Questions and Answers for Request for Proposals

Issue Date:	**06 February 2020**
Closing Date For Proposals:	**25 February 2020**
Closing Time:	**5:00 p.m. Eastern Daylight Time (EDT)**
Project Title:	**Midterm Performance Evaluation for IESC's USAID-Funded YouLead Program**
Bid Reference Number:	**RFP-MEL-SRI171-FEB2020**

1. **Can IESC provide more information on youth beneficiaries to determine sample size and propose budget?**
   YouLead can provide the data sheets that were used for the annual survey. The public sector data (the youth trained by the YouLead trained trainers/instructors at TVET institutions) is updated until September 2019 and the private sector data (the data from two program partners) is updated until December 2019. YouLead's data collection cycle for private and public sector training institutions is different. Please send the answer to question number two below for more information.

2. **What is the total size to be covered in terms of male & female beneficiaries for the project in each area?**
   YouLead's beneficiaries are as follows:

- Trained instructors and teachers: Teachers that receive pedagogy training and/or entrepreneurship development training to deliver effective trainings to their students. By December 2019, 974 instructors/trainers received training, 358 are female and 607 are male. The beneficiaries reached by geography can be provided on request.
- Trainers Career Counselors/Practitioners: Counselors received training from YouLead to improve their career guidance services. By December 2019, 768 counselors received training, 320 are female and 448 are male. The beneficiaries reached by geography can be provided on request.
- Credit officers attached with financial institutions (FI)/intermediaries received training to increase access to finance for youth and women. This is to promote cash-flow based lending culture among 11 FIs partnering with YouLead. By December 2019, 874 officers received training from

YouLead, 271 are female and 600 are male. The beneficiaries reached by geography can be provided on request.

- The officers from the Samurdhi program, a government led poverty reduction program, received training on entrepreneurship development to encourage their beneficiaries to become involved in business start-ups. By December 2019, 325 officers including 90 females and 208 males received training from YouLead on business start-ups. The beneficiaries reached by geography can be provided on request.
- As the cascading effect of trainer/instructor trainings and support in setting-up employee training platforms/systems within the private sector companies, YouLead has reached 18,753 individuals including 8,713 females and 8,486 males by the end of December 2019. Note that a portion of the number comes through survey data. The beneficiaries reached by geography can be provided on request.
- Due to YouLead's efforts in entrepreneurships skills development including ED curricula development & customization and ED trainers of training, 181 students completed their courses by December 2019 of which 113 are females and 68 are males. The beneficiaries reached by geography can be provided on request.
- YouLead's efforts to improve career guidance services have reached 38,589 youth (aged between 16-35) by December 2019 of which 22,520 are female and 15,924 are males. The career guidance reach was made through the combination of provision of career guidance through trained career counselors and/or through an online platform. A portion of the number was computed through survey method. The beneficiaries reached by geography can be provided on request.
- 244 individuals who were reached through improved access to finance have started their businesses after the YouLead's interventions, 176 are females and 36 are males. The beneficiaries reached by geography can be provided on request.
- Overall, 53% of females increased productive resources, which might have overlap with the abovementioned data and 13,220 youth (age 16-29) received trainings on social and leadership skills in various events and courses. This youth number also may have overlap with the abovementioned data.

3. **Can IESC provide details on program engagement on priority industries including how these industries were covered in the program, what are the number of beneficiaries relevant to each industry, and are the weight of the interventions for each industry the same or different?**

   YouLead's research partner Verite conducted a market assessment in 2017 and 2018 which can provide background for selection of priority industries. Quarterly reports and annual reports can provide a description

on engagements on priority industries. It is difficult to provide the numbers covered in each sector. As YouLead requires concrete industry participation, the weight of the interventions in each sector are driven by the level of engagement and by the project's ability to effect meaningful impacts.

4. **Is IESC expecting both quantitative and qualitative data for the PPIs to be assessed?**
   Yes, YouLead has extensive quantitative data collected for its M&E indictors, but the impact of the project and its commitment to partner-driven sustainability has created numerous qualitative impacts that go well beyond the quantitative.

5. **Is it possible to collect samples from select districts instead of covering all 15 project districts? Or does the level of project activities per district vary significantly?**
   Please see the map below the questions that reflects the geographic breakdown of the program's reach as of December 2019. YouLead has prioritized 12 districts where higher youth unemployment exists. Currently, YouLead is targeting its reach of career guidance and job fairs to these 12 districts.

6. **Can a candidate submit a technical and financial proposal for the Team Leader position or will IESC only be accepting proposals from full teams only?**
   IESC is seeking to engage a qualified, independent third-party individual or firm to conduct a midterm performance evaluation of the USAID-funded YouLead Program. Proposals will be accepted from both individuals and firms.

7. **Will YouLead inform and coordinate with stakeholders to facilitate FGDs and key informant interviews?**
   Yes, YouLead can make initial introductions or provide a letter of introduction for the evaluators.

8. **Is/are the evaluator(s) expected to facilitate validation of findings with the team and stakeholders together or separately?**
   IESC expects that this validation can be held together. This will likely be the most efficient option unless the evaluator would like to independently validate information about particular stakeholder activities/coordination reported by the team.

9. **Is the schedule final (number of days per activity) or is there flexibility to propose changes?**

The level of effort proposed by IESC is an estimate based on past experience. If the proposal submitter believes that a different number of days is required for a particular deliverable/activity, the proposal submitted may include a change(s) with rationale and justification for a change(s) in the proposal. If the proposed change(s) is justified and reasonable, IESC will consider the change.

10. Is it possible to include international consultant(s) to the team or is the proposal only open to Sri Lankan consultants?

The proposal is open to both international and local consultants or teams.

11. Can IESC share the baseline evaluation report prior to submission of proposal?

If a baseline study was completed by USAID, IESC does not have a copy of it. A market survey was done in 2017 to guide work planning. The market assessment reports are publicly available.

12. Does IESC require the submission of respondent identities along with final cleaned datasets?

No, IESC does not believe this will be required. However, this may need to be reconsidered as this evaluation unfolds.

13. Does IESC require final clean datasets (quantitative and qualitative) to be in electronic format only?

IESC only requires an electronic submission.

14. Is the page limitation of 8 pages for the technical proposal inclusive of project team CVs? If so, please provide advice on best way forward to include all required information.

Yes, the 8 page technical proposal is inclusive of project team CVs. IESC asks that all entities submitting proposals ensure that submissions are concise.

15. Does IESC allow the inclusion of annexes for additional credential information in addition to the page limit set for the technical proposal?

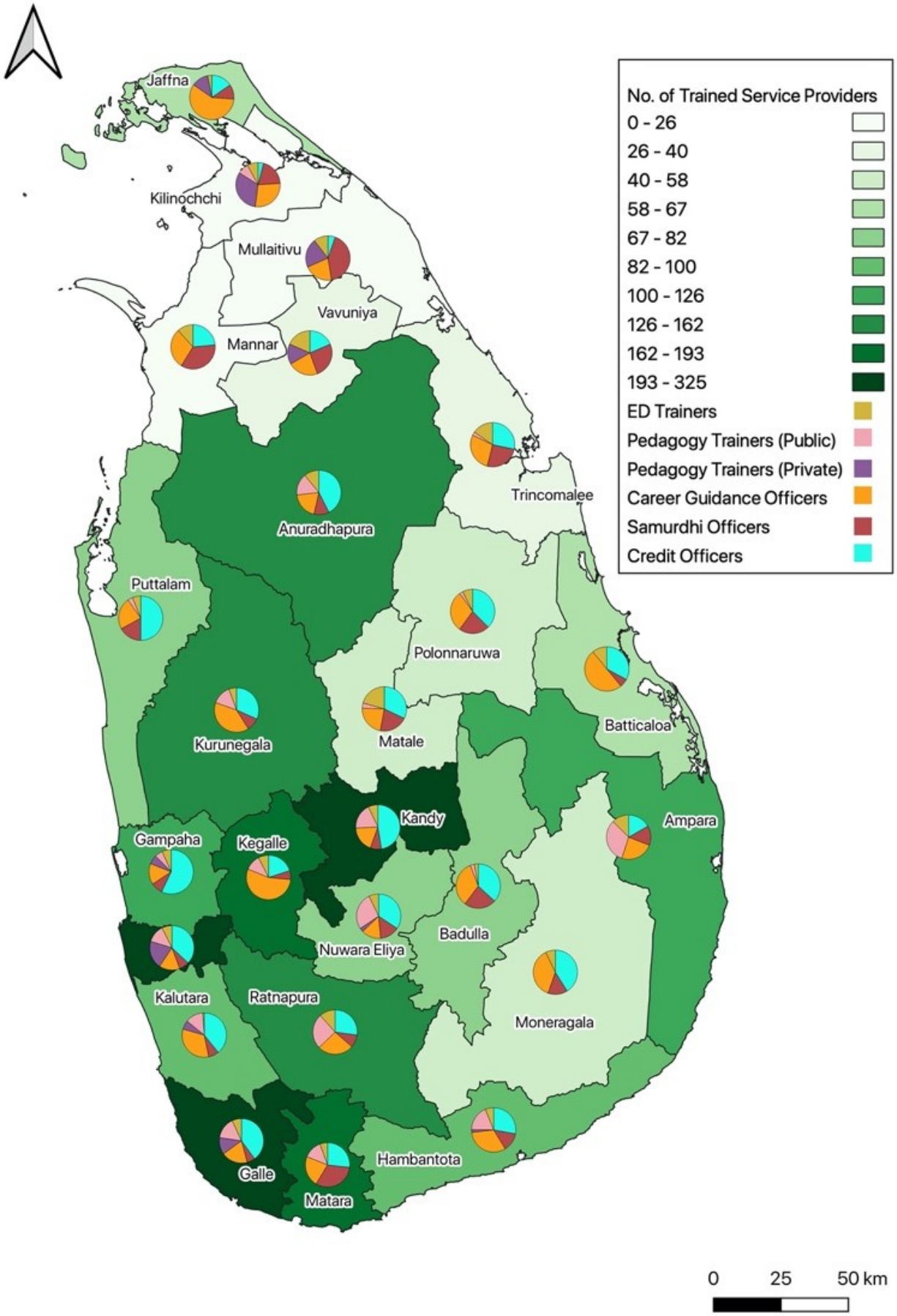
No, IESC will not allow additional annexes.

16. How should the budget be organized? (i.e. payment terms, stages, etc.)

The budget should be organized based on deliverables as outlined in the RFP. Each deliverable should have an associated budget. IESC believes deliverable-based costs will include labor, labor related costs, travel and supplies.

17. Would it be possible to share the log-frame with baseline values and progress of key project activities to date prior to proposal submission?

Yes, please find YouLead's logic model and logframe as well as the FY 2019 Activity Monitoring, Evaluation and Learning Plan (AMELP) Progress Summary at the end of this document. Please note that YouLead does not have baseline values, all the indicators are starting from zero.


No. of Trained Service Providers
0 - 26
26 - 40
40 - 58
58 - 67
67 - 82
82 - 100
100 - 126
126 - 162
162 - 193
193 - 325
ED Trainers
Pedagogy Trainers (Public)
Pedagogy Trainers (Private)
Career Guidance Officers
Samurdhi Officers
Credit Officers
Jaffna
Kilinochchi
Mullaitivu
Vavuniya
Mannar
Trincomalee
Anuradhapura
Puttalam
Polonnaruwa
Batticaloa
Kurunegala
Matale
Kandy
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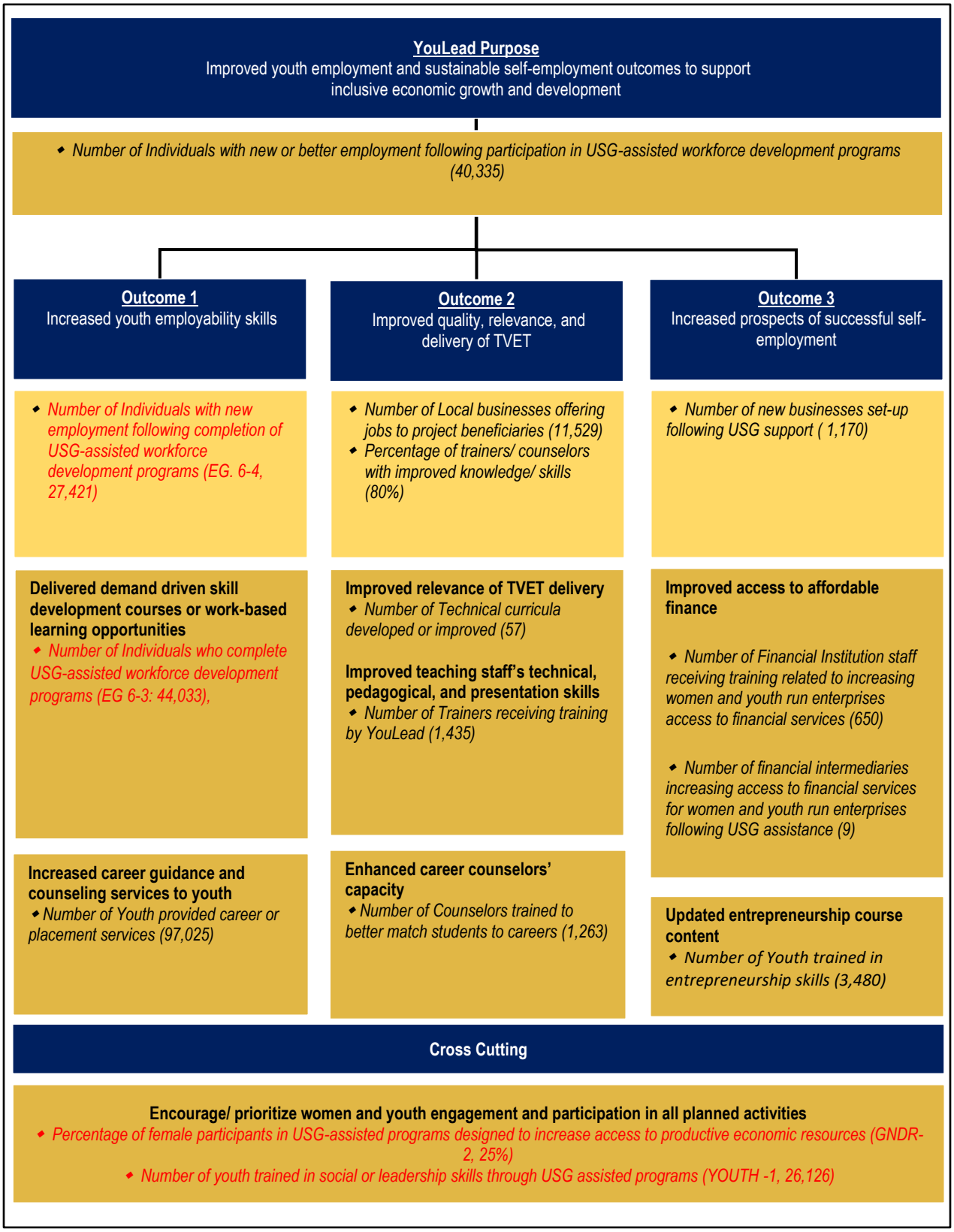
LOGIC MODEL


YouLead Purpose
Improved youth employment and sustainable self-employment outcomes to support inclusive economic growth and development
Number of Individuals with new or better employment following participation in USG-assisted workforce development programs (40,335)
Outcome 1
Increased youth employability skills
Outcome 2
Improved quality, relevance, and delivery of TVET
Outcome 3
Increased prospects of successful self-employment
Number of Individuals with new employment following completion of USG-assisted workforce development programs (EG. 6-4, 27,421)
Number of Local businesses offering jobs to project beneficiaries (11,529)
Percentage of trainers/ counselors with improved knowledge/ skills (80%)
Number of new businesses set-up following USG support (1,170)
Delivered demand driven skill development courses or work-based learning opportunities
Number of Individuals who complete USG-assisted workforce development programs (EG 6-3: 44,033),
Improved relevance of TVET delivery
Number of Technical curricula developed or improved (57)
Improved teaching staff's technical, pedagogical, and presentation skills
Number of Trainers receiving training by YouLead (1,435)
Improved access to affordable finance
Number of Financial Institution staff receiving training related to increasing women and youth run enterprises access to financial services (650)
Number of financial intermediaries increasing access to financial services for women and youth run enterprises following USG assistance (9)
Increased career guidance and counseling services to youth
Number of Youth provided career or placement services (97,025)
Enhanced career counselors' capacity
Number of Counselors trained to better match students to careers (1,263)
Updated entrepreneurship course content
Number of Youth trained in entrepreneurship skills (3,480)
Cross Cutting
Encourage/ prioritize women and youth engagement and participation in all planned activities
Percentage of female participants in USG-assisted programs designed to increase access to productive economic resources (GNDR-2, 25%)
Number of youth trained in social or leadership skills through USG assisted programs (YOUTH -1, 26,126)

The illustrative project log frame reflecting YouLead indicators, results, and key assumptions is below:

Narrative Summary	Objectively Verifiable Indicators	Verification Means	Key Assumptions
Purpose: Improved youth employment and sustainable self-employment outcomes to support inclusive economic growth and development	• Number of individuals with new or better employment following participation in USG-assisted workforce development programs	• Annual survey findings in conjunction with NAITA, DTET and other public and private training institutes • Private sector employee training data	• The GoSL gives access to TVET sector stakeholders to become involved in YouLead • Changes in political context in the local government elections favorably impact TEVT policy implementation • The YouLead team is given access to collect required data/ information from NAITA, DTET and other public and private training institutions • Private sector partner organizations provide permission to access their employee training data bases
Outcome 1: Increased youth employability skills	• Number of individuals with new employment following completion of USG- assisted workforce development programs (EG 6-4)	• Annual survey findings in conjunction with NAITA, DTET and other public and private training institutes • Private sector employee training data	• The GoSL gives access to TVET sector stakeholders to become involved in YouLead • Changes in political context in the local government elections favorably impact TEVT policy implementation • The YouLead team is given access to collect required data/ information from NAITA, DTET and other public and private training institutions • Private sector partner organizations are provided permission to access their employee training data bases
Output 1.1: Delivered demand driven skill development courses or workbased learning opportunities	• Number of individuals who complete USG-assisted workforce development programs (EG 6-3)	• Follow-up survey report reflecting attendance tracker records in conjunction with NAITA and other training institutes • Private sector employee training data	• Youth have access to multiple training courses • The YouLead team is given official access to and a mandate to support institutional partners and individuals (particularly NAITA and their inspectors) that focus on job-based training

Narrative Summary	Objectively Verifiable Indicators	Verification Means	Key Assumptions
			• MSDVT continues its support to work with private sectors for job placement services
Activities/ Inputs: 1.1.1. Provide foundational skills critical to finding and maintaining a job 1.1.1.a. Validate curricula with the private sector 1.1.1.b. Identify and tailor work-readiness curricula to strengthen employment skills 1.1.1.c. Capture training impact 1.1.2. Support to increase work-based learning opportunities 1.1.2.a. Assess apprenticeship programs provided by YEVT institutions 1.1.2.b. Build or strengthen public-private partnerships to create more apprenticeship and internship opportunities 1.1.3. Deliver technical skill development trainngs to match market demand 1.1.3.a. Adapt and update market-based TVET courses 1.1.3.b. Deliver skill development training courses through trained instructors/ trainers 1.1.3.c. Capture training impact			
Output 1.2: Increased career guidance and counseling services to youth	• Number of youth provided career or placement services	• Public and private sector career counselor's summary data including NAITA, DoME, NYSC, School Counsellors and other training institute records • Online career guidance platform records and program records	• The trained career counselors deliver their services continuously at the level established by YouLead • Public and private institutions provided access to YouLead to gather career counselling and placement information • The career counselling services provided through online platform provided access to YouLead received information
Inputs/ Activities: 1.2.1. Establish sustainable, youth-friendly career counseling and train counselors 1.2.2. Provide comprehensive, evidence-based online resources			
Outcome 2: Improved quality, relevance, delivery of TVET	• Number of local businesses offering jobs to project beneficiaries • Percentageof trainers/ counselors with improved knowledge/ skills	• Follow-up survey report in conjunction with NAITA and other training institutes • Trainers/ counselors training reports	• MSDVT and private sector institutions maintained strong networks with local businesses and shared labour force demand and supply information among them. • YouLead supported business outreach and placement initiaitives provided job opportunities
Output 2.1: Improved relevance of TVET delivery	• Number of technical curricula developed or improved	• NAITA, DTET, VTA and other training institutes' records	• Access to curricula is granted by MSDVT and other training institutes • Private sector actively engages in the review of

Narrative Summary	Objectively Verifiable Indicators	Verification Means	Key Assumptions
			curricula and advocates for changes with MSDVT • MSDVT institutions (particularly NAITA) are willing to implement recommendations
Inputs/ Activities: 2.1.1 Map delivery of TVET services 2.1.2 Review existing curricula and align to industry standards 2.1.3 Introduce/ develop new demand-driven cources 2.1.4 Make use of technology to expand & assess progress			
Output 2.2: Improve teaching staff's technical, pedagogical, and presentation skills	• Number of trainers provided training by YouLead	• Project training attendance tracker	• The YouLead team is given access to teacher trainers from partner institutions and can train and develop their skills • Institutional counterparts are receptive to new instructional techniques and willing to expand those techniques via trained master teachers to all instructors • Instructors commit their time and effort to professional development
Inputs/ Activities: 2.2.1 Provide fast-track pedagogical training to improve trainers' teaching skills 2.2.2 Institutionalize pedagogical teacher training 2.2.3 Upgrade instructional equipment & teaching materials			
Output 2.3: Enhanced career counselors' capacity	• Number of counselors trained to better match students to careers	• NAITA and other training institute records • Training attendance sheets	• The YouLead team is given official permission from GoSL authorities to work with career counselors and to train them
Inputs/ Activities: 2.3.1. Review/ improve the exisiting career counselors cource modules 2.3.2. Train master career counselors and coounsellors to support youth counselors			
Outcome 3: Increased prospects of successful self-employment	• Number of new businesses set-up following USG support	• Annual survey data • Partner institution records • Financial Intermediator supplied data • Entrepreneurship training institutions training records • Mentors report	• The business regulations are favorable for continuting the businesses • YouLead team is given access to assess the supported businesses • Banks and other FIs provide access to their client database with particular focus on business start-ups
Output 3.1: Improved access to	• Number of Financial	• Bank Officers and other	• Financial institutions are

Narrative Summary	Objectively Verifiable Indicators	Verification Means	Key Assumptions
affordable finance	Institution staff receiving training related to increasing women and youth run enterprises access to financial services • Number of financial intermediaries increasing access to financial services for women and youth run enterprises following USG assistance	financial institutions training record • Letter agreements with participating financial institutions	receptive to YouLead support to revise their entrepreneurship lending practices and train loan officers • YouLead facilitated financial intermediates get access to GoSL produced entrepreneurship scheme • Financial institutions are willing to develop financial products and services for women and youth run enterprises • Financial institutions are willing to supply client data on their financial services provision to YouLead, in addition to staff training data.
Inputs/ Activities: 3.1.1. Link entrepreneurs to financial institutions serving business start-ups 3.1.1.a. Specify criteria for entrepreneurship finance (e.g. target sector/region, women, Ag) 3.1.1.b. Develop an MOU with participating financial institutions 3.1.1.c. Train loan officers from partner institutions on making faster, better credit decisions 3.1.1.d. Use mentors & PPP coordinators to assist preparing better loan applications 3.1.1.e. Use entrepreneurship facility &/or DCA to leverage increased lending to youth 3.1.2. Support the development of a USAID DCA 3.1.2.a. Assist with finalizing DCA guarantees with financial institutions & impact investors 3.1.2.b. Educate potential DCA partners on requirements & mechanics of DCA			
Output 3.2: Updated entrepreneurship course content	• Number of youth trained in entrepreneurship skills	• TVET partner training record • ED trainers training records	• YouLead team is given access to work with skill development training institutions on development and improvement of entrepreneurship course modules and curricula
Inputs/ Activities: 3.2.1. Evaluate courses & revise content to better prepare for self-employment 3.2.2. Develop & ensure the quality of sufficient entrepreneurship trainers 3.2.3. Establish business development & mentoring services 3.2.4. Establish peer-to-peer alumni network			
Cross-cutting			
Prioritize women and youth in all planned activities	• GNDR 2: percentage of female participants in USG-assisted programs designed to increase access to productive economic resources • YOUTH-1: number of	• Project training attendance sheets • Project technical assistance tracker	• Women are invested in working in the sectors to which YouLead provides assistance • Youth can attend YouLead facilitated trainings

Narrative Summary	Objectively Verifiable Indicators	Verification Means	Key Assumptions
	youth trained in social or leadership skills through USG assisted programs		

Annex A: AMELP Progress Summary

The target FY21 has been adjusted according to the over/ under achievement of the indicators in FY19, no changes targets in FY20 and the LOP is keeping same expect the indicator 3.1.

##	YouLead #	USAID F Indicator #	Indicator	Unit/ Reporting Frequency	Disaggregation	FY2018			FY2019				Target FY20	Target FY21 (proposed)	Target FY21 (Adjusted)	LOP		
						Target	Cumulative	%	Target	Q4	Cumulative	%				Target	Cumulative	%
1	P1		Number of individuals with new or better employment following participation of USG-assisted workforce development programs	Number/ Annually	Aggregate	478	786	164%	5,563	13,874	13,874	249%	14,643	19,343	11,032	40,335	14,660	36%
					# of Female	72	414	575%	1,113	5,341	5,341	480%	3,661	5,163		10,351	5,755	56%
					# of Male	406	372	92%	4,450	5,852	5,852	132%	10,982	14,180		29,984	6,224	21%
					Gender (N/A)					2,681	2,681						2,681	
					Youth (16-35)	N/A	758	N/A	5,330	10,524	10,524	197%	14,043	18,556		38,687	11,282	29%
2	O1.1	EG.6-4	Number of individuals with new employment following completion of USG- assisted workforce development programs	Number/ Annually	Aggregate	N/A	705	N/A	3,931	3,208	3,208	82%	9,814	12,971	13,694	27,421	3,913	14%
					# of Female	N/A	382	N/A	798	1,137	1,137	142%	2,491	3,513		7,184	1,519	21%
					# of Male	N/A	323	N/A	3,133	2,004	2,004	64%	7,323	9,458		20,237	2,327	11%
					Gender – N/A					67	67						67	
3	1.1	EG.6-3	Number of individuals who complete USG-assisted workforce development programs	Number/ Quarterly	Aggregate	2,125	1,676	79%	7,898	5,857	15,855	201%	15,035	19,424	11,467	44,033	17,531	40%
					# of Female	319	742	233%	1,580	2,240	7,431	470%	3,759	5,185		11,266	8,173	73%
					# of Male	1,806	934	52%	6,318	2,097	6,878	109%	11,276	14,239		32,767	7,812	24%
					Gender – N/A					1,520	1,546						1,544	
					Youth (16-35)	N/A	1,243	N/A	5,858	4,424	12,752	218%	11,151	14,406		32,658	13,995	43%
4	1.2		Number of youth provided career and placement services	Number/ Quarterly	Aggregate	N/A	204	N/A	15,621	33,226	35,526	227%	29,100	52,100	32,195	97,025	35,730	37%
					# of Female	N/A	141	N/A	3,124	19,408	20,953	671%	7,275	13,816		24,356	21,094	87%
					# of Male	N/A	63	N/A	12,497	13,818	14,570	117%	21,825	38,284		72,669	14,633	20%

##	YouLead #	USAID F Indicator #	Indicator	Unit/ Reporting Frequency	Disaggregation	FY2018			FY2019				Target FY20	Target FY21 (proposed)	Target FY21 (Adjusted)	LOP		
						Target	Cumulative	%	Target	Q4	Cumulative	%				Target	Cumulative	%
5	O2.1		Number of local businesses offering jobs to project beneficiaries	Number/ Annually	Aggregate	189	118	62%	1,961	91	94	5%	4,725	4,725	6,592	11,529	212	2%
6	O2.2		Percent of trainers/ counselors with improved knowledge/ skills	Percent/ Quarterly	Aggregate	80%	95%	119%	80%	88%	79%	99%	80%	80%	80%	80%	87%	109%
7	2.1		Number of technical curricula developed or improved	Number/ Quarterly	Aggregate	17	30	176%	7		25	357%	20	0		57	55	96%
					Improved	15	29	193%	1		4	400%	3	0		33	33	70%
					Developed	2	1	50%	6	5	21	350%	17	0		24	22	220%
8	2.2		Number of trainers receiving training by YouLead	Number/ Quarterly	Aggregate	129	428	332%	121	85	447	369%	490	396	70	1,435	875	61%
					# of Female	19	188	989%	24	39	151	629%	123	106		441	339	77%
					# of Male	110	240	218%	97	46	294	303%	367	290		994	534	54%
					Gender -N/A						2						2	
9	2.3		Number of counselors trained to better match students to careers	Number/ Quarterly	Aggregate	45	68	151%	473	157	585	124%	226	496	384	1,263	653	52%
					# of Female	7	28	400%	95	82	239	252%	57	153		333	267	80%
					# of Male	38	40	105%	378	75	346	92%	169	343		930	386	42%
10	O3.1		Number of new businesses setup following USG assistance	Number/ Quarterly	Aggregate	N/A	N/A	N/A	600	224	244	41%	95	475	831	1,170	244	21%
					# of Female	N/A	N/A	N/A	120	176	176	147%	24	127		271	176	65%
					# of Male	N/A	N/A	N/A	480	36	36	8%	71	348		899	36	4%
					Gender – N/A					32	32						32	
					Youth (16-35)	N/A	N/A	N/A	400	80	80	20%	63	317		780	80	10%

##	YouLead #	USAID F Indicator #	Indicator	Unit/ Reporting Frequency	Disaggregation	FY2018			FY2019				Target FY20	Target FY21 (proposed)	Target FY21 (Adjusted)	LOP		
						Target	Cumulative	%	Target	Q4	Cumulative	%				Target	Cumulative	%
11	3.1		Number of Financial Institution staff receiving training related to increasing women and youth run enterprises access to financial services	Numbers/ Quarterly	Aggregate	N/A	N/A	N/A	500	0	736	147%	100	50	14	650	736	113%
					# of Female	N/A	N/A	N/A	100	0	269	269%	25	13		138	269	195%
					# of Male	N/A	N/A	N/A	400	0	465	116%	75	37		512	465	91%
12	3.2		Number of financial intermediaries increasing access to financial services for women and youth run enterprises following USG assistance.	Numbers/ Semi Annually	Aggregate	3	8	267%	1	0	2	200%	0	0		9	10	111%
					# Banks		6	N/A		0	0					6	6	195%
					# Others		2	N/A		0	2					3	4	91%
13	3.3		Number of youth trained in entrepreneurship skills	Numbers/ Quarterly	Aggregate	260	0	0	1,060	88	101	10%	1,040	1,380	2,339	3,480	101	3%
					# of Female	39	0	0	212	66	77	36%	260	411		883	77	9%
					# of Male	221	0	0	848	22	24	3%	780	969		2,597	24	1%
14	CRS	GNDR -2	Proportion of female participants in USG-assisted programs designed to increase productive resources	Number/ Quarterly	Aggregate	15%	49%	326%	20%	57%	54%	270%	25%	27%		25%	54%	212%
					# of Female	384	607	158%	2,131	2,341	7,196	338%	4,248	5,931		12,917	7,803	60%
					# of Participants	2559	1,241	48%	10,652	4,109	13,302	125%	16,986	22,221		51,100	14,543	28%

##	YouLead #	USAID F Indicator #	Indicator	Unit/ Reporting Frequency	Disaggregation	FY2018			FY2019				Target FY20	Target FY21 (proposed)	Target FY21 (Adjusted)	LOP		
						Target	Cumulative	%	Target	Q4	Cumulative	%				Target	Cumulative	%
15	CRS	YOUTH-1	Number of youth at risk of violence trained in social or leadership skills through USG assisted programs	Number/ Quarterly	Aggregate	1,312	803	61%	5,046	4,648	11,584	230%	8,835	11,442	4,904	26,126	12,387	47%
					# of Female	197	409	208%	695	2,619	6,295	906%	2,209	3,219		6,532	6,704	103%
					# of Male	1,115	394	35%	4,351	2,030	5,290	122%	6,626	8,223		19,594	5,684	29%
					# of females 15-19	0	3			305	837						840	
					# of females 20-24	20	373			2,141	4,058						4,431	
					# of females 25-29	177	33			173	1,400						1,433	
					# of males 15-19	0	86			579	1,110						1,196	
					# of males 20-24	112	282			1,461	3,187						3,469	
					# of males 25-29	1,003	26				993						1,019	