and active community participation.

Vision:

Our goal is to establish a leading vocational training center in Nimba County, known for delivering hands-on education, promoting self-reliance, and developing skilled professionals who support Liberia's socioeconomic progress.

Executive Summary

Gbania (not her real name), a 16-year-old from Graie Town, dreams of becoming a skilled tailor, but her path was interrupted when she became a mother at 15. With few options for continuing her education, her aspirations seemed out of reach.

The proposed T.S. Jarry Memorial Vocational Training Center will provide practical skills and technical education to residents like Myra in Graie Town, Zuolay Township, and nearby villages. The Center aims to address the vocational training gap in Nimba County by offering individuals opportunities to pursue their dreams and improve their economic circumstances.

Graie Town, located in District 9 of Nimba County on the main road to Grand Gedeh County, is about a two-hour drive from Tappita. Together with 15 surrounding towns and villages, the area's population is projected to reach 12,000 by 2025, up from 7,200 in 2020.

This represents a 67% surge, underscoring the urgent need to invest in skilled job opportunities to meet the impending demand. Without such investment, the growing population will face

increased competition for limited employment opportunities, underscoring the need for immediate funding to enhance vocational training services in the region.

Equitable education demands that we address the systemic barriers leading to high dropout rates among young women in the region. Teenage pregnancy and early child marriage are major challenges, leading many adolescents, especially girls, to leave school. For these young women, vocational education is often the only path to learning and economic empowerment. Boys who drop out often turn to biking or farming to support their families.

Although these activities provide immediate income, bike riding poses significant risks due to frequent accidents, insufficient training, and a lack of protective gear. To address these issues, the vocational training center will introduce safety-training interventions, including a helmet-use workshop. This workshop will focus on teaching the importance of protective gear and practical training to reduce bike-related injuries.

The program will use a Plan-Do-Study-Act cycle to continuously improve safety outcomes, starting with an initial training session, then monitoring accidents and injuries, and revising the training process based on results. Many young people seek practical skills to improve safety and secure sustainable livelihoods, recognizing that relying on bike riding or informal farming limits long-term income and personal growth.

Despite their eagerness to learn, most residents lack access to vocational education. This limits employment opportunities, reduces economic participation, and increases the risk of poverty and social exclusion.

The nearest vocational institution is in Tappita, a three-hour walk from the community, making access difficult. Residents support establishing a local training center, have offered land for construction, and mobilized potential learners. Local leaders are committed to affordable fees and inclusive participation.

With the Center expected to enroll over 500 students annually, it aims to achieve measurable outcomes, including a 70% job placement rate within six months of graduation, an average income increase of 40% for graduates, and the creation of at least 50 start-up businesses within the first three years.

The vocational training center will serve about 20 towns and villages, directly benefiting an estimated 12,000 residents with free or affordable skills training. The center aims to reduce

unemployment, lower economic dependency, and promote entrepreneurship. Learners will receive technical training, literacy, and basic education, supporting their overall development.

A field assessment report identifies vocational education as the most urgent need in Graie Town and nearby areas. Establishing this center will equip residents, especially vulnerable youth and early school dropouts, with skills for economic independence, social inclusion, and community engagement.

Currently, the lack of local access prevents residents from learning market-relevant trades such as soap making, hairdressing, tailoring, carpentry, masonry, plumbing, electricity, auto mechanics, mechanized farming, horticulture, and basic business management. In recent years, no one from Graie Town or the surrounding areas has received formal vocational training.

List of Proposed Vocational Programs to be taught

- Auto-mechanic
- Plumbing
- Carpentry
- Electricity
- Masonry
- Building Construction
- Computer Science
- Mat-making
- Agriculture
- Architectural Drawing
- Agri-business/entrepreneurship

Estimated Funding Requested

The T.S. Jarry Memorial Vocational Training Center will be constructed through a competitive bidding process to ensure quality, transparency, and accountability. The selection will involve the donor, local stakeholders, and community representatives to confirm that the chosen firm meets technical standards, follows timelines, and delivers a safe, durable facility. Engaging multiple stakeholders promotes local ownership, trust, and high construction standards.

The estimated project budget is USD 250,000, covering construction, equipment, initial operational costs, and staffing. This amount may be adjusted after reviewing the detailed Bill of Quantities. The funding will allow the center to offer affordable or free vocational training,

provide about 12,000 residents with marketable skills, support entrepreneurship, and create sustainable paths to economic independence.

Expected Outcomes and Impact

Input	Output	Outcome / Impact
Funding of USD 250,000 to cover construction, equipment, operational costs, and staffing	Construction of a fully equipped vocational training center with classrooms, workshops, and demonstration areas	Directly benefits approximately 12,000 residents from Graie Town and the surrounding villages.
Qualified instructors, administrative staff, and support personnel	Delivery of vocational training programs in trades such as carpentry, masonry, hairdressing, tailoring, plumbing, electrical work, auto mechanics, mechanized farming, horticulture, soap making, and business management	Provide technical, business, and literacy skills to early school dropouts and vulnerable youth
Learning materials, tools, and equipment	Learners completing hands-on training, literacy programs, and basic business education	Reduce unemployment, teenage pregnancy, and economic dependency.
Community engagement and stakeholder collaboration	Mobilization of learners, establishment of inclusive participation, and mentorship opportunities	Promote entrepreneurship, safer livelihoods, and broader community development.

Project Description

Project Component	Description	Notes / Additional Details
Project Title	T.S. Jarry Memorial Vocational Training Center	Proposed vocational training institution in Graie Town, Zuolay Township
Project Goal	To empower youth and adults through practical skills development and technical education	Focus on early school dropouts, vulnerable youth, and community members seeking sustainable livelihoods.
Project Objectives	Provide market-relevant vocational skills - Promote entrepreneurship - Reduce unemployment and economic dependency - Improve literacy and basic education.	Objectives aligned with local community needs and social challenges.
Target Beneficiaries	Approximately 12,000 residents from Graie Town and 20 surrounding villages	Inclusive participation with a focus on girls, boys, and adults who lack access to vocational training

Project Location	Graie Town, Zuolay Township, Nimba County	Centrally located for accessibility from surrounding villages, the community has pledged land.
Construction Approach	Competitive bidding process to hire qualified and reputable construction firms in collaboration with the donor and local stakeholders	Ensures quality, accountability, and local ownership
Budget	Estimated at USD 250,000, covering construction, equipment, initial operational costs, and staffing.	Subject to final adjustment based on Bill of Quantities (BOQ)
Expected Outputs	-Fully constructed vocational training center- -Operational training programs- Trained learners with marketable skills- Community engagement and mentorship initiatives.	Outputs are measurable and directly linked to project objectives.

Project Activities and Implementation Plan – Construction of Vocational Center (2 Years)

The construction of the vocational center will be completed over 24 months, organized into key phases to ensure timely and high-quality delivery.

Months 1–6: Planning and Early Construction

- Complete site preparation and finalize architectural and engineering designs.
- Conduct tendering and contracting for classrooms, workshops, demonstration areas, and administrative offices.
- Begin initial groundwork, including foundation excavation and structural base work.

Months 7–12: Structural Development

- Erect walls, roofing, and flooring.
- Install major utilities, including electrical, plumbing, and basic infrastructure.
- Procure and deliver construction materials and essential equipment.

Months 13–18: Interior and Finishing Works

- Complete painting, plastering, and installation of fixtures and fittings.
- Install classroom and workshop furniture, tools, and learning equipment.
- Complete landscaping and external works, including access roads, drainage, and safety features.

Months 19–24: Finalization and Handover

- Conduct quality inspections, commission utilities, and make final adjustments.
- Provide staff orientation, facility management training, and operational set-up.
Complete the official handover, prepare for opening, and ensure readiness for student enrollment.

This phased approach ensures systematic construction and alignment with staffing, training, and community engagement milestones for the vocational center.

Monitoring and Evaluation

The T.S. Jarry Memorial Vocational Training Center provides living quarters, a dispensary, and a shop for fresh produce. Leasing 50 to 75 acres of farmland will generate income to support the facility. Long-term sustainability will depend on community engagement, diverse revenue sources, and strong governance.

As graduates launch businesses in trades such as tailoring, carpentry, hairdressing, and farming, the center will benefit from increased local economic activity and potential alum partnerships.

The project will implement a comprehensive Monitoring and Evaluation plan to support continuous learning, accountability, and measurable results.

Monitoring will begin during construction and continue through training and post-graduation follow-up. Key indicators will include trainee enrollment, completion rates, and the percentage of graduates who secure employment, start businesses, or begin apprenticeships within six months.

Additional metrics, such as participant satisfaction, skill competency, attendance, and training quality, will assess program effectiveness and the learner experience.

The project team will track these metrics through monthly reports, instructor reviews, and structured tools such as attendance sheets, skills assessments, and classroom checklists.

Quarterly financial reviews and program audits will promote transparency and efficient resource use. Graduate follow-up will include phone interviews, site visits, and surveys to assess employment status, income changes, and post-training challenges. The team will analyze data to identify trends and areas for improvement.

Donors and stakeholders will receive biannual narrative and financial reports summarizing achievements, challenges, and corrective actions. An annual impact report will present outcome data, success stories, and case studies to highlight the center’s contributions to reducing unemployment, improving livelihoods, and strengthening community resilience.

Sustainability Plan

Modest community service fees will cover ongoing costs for training materials and administration. The center will seek formal partnerships with local and county authorities to secure periodic support, integrate youth development initiatives, and enhance institutional recognition. Sustainability will depend on engaging local leaders, youth groups, women’s representatives, and beneficiaries to encourage enrollment, foster cultural acceptance, and maintain demand for training.

A maintenance and operations plan will allocate program fees to facility repairs, equipment replacement, and utilities. Community members will be trained as facilitators and operational staff to ensure continuity as external partners change.

Governance will be overseen by a school board that includes a donor partner, a community leader, a youth representative, and a women’s group representative, ensuring inclusive oversight and shared responsibility. This approach will allow the center to provide high-quality technical skills and livelihood opportunities beyond the initial donor funding period.

Risk Management and Mitigation

Risk Category	Risk Level	Description of Risk	Mitigation Strategy
Staff Turnover	High	Instructors or administrative staff may leave due to distance, workload, or better opportunities.	Recruit and train multiple local facilitators; offer fair compensation; provide continuous professional development; maintain a reserve list of trained community assistants.
Traditional Norms & Cultural Practices	High	Early marriage, gender norms, and resistance to girls participating in training may limit female enrollment.	Engage chiefs, elders, women’s groups, and youth leaders; conduct awareness sessions on the benefits of vocational training; involve community leaders in school governance to promote inclusiveness.
Environmental Hazards	High	Heavy rainfall, flooding, bushfires, or windstorms may affect construction and training activities.	Conduct environmental assessment; elevate structures where necessary; improve drainage; implement fire safety measures; store materials securely;

			adjust construction schedules during peak rainy seasons.
Community Conflicts	Medium	Disagreements among towns, leadership disputes, or political tensions could interrupt project operations.	Establish a community advisory committee; maintain transparent communication; involve all key groups (youth, women, elders); use conflict-resolution meetings when issues arise.
Equipment Damage or Theft	Medium	Tools, machinery, or learning materials could be lost, vandalized, or spoiled due to improper storage.	Create secure storage rooms; assign custodians; conduct regular inventory checks; apply preventive maintenance schedules; install locks and basic security measures.
Economic Shocks	Medium	Inflation, rising material prices, or reduced household incomes may affect project operations.	Diversify revenue streams; create a small contingency reserve; partner with government and private actors to support materials; adjust training fees to remain accessible.
Low Enrollment at Start-Up	Low	Some community members may be hesitant to join new training programs.	Conduct community mobilization; host open-house demonstrations; involve alums as ambassadors; offer introductory short courses to build interest.
Delays in Construction	Low	Weather conditions, contractor availability, or supply-chain delays may affect construction timelines.	Use competitive bidding to select reputable contractors; set clear deadlines; monitor construction progress weekly; maintain flexible contingency plans.
Operational Cost Overruns	Low	Unexpected expenses may arise during the early phases of operation.	Conduct quarterly financial reviews; maintain strict budgeting; pursue small grants and partnerships; reinvest revenue from services to fill gaps.

Conclusion

The center will provide accessible, market-relevant skills training, as well as basic literacy and entrepreneurship education, to address unemployment, unsafe livelihoods, and economic dependency.

Its community-driven approach, inclusive governance, and emphasis on practical outcomes will promote strong local ownership and lasting impact. Beyond individual benefits, the center will boost local economic activity, enhance social cohesion, and contribute to Liberia's broader socioeconomic development.

With adequate funding, transparent implementation, and continued stakeholder engagement, the T.S. Jarry Memorial Vocational Training Center will become more than a building. It will stand as a living tribute to a man committed to preparation, qualification, and service. It is a lasting institution where skills are developed, lives are transformed, and communities are empowered to shape their future.

The T.S. Jarry Memorial Vocational Training Center provides a timely and practical response to the educational and economic challenges in Graie Town, Zuolay Township, and surrounding communities in Nimba County.

Inspired by the legacy of Elder Thomas Sorbo Jarry, Sr. and Karis Way Ministry's commitment to service, this initiative transforms compassion into opportunity. For many young people and adults in rural Liberia, especially early school dropouts, young women affected by teenage pregnancy, and unemployed youth, vocational education is not a fallback but the most realistic path to dignity, self-reliance, and hope.