



SUSTAINABLE JOB PROGRAMMES FOR YOUNG MEN AND WOMEN:

A DATA GATHERING MISSION TO PORT AU PRINCE, HAITI

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Sponsored by Robin Sheehan and



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“The needs and solutions of climate change and global poverty both urgently need to be mapped, so it is vital you get all the support from Donors that you need !”

Desmond Tutu,
Nobel Peace Prize Winner



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Alex Parisien,
Ontario, Canada,
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Much of the key data captured on this mission has been put on www.wikimapaid.org, which is a Global MapAid interactive map, based upon Google Earth.

Global MapAid needs to continue to map the spread and the depth of poverty problems and sustainable poverty solutions, and feed the resulting knowledge and maps to the NGOs and the wider community of Donors.



Overview

This report will outline the recent data capture mission to Port au Prince, Haiti. The primary objective of the project was to research the locations and boundaries of vocational and trade training programs and schools for young men and women within and around Port au Prince. A secondary objective was to gain an understanding of the current situation within Haiti in the wake of the 7.0 earthquake in January of 2010. During the two week trip to Port au Prince, 37 schools were visited and the directors/principals were interviewed in an effort to obtain as much information on the schools, their students, programs and impact of the earthquake on their ability to train and instruct programs and courses to promote sustainable employment opportunities and sustainable jobs.

A 'sustainable job' or 'Self sustainable employment' is where someone gains a skill enabling them to create immediate and enduring self employed income, wherever they are. Start-up costs are usually minimal. A sustainable job provides an essential service or product (meaning non-luxury), in response to long-term demand by the majority of citizens, in exchange for a swift monetary reward from the citizens.

Sustainability and risk are linked, the lower the risks, the higher the sustainability. Sustainable jobs represent a low risk proposition and in the long term, if there are enough such jobs, this leads to long term economic stability and civil peace.

At the end of each day, the sustainable job holder is responsible to one person, themselves, though often the peer pressure of family will encourage even greater accountability.

Shoe mending, car maintenance, carpentry, and intensive small scale agriculture (including post harvest food processing) are examples.

Government or public jobs are not defined here as sustainable as nearly always they have to be paid for by the taxes, levied on sustainable jobs.



Recommendations summary

Recommendations for future Global MapAid involvement

- Port au Prince was focussed on in this mission. Therefore, further volunteer missions to Haiti should expand to cover urban centres throughout Haiti including, but not limited to: Gonaives and Saint Mark in Artibonite, Porte de Paix in Nord Ouest, Cap Haitien in Nord and Ouanaminthe in Nord-Est, Hinche in Centre, Jacmel in Sud-Est, Les Cayes in Sud and Jeremi in Grand Anse.
- Expand research to locate existing apprenticeship and sustainable agriculture training initiatives.
- Expand research by making a pilot labour market survey, to discover where and to what degree, gaps exist for specific sustainable job skills. Roll out the survey to cover Haiti.
- Establish a current, publicly accessible, list of NGOs operating within Haiti which are partnered with, establishing or have established Sustainable Job initiatives and Trade/Professional Schools.
- Update wikimapaid.org with new research findings.

Recommendations for future NGO & Donor involvement

- Short term: Initiate apprenticeship programs, in accordance with the labour market survey mentioned above, to utilise the skills of those skilled workers out of work and as well as train unskilled members of the labour force. The added benefit will include repairing and rebuilding earthquake damage.
- As part of the above, a detailed analysis of the cost benefits of 'on-the-job' versus 'formal education' needs to be carried out.
- Long term: Partnerships between NGOs and established schools in Haiti to provide:
 - Funding: to be used for scholarships.
 - Course curriculum.
 - Entrepreneurship/Business training.
 - Hands on experience through apprenticeships to offset cost of education.

Haiti: In brief

Geography

Haiti occupies the Western third of the island of Hispaniola in the Caribbean, an island it shares with the Dominican Republic. The country is mainly covered by rough and steep mountainous terrain and is prone to hurricanes and storms from June to October annually. During the time that Haiti was ruled by the French much of the forested land was cleared for timber. Since independence deforestation has continued to provide land for agriculture and to create fuel, in the form of charcoal, for use by the inhabitants of the island. Severe soil erosion has occurred as a result of the deforestation and intense rains during the rainy season.

Urbanization is occurring at an annual rate of 4.5% in Haiti with over 45% of the population currently living in urban regions. The two maps on the following pages display the population of men and women aged 15 to 29 and the increased population density around major cities. A quarter of the country's population resides in the greater Port au Prince region itself. Over two thirds of Haiti's approximately 9 million people are dependent on subsistence agriculture. However, only 28 percent of the land in Haiti is considered arable land when over 50 percent of the land is currently used for agricultural purposes. This leaves most Haitians extremely vulnerable to natural disasters, environmental variability and the effects that deforestation has had on the fertility and viability of the land for successful and bountiful agricultural production.

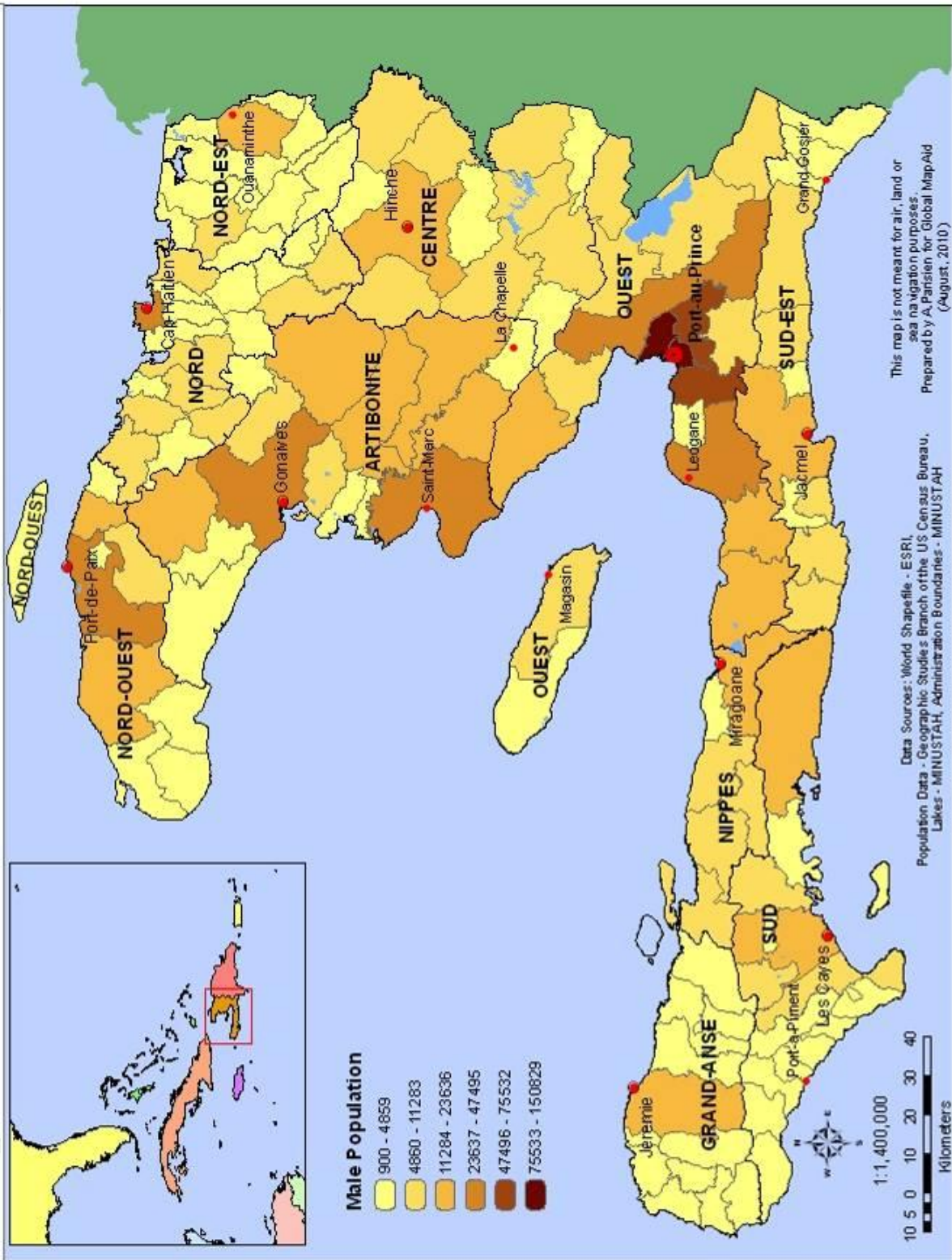
Population

As previously stated, Haiti has a population of a little over 9 million. The workforce is made up of 3.64 million people and even before the earthquake there was widespread unemployment and underemployment, as well as a large shortage of skilled labour. Unemployment levels were estimated at 70% prior to the earthquake.

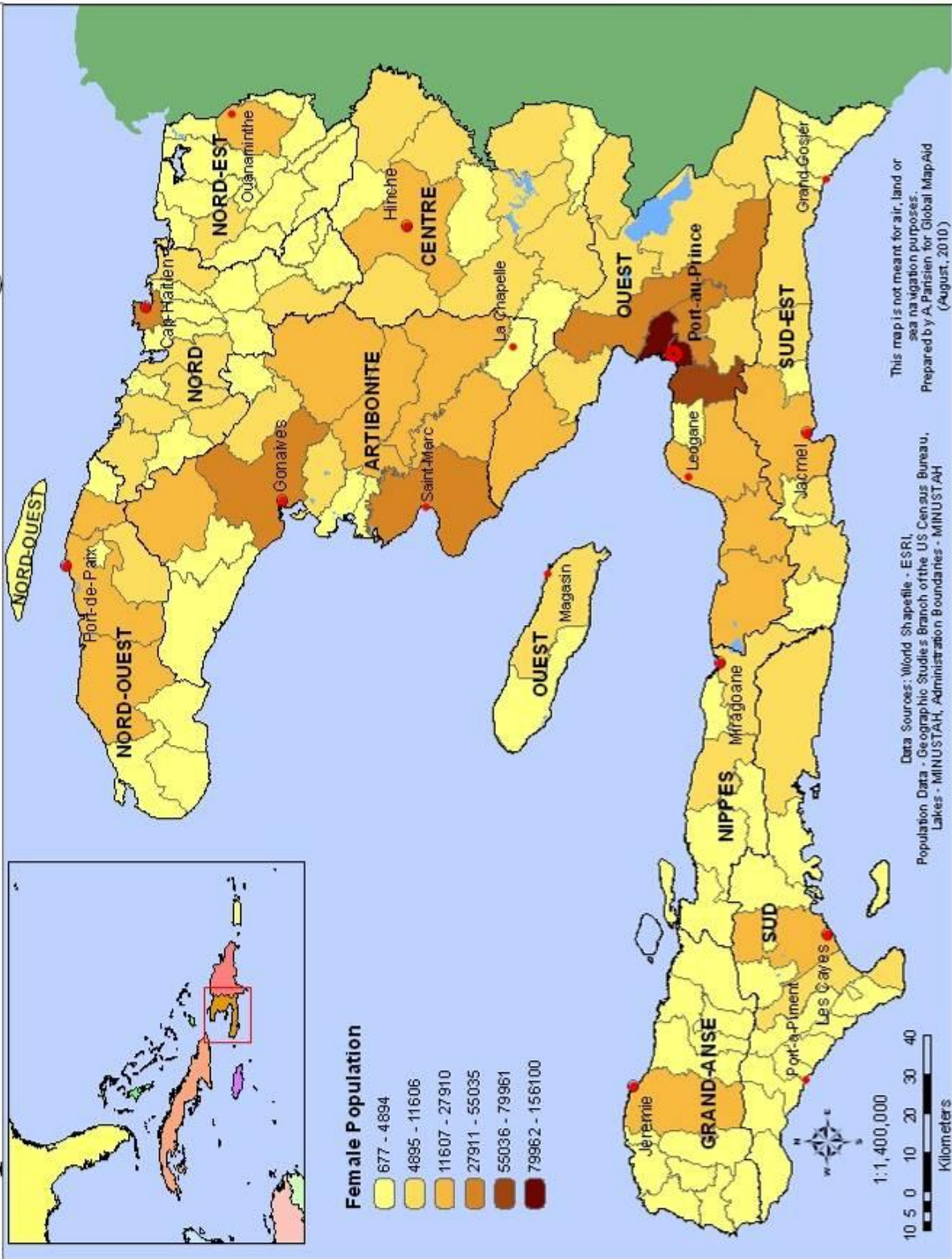
However, with the loss of approximately 1 in 5 jobs this number is now much higher. Since the earthquake, "Cash for Work" initiatives were introduced where youth are employed to clear rubble and debris for a daily wage but most still struggle without a job, selling what they can to earn enough to eat and feed their family.

Cash for Work is an excellent short term measure especially when it prevents immediate and desperate social breakdown, however it does not represent 'sustainable employment' for many years to come, and is therefore suspect when referred to as 'job creation.'

Population Distribution of Males Aged 15 - 29



Population Distribution of Women Aged 15 - 29



Crime

Crime and gang related violence have long been issues which Haiti has had to struggle against. Since 2004, the UN Stabilization Forces or MINUSTAH have been in Haiti to aid the under-armed, overworked local police to maintain civil control over parts of Haiti. In 2007 the gang violence reached a level where MINUSTAH started a 3 month offensive with the local police. The goal was to significantly decrease the amount of power that the local and Columbian gangs had over regions of Haiti and to curb the rate of gang violence, drug trafficking, human trafficking and other gang related criminal activities centered around Cite Soleil, Haiti. After a 3 month offensive many of the gang leaders were dead or in jail.

The earthquake in January resulted in the inadvertent release, from damaged or destroyed jails, of previously imprisoned gang members and leaders. The violence, looting and crime that occurred in the days after the earthquake and violence post quake increased as did the looting and rape occurring in the weeks and months after the earthquake.

Since January, 2010 jobs continue to be scarce. During the time of the data collection in Port au Prince most individuals who were talked to had lost their family, or members of their family, their house and/or their job. Desperation leads individuals to do desperate acts and the potential for the gravitation of young men, with relatively little to lose and financial and physical security to gain, to established gangs and crime in an effort to provide for themselves and their family, has increased as a result of the earthquake.

While there is a heavy military and police presence in Port au Prince this does not mean that the gang and criminal activity has been stopped. Nor does it mean that young men will be deterred from joining gangs as foot soldiers, when faced with few, or zero alternatives to finding gainful employment. There remains the need to provide young men with long term sustainable alternatives to crime and gang activity, so that they will cease being a threat to rebuilding efforts and development programmes, including women's programs.

Haiti: A visitors impression

Upon arrival in Haiti, some six months after the earthquake, I was immediately struck by how much of the physical destruction caused by the earthquake was still apparent – rubble piled in the streets, buildings crumbled and at cantilevered angles leaning on the buildings beside them. The presidential palace was still in the same condition shown in pictures from January 13th. I also immediately noticed the tent camps. All available space in between the airport and Carrefour, where I was staying, held a camp of tents.



Camp set up in a former park



Building in down town Port au Prince

In talking with the locals it was learned that public buildings; schools, hospitals, libraries, churches, will not be allowed to permanently rebuild until the government has conducted its study regarding which materials are most earthquake resistant and which would therefore be best to use when rebuilding Haiti. In the meantime, however, it does not appear that any large scale demolition and rubble clearing initiatives have been undertaken to remove the pieces of those buildings that are irreparably damaged or destroyed.

There are “cash for work” initiatives being carried out by various aid agencies: USAID, UNICEF, OXFAM. These crews are obvious among their surroundings as all members wear T-shirts of the same colour and can be seen loading wheel barrows with concrete debris or watching a back hoe lift building pieces into an awaiting truck. Mostly, though, the demolition that is being conducted by individual work crews is done by sledge hammer, pick axe, wheel barrow and bucket.



Cash for Work group – all wearing yellow shirts

The rainy season was just starting during the two week data capture mission to Port au Prince. While the rains removed the dust and heat from the air it also damaged tents and flooded out sections of camps. In the mornings after a night long rain you would pass by a tent camp to see the inhabitants trying to dry out mattresses and belongings drenched by water.

Hearing of a lost family member, in some cases a whole family, the loss of a house and the loss of ones job became familiar stories and accounts of the impact that the earthquake has had on individuals and communities. With the commencement of visits to professional and trade schools in and around Port au Prince the stories of how the earthquake has affected the schools - decreased enrolment, the potential of needing to close down due to financial strains, relocating after a school collapsed, the students - who now often lack the funds to attend trade training programs, and the teachers and directors - reducing the tuition to retain some students. Some teachers and instructors have had to be let go, some were trapped under the rubble of the school for days after the earthquake. Navigating around the city in an SUV was difficult and time consuming but it allowed for time to notice that if the traffic issues ever got resolved and traffic flowed smoothly then an entire economic sector made up of individuals who sell water and juice, papitas, car cell phone chargers and anything else you may need while driving would be lost.

The psychological impact that the earthquake has had on the generation of people who experienced it is prevalent. During a meeting at a school one morning a truck rumbled along the highway which was about 25m away from the building we were in. One of the young men, aged 26 or 27, was out of his seat and half way out the door before he realized that it was just a truck that went by and not another earthquake. Everyone else in the room had gone quiet suddenly too, I was the only one who did not flinch or hunker suspecting the worst. But then, I was the only one in the room who had not been there on January 12th when two of the schools buildings fully collapsed.

Fear of recurring earthquakes shows in other ways as well. Many, even if their house is still standing, will not sleep inside their house. They are terrified of the after shocks that still quake the island, and worry that their house will fall with the next tremor. As a result of this you will often pass a house with tents in the driveway which the family members sleep in at night.

Methodology

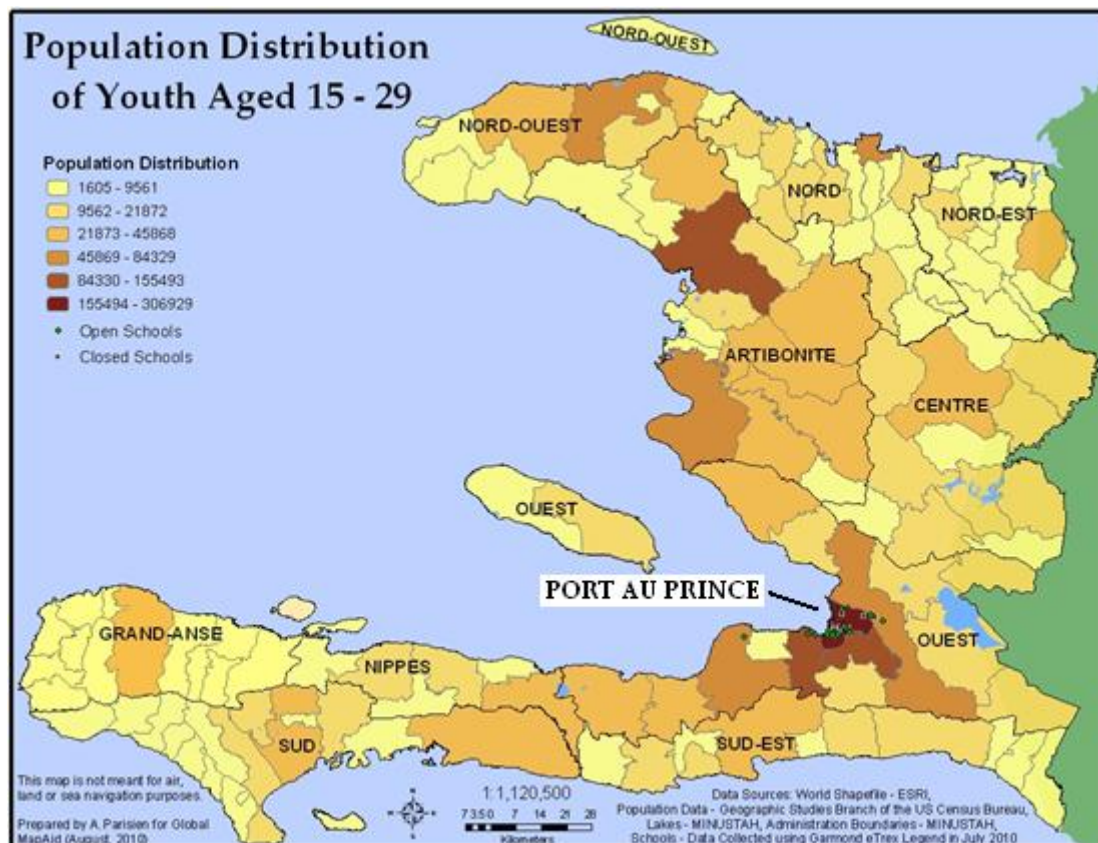
Data for this research was gathered while in Port au Prince, Haiti. Prior to departure for Haiti contacts were made with those NGO's and schools that had a web presence. Upon arrival in Haiti, meetings were held with knowledgeable individuals from around the Port au Prince area.

MissionE4: A mission established in and around Port au Prince. Through discussions with Scott and Tanya Long, the mission founders, information pertaining to other mission based initiatives was gained as well as a background on Port au Prince. The mission has multiple interests established around Port au Prince and Leogane and a Trade School at their Leogane location, currently an orphanage, has been recently scheduled to open in September 2010.

Haiti Family Mission: A faith mission started by the Smokers – an American family. They have been living in Carrefour, Port au Prince since 1986 initiating mobile clinics, schools, setting up a bakery and recently aiding in the rebuild efforts around. Through conversations with the members of the family regions of the city to focus on were identified.

Guy Alex: A local pastor, lawyer and French teacher. He has extensive knowledge of local initiatives and schools the Port au Prince area. He acted as a guide/translator when visiting schools in the Carrefour region.

After gaining a better understanding of how the Primary and Secondary, or "Classic" schools operated and at what level of Classic school completion Professional and Trade schools would accept students the age range that the study focused on was ages 15 to 29. In order to obtain training in plumbing at a specific school an individual might only have to complete 5th or 4th grade (their 8th or 9th year of schooling) whereas to obtain training in carpentry they may have to have completed Rheto (their 12th year of study).



Schools visited

Port au Prince served as the focus of this research mission. As indicated by the map above, there remains much of the country that has not been visited and Trade and Vocational schools found and documented. It was found that most well known Haitian trade schools are clustered around main arteries through the Port au Prince metropolitan centre rather than being distributed throughout the surrounding suburbs and countryside (See Delmas map on the following page). These schools draw students from across Port au Prince as well as the surrounding countryside. Often, it was found, students would move to the city for school and rent lodging for the year.



The schools which were visited were within the Port au Prince metropolitan region made up of Croix des Bouquets, Petion-ville, Carrefour, Port au Prince proper and Delmas. In addition to those regions, one school in Flon, south west of Port au Prince, was visited.

Schools outside of this general area were not visited due to time and financial constraints as many roads were not in good condition and security was dangerous.

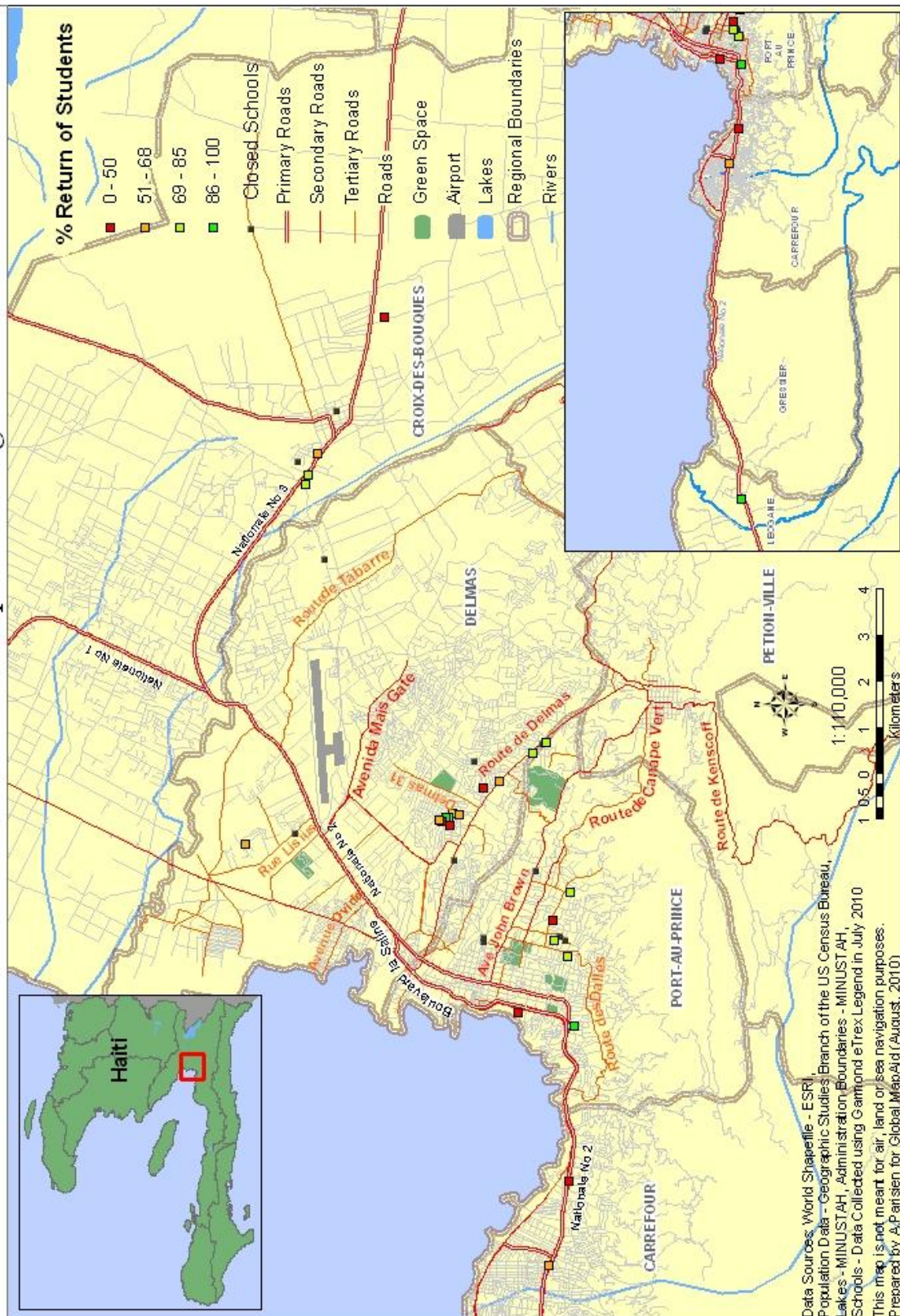
Also, with a quarter of Haiti's total population, obtaining as close to a complete coverage of the region of Port au Prince as possible was the desired goal. There are, however, many regions and cities throughout the rest of Haiti that would fit well within the context of a follow up mission to the south-west, south-east, north-east or north-west regions.

Thirty seven schools were visited during the two week mission to Port au Prince, Haiti. Of these 37 schools, 12 were closed due to excessive damage to the physical structure or too few students returning to allow the school to open. In all cases, except 2, the schools visited had all experienced a decrease in student enrolment. When asked what the reasons were for this decrease those interviewed generally responded that students no longer had the money to pay for school. Other reasons were that some of the students had moved to Port au Prince from other cities or the surrounding countryside but had had to return to their home cities or towns when the buildings and rooms that they were renting in Port au Prince were damaged and destroyed. Many schools had decreased their tuition rates and have even forgiven some of what the students owe in an effort to retain students, teachers and other individuals employed by the schools.

It was found, through interviews with students, that prior to the earthquake many of the youth who could afford to attend training and school would continue to attend school, completing course after course, until they could find employment. From talking with school principals and directors, those students in a trade oriented program (mechanic, construction, welder, etc) rather than a service program, (for example, tourism management, tailoring and sewing) were more successful in finding employment upon graduation. These programs are also the programs most attended by male youth aged 15-30.

In addition to the vocational schools there were two NGO assisted programs that were visited while in Haiti: Haiti Outreach Ministries working in Cite Soleil, Les Plains and Repatriote and Parole et Action working with ICTA in Flon.

Post Earthquake Student Return to Trade, Professional and Nursing Schools in the Port au Prince Metropolitan Region





Haiti Outreach Ministries: an example of an NGO running sustainable job training programs

Haiti Outreach Ministries is a Christian mission working in some of Haiti's poorest regions. The school visited during the trip was in Les Plains but there are also schools in Cite Soleil, Repatriote, Ibo Beach and Blanchard. The ministry runs Pre-Kindergarten to Secondary schools at these locations with most of the students attending the schools having sponsorships which cover the cost of education, health care, uniforms and food.

The Les Plains location is also the site of a Vocational School which offers training in sewing/tailoring and computer repair.

After the earthquake, the computer repair class, mainly attended by young men, was not offered again while the sewing class, mainly attended by women, is still offered and has experienced increased attendance. The program of particular interest that is being run by HOM is the Apprenticeship program which is partnering skilled workers from carpentry, concrete pouring and other construction trades with unskilled workers. The unskilled workers receive training in each of these fields and then join the trained workers in constructing houses in impoverished communities. The previously unskilled workers gain valuable trade knowledge and skills that are marketable upon completion of the apprenticeship program and they receive payment for the work they do while in the apprenticeship program.

Parole et Action & AMG & ICTA: an example NGOs collaborating to run sustainable job training programs

Parole et Action works with AMG International and the Institution Chretienne de Technologie et D'Agriculture in Flon, Haiti. AMG International provides the 7 acres of land that the school is situated on while Parole et Action provides funding for the school. Additionally, Parole et Action offers a program to help graduates to find work upon graduation from the school or to set up their own business. The school is situated on such a large piece of land that the sustainable agriculture practices taught at the school can be practiced in the fields before the students go back to their town to bringing the knowledge that they have learned at ICTA with them.

Summary of conclusions & needs

After the earthquake, unemployment coupled to homelessness, increased dramatically.

Many of the unemployed also now find themselves amongst the 1.1 million internally displaced people residing in camps throughout Port au Prince and the surrounding areas.

The information obtained during the two weeks spent in Port au Prince identifies key constraints that most Professional and Trade schools are currently facing:

1. Infrastructure integrity: many buildings, if they were not destroyed during the earthquake or demolished and cleared soon after, have major structural integrity issues.
2. Inability of men and women, aged 15 – 29, to continue their training in a sustainable job field, due to financial constraints including a lack of small one-off earned grants, lack of micro-credit facilities and lack of on-going business mentoring.
3. Variability in quality, duration and practical aspects of training programs due to the lack of qualified and experienced teachers and national education standards.

Furthermore, Haiti in general faces severe unemployment and under-employment, coupled to a lack of skilled and trained labour force.

Global MapAid needs to continue to map the spread and the depth of both problems and current solutions, and feed the resulting knowledge and maps to the NGOs and the wider community of Donors.

Recommendations for future Global MapAid involvement

- *Further volunteer missions to Haiti should expand to cover urban centres throughout Haiti including, but not limited to: Gonaives and Saint Mark in Artibonite, Porte de Paix in Nord Ouest, Cap Haitien in Nord and Ouanaminthe in Nord-Est, Hinche in Centre, Jacmel in Sud-Est, Les Cayes in Sud and Jeremi in Grand Anse.*

The two maps below depicting population distribution for both male and female demographics throughout Haiti indicate where there is a higher density of individuals at whom sustainable employment and training programs may be directed.

- *Expand research to cover apprenticeship and sustainable agriculture training initiatives.* Initiatives where unskilled labourers gain training and experience while being paid a wage with which they can provide for their family are an ideal means of rebuilding Haiti and increasing employment. This coupled with training in entrepreneurship may, in the long term, serve as the backbone of self sufficient and self sustainable economic growth in Haiti. Obtaining data and mapping the coverage of programs of this nature would allow for those organizations interested in supporting or initiating their own apprenticeship programs to visualize where service gaps exist and where new programs would have the most benefit.
- *Expand research by making a pilot labour market survey, to discover where and to what degree, gaps exist for specific sustainable job skills.* Roll out the survey to cover Haiti. This could be done using a ratio analysis. Global MapAid has experience of this from other poverty zones. Once tested, the survey could be rolled out across Haiti.
- *Establish a current, publicly accessible, list of NGOs operating within Haiti which are partnered with, establishing or have established Sustainable Job initiatives and Trade/Professional schools.* The establishment of an online, and publicly accessible, list of current initiatives designed to promote Sustainable Jobs and training programs would be greatly beneficial. Often, it was found, there was little or no knowledge of other local projects and initiatives concerned with sustainable employment and training. A directory of Trade schools and Organizations involved in Sustainable Job initiatives and Trade/Professional schools would allow for communication, cooperation and partnerships between organizations and schools and allow for increased effectiveness and efficiency of services offered.

An email, or online notice, could be drafted to send out to those organizations with a web presence outlining Global MapAid's humanitarian mapping background and focus on sustainable jobs and introducing the intentions of their involvement in Haiti.

- *Update wikimapaid.org with new research findings.* Wikimapaid could serve as a platform, similar to OpenStreetMap, to which professionals in Haiti can contribute GPS data. Updating and promoting Wikimapaid can serve as another source of current information about aid projects Haiti provided by aid workers and researchers interested in promoting the transfer and availability of knowledge.

- *Identify geographic and demographic service gaps.*

The identification of regional service gaps as well as who (men/women, age range, poverty level, etc) current initiatives and Trade/ Professional schools, apprenticeship programs and sustainable agriculture programs are designed for will provide valuable insight as to where current initiatives should be expanded or where new programs would be best located.

Recommendations for future NGO & Donor involvement

- **Short term:** *Initiate apprenticeship programs to utilise the skills of those skilled workers out of work and train unskilled members of the labour force while repairing and rebuilding what was lost in the earthquake.*

Apprenticeship programs where untrained youth gain training and experience has the potential to divert youth, in particular men, from possible involvement with criminal activities. Being paid a wage would enable them to provide for their family as well as rebuild housing, roads and other infrastructure damaged in the earthquake. Apprenticeship programs would also employ those skilled members of the workforce left unemployed as a result of the quake in mentor/instructor roles.

- As part of the above, a detailed analysis of the cost benefits of ‘on-the-job’ versus ‘formal education’ needs to be carried out. This could be a ‘Social Return on Investment Analysis.’

- **Long term:** *Partnerships between NGOs and established schools in Haiti to provide:*

- *Funding: to be used for scholarships*

Enrolment in Trade and Professional schools still in operation in Haiti was found to have decreased with the primary reason being lack of funds for would-be students to pay for their courses. While many schools have significantly decreased enrolment and program fees in an attempt to retain students there remains reduced enrolment resulting in the need for some schools to decrease the courses offered and to lay off instructors. Scholarships and bursaries could be set up to help students offset the cost of school allowing them to (re)enrol and lessen the number of schools closing and laying off instructors.

- *Funding: to be used for reconstruction of current schools*

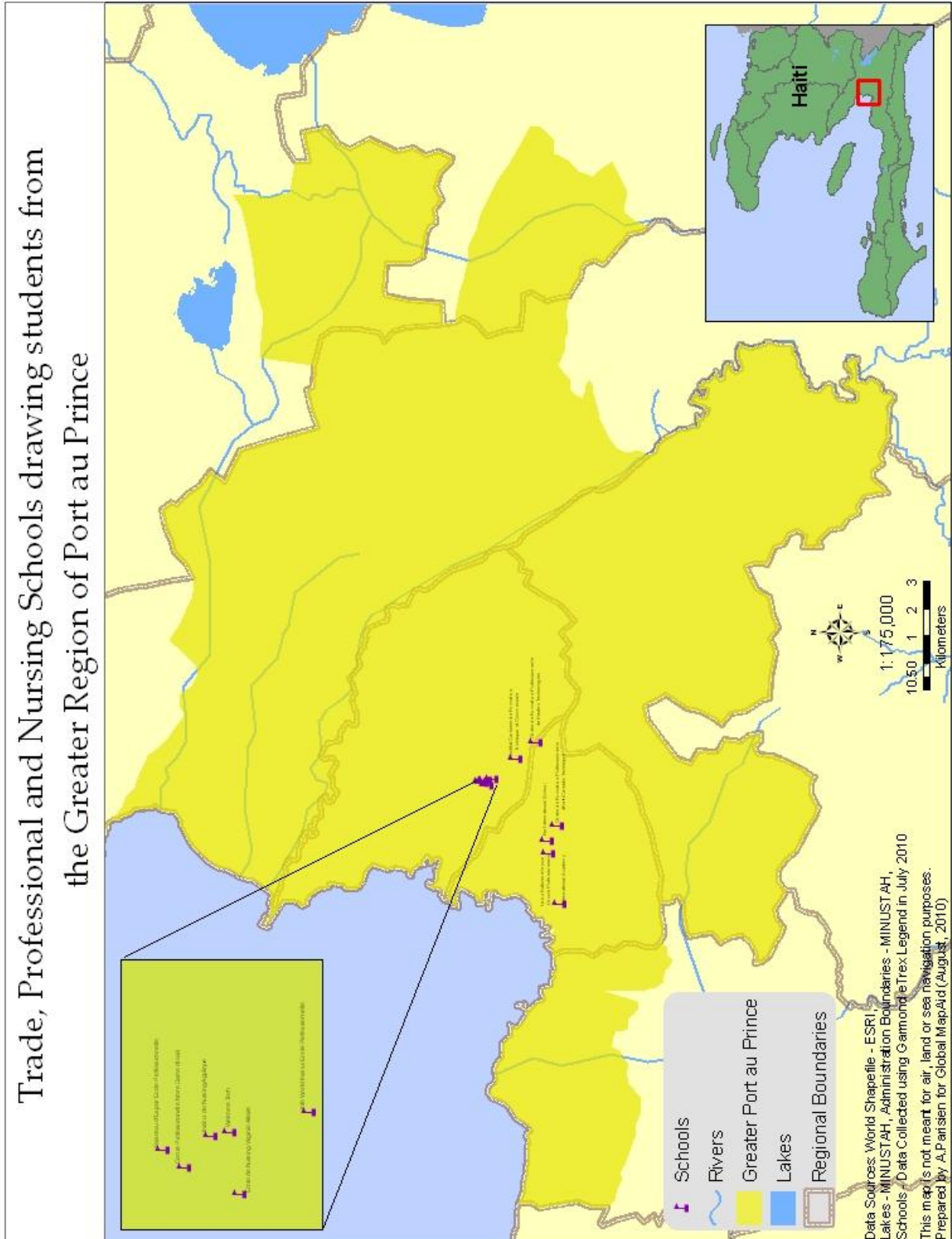
Most schools have suffered damage to their buildings whether having been completely destroyed, structurally damaged to the extent that they are unsafe to be used or superficially damaged. Many are operating out of UNICEF tents on the ground where the school used to stand or on the property of another school. Others have been relocated and temporary wood, brick and tin structures erected to provide classrooms for students. Many lack a sufficient number of desks for students to sit in to attend class. Laboratory and shop equipment, training materials and furniture are needed by many of these schools. Funding to allow schools to purchase equipment and supplies locally rather than

shipping surplus from donor countries would stimulate local industry and allow for those schools still operating to provide equipment necessary for training.

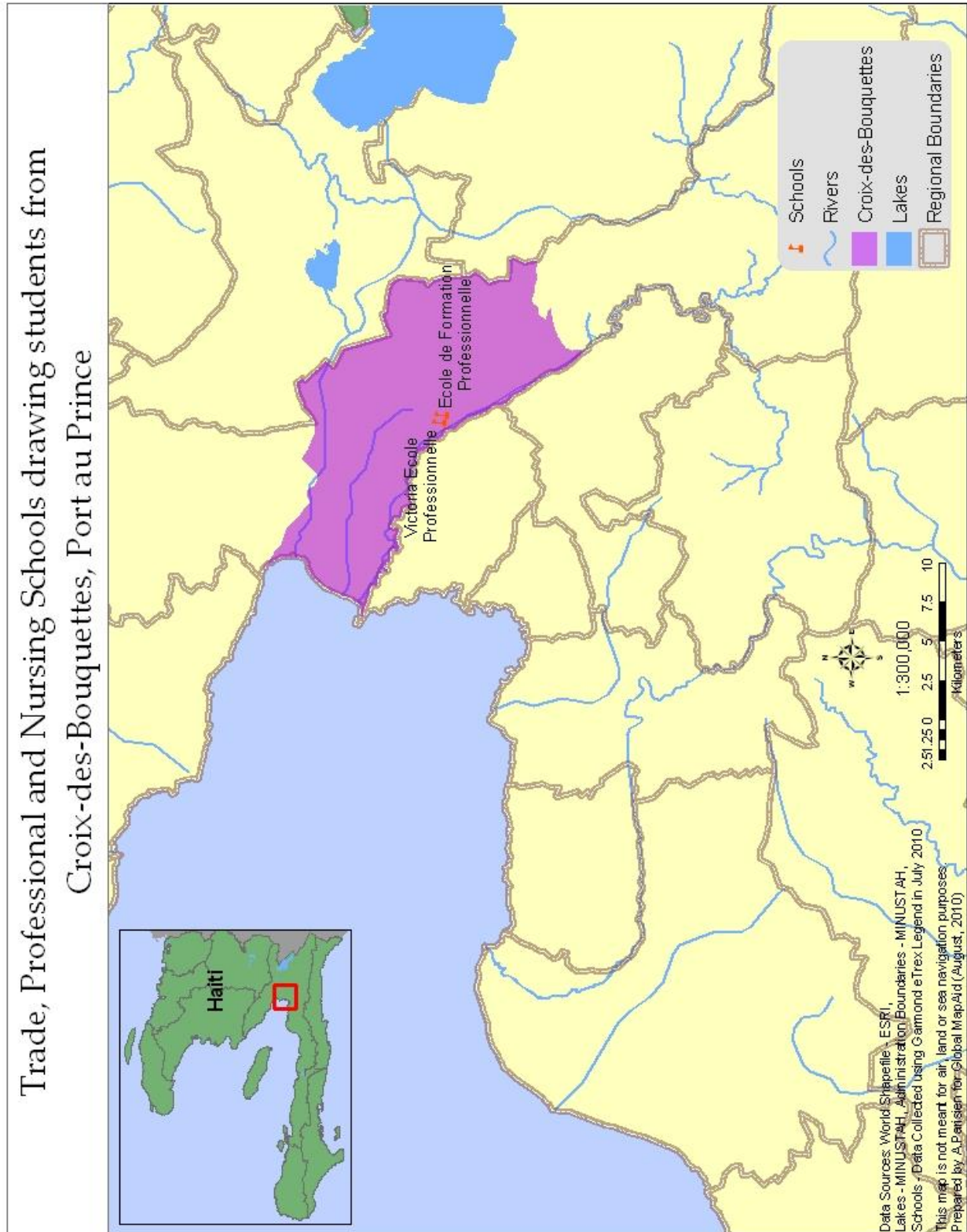
- *Course curriculum*
Course curriculum in keeping with western building practices and codes could aid in the standardization of training programs in quality, duration and cost. Partnerships with agencies or western schools willing to provide curriculum would allow for a transfer of knowledge and skills while costing relatively little.
- *Entrepreneurship/Business training*
Including, in Trade and Professional training programs, entrepreneurship and business classes would provide the knowledge of how to start and run ones own business. This, should the training be successful and result in self and sustainable employment, could serve to decrease the number of individuals re-attending Trade and Professional schools until they are able to find employment from another individual or business.
- *Hands on experience through apprenticeships to offset cost of education.*
Continuing, or initiating, apprenticeship programs over the long term will make training more accessible to individuals unable to a) stop working and b) pay for training. Apprenticeships also allow for hands and practical experience to be gained as part of a program so that one is better prepared to work on ones own. Apprenticeship programs, akin to what Haiti Outreach Ministries has initiated in Les Plains and Cite Soleil, would allow students to gain the hands on knowledge and training in a trade that they may have already been training for while at the same time, earning money to reinvest in ones community, help ones family, put towards school or rebuild ones home. Either way, individuals in an Apprenticeship program would be working, gaining marketable skills and would not need to seek out alternate, potentially criminal, paths to earning an income.

The above recommendations would serve to address the observed constraints faced currently by Trade and Professional schools still functioning in Port au Prince. They are guidelines based on the observed needs of Trade and Professional schools in Haiti as well as paths for future volunteers to pursue in continuation of GMA's involvement in Haiti and do not represent the only opportunities for future initiatives and involvement in Sustainable Job programmes so critical for Haiti.

Appendix B: Draw from Port au Prince



Appendix C: Draw from Croix des Bouquettes



Appendix D: Draw from Cite Soleil and Les Plains

