



# LA PAZ INTERNATIONAL FOUNDATION

La Paz International Foundation  
Apprenticeship Program

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March 1, 2023



# La Paz International Foundation Apprenticeship Program Proposal

See the [movie overview](#) at the end of this document for a behind-the-scenes glimpse of our pilot program and artisans

## I: Grant Overview

Do you want to help change the future of work? Apprenticeships are a powerful tool to provide much-needed training and job skills. At La Paz International, our apprenticeship program goes even further than job training, it helps to keep indigenous Andean artisanal traditional crafts alive! Generating trade skill opportunities and the preservation of cultural history are combined in this opportunity to contribute to the slow fashion industry (non-large factory-based production devoid of connection to the laborers, material, and process).

With the La Paz International Foundation's Apprenticeship Program, supported by PASSERI Textiles, you truly can be the one who changes the future of work for generations of indigenous artisans who yearn to make a living through an artisanal craft. Though you may prefer spreadsheets, the story of artisans cannot be told through numbers, so please hear me out; this is an important story to tell. The investment you would be making in this program is an investment in people, an investment in cultural preservation – a powerful immeasurable ROI to be sure and, honestly, we really need your help!

The Apprenticeship Project will address the challenges of chronic poverty, lack of job training programs for artisanal craftspeople, and the challenge of preserving indigenous cultural cobbling and weaving traditions. The cobbling and weaving traditions in Peru need help to survive, and there are people yearning to learn. Within our program, indigenous craftspeople will have opportunities to learn their craft and to make a living selling their handcrafted, leather and/or naturally dyed animal wool weavings. Moreover, they will have the ability to share their ancestral stories through their creations. This project will also address the environmental degradation and abusive labor practices that are endemic in fast fashion.

### Why invest in the La Paz International Apprenticeship Program?

Have you ever stopped to think about where your shoes, textiles, or clothes come from? How they're made? Who makes them? Many haven't and we're guessing though you may not have, you do truly care about people and the planet. In fact, most people's wardrobes and shoes are made by someone who is paid very little to do extremely challenging work in less-than-ideal conditions, not to mention that the fast-paced industrial factory driven production model wreaks havoc on our environment. I'm confident I don't have to spell out the consequences for this mindless purchasing epidemic. It's not your fault though, it's the way we are conditioned.

For the minority who are already interested in buying handmade artisanal products, it's hard to know where to start. All the options online are overwhelming and it's difficult to know which products are truly ethically made, and which companies have a social ethos that would make you proud to wear their wares. Not to mention, if you do find a company aligned with your ethic of humans first, products second, most companies don't offer an apprenticeship program to ensure the arts and artisans have a legacy that will support their families for generations.

The La Paz International Foundation, in partnership with the PASSERI Textile company in Peru, is an antidote to those problems. In conjunction with the Julio Villagra, Manager of Operations at PASSERI, a Master Cobbler himself, and the La Paz International Foundation, an exciting skill-based jobs program that creates opportunities for inexperienced people interested in learning about indigenous cobbling and weaving through practical hands-on experience has

developed. And, because of our partnership with PASSERI, these artisans have a market in which to sell their wearable art.

Not only will the artisans have a market, the weaving and shoe making processes will continue to be highlighted on the PASSERI website, PASSERI blogs, and other social media outlets in an effort to teach people about the importance of the slow fashion movement, which promotes handmade artisanal products. And for those intentionally looking for ethically handmade products that support technical trade education, PASSERI will offer a wide selection of products to choose from.

Importantly, at PASSERI artisans *always* set the prices without interference from the company, ensuring the company won't influence the artisans' ability to set the textile prices at or above the market value. And, because PASSERI makes small-batch products from the available textiles, there is never pressure on the artisans to make a product that does not bring them joy. Finally, PASSERI does not dictate the designs the artisans weave; this is extremely important. The goal of the program is to support the weavers in learning their ancestral designs and then modifying them, if they desire, as their skills and aspirations deem fit.

***In order to have a thriving apprenticeship program, there has to be a trusted business partnership in place and PASSERI is the perfect fit! (Pun intended.)***

As the founder and executive director of the La Paz International Foundation, I have truly poured my heart and soul into developing this program over the last four years to ensure that it is state-of-the-art and produces powerful outcomes with lasting impacts. We now have proof of concept with a thriving factory, eight Master Cobblers and a four-family cooperative of weavers led by master artisans with whom we partner. With a list of eager apprentices in both trades, I am hoping there will be no haste for you in supporting this important project.

The bottom line: it matters to me, as I hope it does to you, that people have access to skills-based training that supports them in living the lives they want to live as they desire to foster cultural preservation, all while earning a thrivable wage. It also matters to us that consumers have the opportunity to connect with luxury wearable art.

**Wait a second, why can't people learn from their families or at school about these trades?**

First, imagine a world in which artisanship is thriving. Where people who desire to become weavers or cobblers have access to the training and markets they need in order to make a living. Wouldn't that be great!? Unfortunately, the artisanal legacy of many indigenous families has died because their ancestors couldn't make a living in the fast-fashion synthetic retail world.

We want to change that as indicated previously, and you can help! Take just this one example: Andean weavers throughout history have woven the stories of their ancestors into their textiles. Today, many weavers don't know the intricate designs that tell these stories . . . stories of the mountains, families, the earth, stars, the coca bean, and much more (See the [PASSERI Classic Botita](#) for an example of an indigenous design). If they do weave from traditional looms, their patterns are often simple and more importantly, their materials are store-bought and synthetic.

Like for the cobbling apprenticeship, for our weaving apprenticeship, we aim to use our master teachers to teach apprentices the art of hand-dyeing their animal wool with natural dyes and then using that wool to weave fabrics that will tell their ancestral stories as they deem fit.

In conclusion, I want you to imagine having a pair of handmade artisanal shoes, weavings, or other products that are unique and one-of-a-kind. They were made by people who have been trained in the art of cobbling and/or weaving, so they will last for years to come. And since they are handmade by skilled craftspeople, your purchase helps support their families as well as the local economy where your shoes were made.

So, if you are like many people and tired of seeing shoes made in industrial factories, China or elsewhere, and you want to support others in buying handmade artisanal shoes, this program is a no brainer to support. With our Partnership with PASSERI, people wanting to buy handmade artisanal shoes and other wearable art who didn't know where to find it, will now have access and, most importantly, people buying this wearable art can be proud that they have made a difference in the lives of the artisans and supported clean, slow fashion manufacturing processes.

So, you have the unique opportunity to *step into your power*, as we say, and be a part of something special by supporting the cobbling and weaving trades that are dying out. You really do have the power to help Peruvian artisans learn the crafts of their ancestors as they create high-demand wearable art. You have the power to change generations of people's earning power. I really hope now that we have proof of concept that your support will be swift and steadfast; we won't let you down.

## II. Timeline

The best-case scenario would be for this Program to start on June 1, 2023. Though a quick turnaround, we believe this is a doable timeline as we have been preparing and testing the program for fourteen months. The La Paz International Apprenticeship Program is ready to go with our Master Artisans itching to engage students who are just like they once were—eager to learn the trade.

We have apprentices already interested in the Program and if advertised, we would easily meet capacity within a day, perhaps within hours.

Given the readiness of the Program to launch, there is obviously flexibility in the start date; however, the best-case scenario would be for it to start within the next two months as we enter the meteorological dry season.

Importantly, with funding from PASSERI Textiles, last year we launched a pilot program to test our capacity and training program. Two apprentices successfully completed the introductory program, one of whom has taken their trade to work in Europe. So why delay? Let's do this!

### III. BUDGET OVERVIEW

<b>Cobbler Apprenticeship Program</b> <b>A partnership between the La Paz International Foundation &amp; PASSERI Textiles</b>				
What?	How Much and For Whom?	To Do What?	Total Amount	In Kind PASSERI TEXTILES
<p><i>1-6months:</i> Wage/month/cobbler to support 2 Apprentices each for first 6 months (6 apprentices total)</p> <p>*Work week is Monday-Saturday, hours variable but the average day is 10 hours with breaks</p>	<p>\$3,200/for each Master Cobbler/month; three cobblers for 6 months</p>	<p>For each of the 3 Master Cobblers to train 2 apprentices each: significant full-time commitment</p>	<p>\$3,200/month X 3 cobblers = \$9,600/month; \$9,600 x 6 months = \$57,600</p>	<p>We pay for breakfast, lunch, a snack in the later afternoon, coffee, filtered water, and tea to all employees. \$10/cobbler/day = \$240/month/cobbler; \$240/month x 3 cobblers = \$720/month; \$720 x /6 months = \$4,320</p> <p>We also pay health insurance for all employees, \$88/month X 3 cobblers = \$264/month; \$1,584/6 months</p>
<p><i>1-6months:</i> Wage/month for each apprentice the first 6 months</p>	<p>\$1208/Apprentice for 6 months</p>	<p>For each of the 6 apprentices to be paid as they learn their craft, 6 months immersion</p>	<p>\$1208 x 6 apprentices = \$7,248/month; \$7,248 x 6 months = \$43,488</p>	<p>We pay for B, L, a snack in the later afternoon, coffee, filtered water, and tea to all employees. \$10/apprentice/day = \$240/month/apprentice; \$240 month/apprentice = \$240 x 6 apprentices = \$1440/month; \$1440 x 6 months = \$8,640</p> <p>We also pay health insurance for all employees, \$88/month X 6 apprentices = \$528; \$3168/6 months</p>

1-6 months: Minimum start-up supplies for each apprentice	\$425 For each of the 6 apprentices	Necessary starter tools to do the craft, specialty knives, leather cutters, patterns, apron, cutting table, chair, notions, materials	$\$425 \times 6 = \$2,550$	
6-12 months: Wage/month/cobbler to support 2 Apprentices each for last 6 months (6 apprentices total)	\$1600/for each Master Cobbler/month = \$9,600 for 6 months; three cobblers for 6 months: $\$9,600 \times 3 = \$28,800$	For each of the 3 Master Cobbler to train 2 apprentices each: less time commitment in phase 2 of training	$\$9,600/\text{cobbler} \times 3 \text{ Cobblers} = \$28,800$	We pay Master Cobbler's outstanding salary: \$1600/for each Master Cobbler/month; three cobblers for 6 months = \$28,800  We continue to pay for meals and health insurance for each cobbler (see above): Total = \$5,904
6-12 months: Wages for Apprentices	\$1508/Apprentice for 6 months	For each apprentice to continue learning, less supervision, more skill	$\$1508/\text{Apprentice for 6 months} = \$9048; \$9048 \times 6 = \$54,288/2 \text{ (in kind)} = \$27,144$	We pay $\frac{1}{2}$ the salary for apprentices, assuming some of their production will be salable: \$27,144
Wages for program oversight	\$1,000/month for 12 months, Julio Huillca, Manager of Operations	Create and monitor training protocols, administer tests and challenges for student learning, document progress in hopes of potentially opening a cobbling arts school	$\$1,000/\text{month} \times 12 \text{ months} = \$12,000$	We pay Julio's outstanding salary (undisclosed as per Mr. Huillca)
Wage for program procurement of materials and warehouse management	\$600/month for 12 months, Brandon Villagra, Operations Manager	Sourcing and warehouse management for apprentices' supplies, management of factory	$\$600 \times 12 = \$7,200$	We pay Brandon's outstanding salary (undisclosed as per Mr. Villagra)

6-12 months Materials for 6 apprentices	\$200/apprentice; advanced tool	Tool acquisition: tools for cowboy boots and one specialty/advanced set of tools of choice to make the model of shoe they desire	\$200/apprentice x 6 apprentices - \$1200	We pay \$700/apprentice for leather and textiles to be able to make and design final products; \$700 x 6 = \$4,200
1-12 months: Transportation allowance for apprentices	\$3/day/apprentice transportation stipend	Transportation money to get to and from the factory		\$3/day/apprentice = \$18/week/apprentice; \$18/week x 6 apprentices = \$108/week; \$108/week x 4 weeks/month = \$432/month; \$432/month x 12 months = \$5184
1-12 months Recruitment, pre-screening	\$15/recruit; money to vet 10 applicants for program	Pre-meetings with Program applicants to vet readiness.		\$15/recruit x 10 recruits = \$150
1-12 months: Factory overhead: rent, electricity, internet, water, etc.				2,800/month x 12 months = \$33,600
1-12 months La Paz International Foundation Program Management	\$500 stipend per month to oversee the program	Oversee program, create benchmarks for apprentices with Master Artisans, ensure benchmarks set are on track to be met, manage distribution of money, monitor and evaluate all program activity, work in coordination with the Master Artisan's to create a blueprint for a weaving cooperative and cobbling school at		\$500/month for 12 months = \$6000

		the end of the program		
			<b>Grant Requested</b>	<b>In Kind Funding</b>
<b>Total</b>			<b>\$179,982</b>	<b>\$128,694</b>

<b>Weaver's Apprenticeship Program</b> <b>A partnership between the La Paz International Foundation &amp; PASSERI Textiles</b>				
<b>What?</b>	<b>How Much and For Whom?</b>	<b>To Do What?</b>	<b>Total Amount</b>	<b>In Kind PASSERI TEXTILES</b>
<p><i>1-6months:</i> Wage/month/weaver to support 2 Apprentices each for first 6 months (6 apprentices total)</p> <p>*Work week is Monday-Saturday, hours variable but the average day is 10 hours with breaks</p>	<p>\$2,000/for each Master Weaver/month; three weavers for 6 months</p>	<p>For each of the 3 Master Weavers to train 2 apprentices each: significant full-time commitment</p>	<p>\$2,000/month X 3 weavers = \$6,000/month; \$6,000 x 6 months = \$36,000</p>	<p>Stipend for breakfast, lunch, a snack in the later afternoon, coffee, filtered water, and tea. \$5/weaver/day (rural, offsite)= \$120/month/weaver; \$120/month x 3 weavers = \$360/month; \$360 x 6 months = \$2,160</p> <p>Weaver's do not require health insurance by law, however, we offer it to them: \$88/month X 3 weavers = \$264/month; = \$1,584/6 months</p>
<p><i>1-6months:</i> Wage/month for each apprentice the first 6 months</p>	<p>\$1208/Apprentice for 6 months</p>	<p>For each of the 6 apprentices to be paid as they learn their craft, 6 months immersion</p>	<p>\$1208 x 6 apprentices = \$7,248/month; \$7,248 x 6 months = \$43,488</p>	<p>Stipend for breakfast, lunch, a snack in the later afternoon, coffee, filtered water, and tea. \$5/apprentice/day (rural, offsite)= \$120/month/apprentice; \$120/month x 6 apprentices = \$720/month;</p>



				<p>\$720 x 6 months = \$4,320</p> <p>Apprentices do not require health insurance by law, however, we offer it to them:  \$88/month X 6 apprentices = \$528/month;  \$528 x 6 months = \$3168</p>
<p><i>1-6 months:</i>  Minimum start-up supplies for each apprentice</p>	<p>\$1200 For each of the 6 apprentices</p>	<p>Necessary starter tools and supplies to do the craft, loom, wool, notions, transportation of tools and supplies to site</p>	<p>\$1200 X 6 = \$7200</p>	
<p><i>6-12 months:</i>  Wage/month/weaver to support 2 Apprentices each for last 6 months (6 apprentices total)</p>	<p>\$1000/for each Master Weaver/month</p>	<p>For each of the 3 Master Weavers to train 2 apprentices each: less time commitment in phase 2 of training</p>	<p>\$1000/for each Master Weaver/month = \$6,000/weaver for 6 months; three weavers for 6 months: \$6,000 x 3 = \$18,000</p>	<p>We pay Master Weaver's outstanding salary: \$1000/for each Master Weaver/month; three weavers for 6 months = \$18,000</p> <p>We continue to pay a stipend for meals and health insurance for each weaver (see above): Total = \$3,744</p>
<p><i>6-12 months:</i>  Wages for Apprentices</p>	<p>\$1508/Apprentice for 6 months</p>	<p>For each apprentice to continue learning, less supervision, more skill</p>	<p>\$1508/Apprentice for 6 months = \$9048; \$9048 X 6 = \$54,288/2 (in kind) = \$27,144</p>	<p>We pay ½ the salary for apprentices, assuming some of their production will be marketable: \$27,144 (Weaver's may sell their products to PASSERI, tourists, whomever they desire. PASSERI does not get special pricing for supporting the program,</p>

				we pay standard wholesale prices, the same weavers would sell to other wholesalers)
Wages for program oversight	Helaria Meza, Alicia Torez, Yuni Girerz, and Rubin Deluindo will oversee their own programs on their homesteads; thus, salaries for oversight are included in their overall salary. A stipend will be given for each Master Weaver to work toward the development of a multi-family weaving cooperative	Create and monitor training protocols, administer tests and challenges for student learning, document progress in hopes of potentially opening a weaving arts cooperative; two women are necessary as they live on different mountains.	\$2500 one-time stipend for each Master Weaver for 12-month Program = \$7,500	We pay Weavers' an additional stipend \$2500 one-time stipend for each Master Weaver for the 12-month program = \$7,500
Wage for program procurement of materials, and management of supplies	\$300/month for 12 months = \$3600	Sourcing wool, materials for natural dyes, program materials, etc.	\$300 X 12 = \$3,600	
6-12 months Materials for 6 apprentices	\$300/apprentice; wool, materials for natural dying, other	Advanced materials and supplies necessary to learn the art of natural dyes, wool procurement and management		We pay \$300/apprentice x 6 apprentices - \$1800
1-12 months: Transportation allowance for apprentices	\$6/day/apprentice transportation stipend (rural)	Transportation money to get to and from the training site		\$6/day/apprentice = \$36/week/apprentice; \$36/week x 6 apprentices = \$216/week;

				\$216/week x 4 weeks/month = \$864/month; \$864/month x 12 months = \$10,368
<i>1-12 months</i> Recruitment, pre-screening	\$15/recruit; money to vet 10 applicants for program	Pre-meetings with Program applicants to vet readiness.		\$15/recruit x 10 recruits = \$150
<i>1-12 months</i> La Paz International Foundation Program Management	\$500 stipend per month to oversee the program	Oversee program, create benchmarks for apprentices with Master Artisans, ensure benchmarks set are on track to be met, manage distribution of money, monitor and evaluate all program activity, work in coordination with the Master Artisan's to create a blueprint for a weaving cooperative and cobbling school at the end of the program		\$500/month for 12 months = \$6000
			<b>Grant Requested</b>	<b>In Kind Funding</b>
<b>Total</b>			<b>\$142,932</b>	<b>\$85,938</b>

<b>Total La Paz International Foundation Apprenticeship Program Dollars Necessary</b>			
		<b>Grant Requested</b>	<b>In Kind Funding</b>
		<b>\$\$179,982 (Cobbler Program)</b>	<b>128,694 (Cobbler Program)</b>
		<b>\$142,932 (Weaver's Program)</b>	<b>\$85,938 (Weaver's Program)</b>
<b>Total</b>		<b>\$322, 914</b>	<b>\$214,632</b>

## IV. BUDGET NARRATIVE

### A. Wages for Master Cobbler's and Weavers

Years of training go into becoming a Master Cobbler or Weaver. The La Paz International Foundation demands partners pay livable wages to all artisans. A livable total wage for a Master Cobbler is between \$32,000 and \$55,000 per year. PASSERI Master Cobblers make an average of \$42,000 per year in salary plus another \$3936 in benefits (\$2880 for food, \$1056 in health insurance). Additionally, all employees receive one month of paid vacation, 15 days of which are mandatorily paid national holidays.

After graduating from the cobbling apprenticeship program, graduates may move on to do more specialized training, start their own cobbling business, work for other businesses, or obtain full-time employment at PASSERI.

A livable wage for a Master Weaver is between \$28,000 and \$45,000 per year. PASSERI does not hire full-time weavers, instead, they purchase their textiles at wholesale prices from our Foundation-supported Master Weavers Cooperative. PASSERI does not receive any additional benefits for partnering with the La Paz International Foundation to support the Weaving Apprenticeship Program.

Why are Weavers' salaries less than Cobblers'? The majority of the difference comes down to the fact that most weavers weave on their homestead and thus do not have any additional overhead expenses that Master Cobblers would have. Additionally, cobblers' market value is higher than that of weavers and thus they can demand a higher annual salary.

### B. Food and Health Insurance

The La Paz International Foundation demands partnering organizations offer humane workplace conditions and, as appropriate, the opportunity for indigenous artisans to have access to quality food, clean water, and tea or coffee while on the job. Why? The Peruvian work week and days are long. It is customary for people to work 6 days a week and often for up to 10-12 hours per day. Having access to quality, regular meals on the job makes for healthier and more reliable employees; healthy workers also have fewer workplace injuries. Additionally, Peru is a communal culture, sharing meals and working together creates camaraderie while building personal and professional relationships. Camaraderie is so important in the trades that you will often find workers gathering together on Sunday afternoons, their only day off!

We understand this sounds odd to many in the Western Culture; however, the La Paz International Foundation prides itself on cultural appropriateness versus demanding a culture live and behave according to how "we" think they should.

Health insurance coverage is required by law in Peru, though there are exceptions. For example, the law does not require weavers to be paid health insurance because they work independently, often on their homestead. PASSERI pays all mandatory health insurance for its employees and has agreed to do so for all apprentices and weavers while associated with the program.

### C. Wages for Apprenticeships

Paying people while they learn a trade is essential. Without proper pay, unskilled labor does not have the ability to support themselves and their families, thus making it impossible to learn a trade. The La Paz International Foundation only offers paid apprenticeship or internship/externship opportunities at thrivable wages.

As previously mentioned, once completing the La Paz International Apprenticeship Program in partnership with PASSERI, cobblers may move on to work for PASSERI, start their own cobbling business, or work for another entity. PASSERI is only the partnering organization that gives apprentices the opportunity to learn hands-on how to make handmade shoes with the highest quality products and instruction. For weavers, PASSERI offers the opportunity for apprentices to get their products to market; however, weavers will also make products to sell to tourists and other wholesalers.

#### **D. Wages for Program Oversight and Procurement of Supplies and Materials**

##### ***Program Oversight.***

Any successful program has oversight to ensure the intended outcomes are being met and the conditions for learning and employment are safe and conducive to learning. Julio Huillca, a Master Cobbler, and Manager of Manufacturing at PASSERI, is the best person to oversee the La Paz International Apprenticeship Program with his years of experience in both manufacturing handmade artisanal shoes and managing other workers. Additionally, he has 22 years of experience working in and/or managing a factory, including fixing equipment.

The weaver's program's oversight is a bit different. Given the Master Weavers all have looms on their homestead, the cost to support them is significantly less than if they needed to rent a facility to work in. Each of the Master Weavers in the program will oversee two apprentices on their property.

Why not one person overseeing the entire program? For two reasons: First, the weavers live on different mountains so logistically speaking this would not work. Second, each weaver has committed specific designs to memory so all weavers will not be teaching apprentices the same designs.

Ultimately, the goal would be to have apprentices work with each of the weavers to maximize their design capacity. Having said that, learning to weave the intricate designs can take years and years of practice to perfect. We will give our weavers the opportunity to learn the fundamentals of specific designs as well as how to hand dye their wool with natural pigments while in the program.

It is the hope of the La Paz International Foundation that after the first year of an apprenticeship program in each of the two trades, a cobbling school and weaving cooperative will have a foundation on which to build.

**Procurement of Supplies and Materials.** Procuring the proper supplies and materials to engage a new trade can be costly, especially for weavers. Where cobbling tools are fairly inexpensive (cutting table, various knives, other specialty tools, and leather), for weaving, traditional looms and set up average about \$700. These [looms are extremely intricate](#) and can take one to two weeks to set up and outfit with wool thread. In addition, the wool thread that is naturally dyed is costly to procure. Ultimately, the weavers in the program will learn to dye their own wool naturally.

It is important to pay for the labor to manage the material and supply needs of all involved in the program, making sure the products are ordered properly, that the storerooms are well maintained and stocked, and that deliveries are picked up and properly delivered. Most of the materials and supplies for the cobbling program are procured in Lima where the looms for the weavers need to be hand-built. Wool is procured from alpaca and sheep farms that are ethically maintained and the natural materials to dye wool are procured from organic gardens, the forest, or the jungle, depending on the desired color wanted.

## **E. Transportation**

The La Paz International Foundation requires that a reasonable transportation stipend be included in grants as the ability to get to a training site can be a barrier to participation. For cobbler apprentices, there is ample mass transportation available in Cusco to transport people from the surrounding region to the factory. Public transportation is very reasonable at about \$3/day for each apprentice round trip.

For weaving apprentices, transportation costs are still reasonable but double that of the cobblers at \$6/day for each apprentice. The weaving apprentice sites are all rural, apprentices may have to travel up to an hour to an hour-and-a-half to reach their training sites on the different mountains depending on where they are from.

## **F. Recruitment, Pre-Screening**

The recruitment and vetting of applicants are important to ensure a good fit for the program and maximize the likelihood of success. The \$15/recruit fee per person covers the recruit's transportation to and from the interview location, money for the Program Director or Master Weaver's time to read the applicant's application and have a one-to-one meeting, and for the applicant to have a tour of the training facility or area and observe others at work for up to thirty minutes

## **G. La Paz International Foundation Program Oversight**

It is essential that the La Paz International Foundation ensure the program is designed and delivered as promised. Over the last two years, the La Paz International Foundation has developed a vibrant relationship with indigenous Peruvian cobblers and weavers. Though an apprenticeship program was first imagined four years ago, it wasn't until there was an organizational partner that the program could offer the reliable, quality hands-on skill-based training that it is currently able to offer. PASSERI is the only cobbling factory in the Cusco region that is dedicated to handmade quality artistry; it also boasts of being the home for the top cobblers in the region. PASSERI's social ethos and commitment to indigenous craftsmanship, as evidenced on its [website](#), will ensure the apprenticeship program thrives.

## **V. Budget Narrative Summary**

Though \$322,914 may seem like a lot of grant money to support this program, realize that excluding the La Paz International Foundation Staff, for the 20 people involved in the Program, Master teachers and apprentices, it only amounts to \$16,145.70 per person. That's a remarkably low cost for the value!

Additionally, consider PASSERI's in kind donation that will give the cobbler apprentices the factory space, transportation, food, insurance, and some supplies and weavers transportation, food, insurance, and some supplies for the entire year at just \$10,131.60 per person.

For a combined average total of only \$26,277.30 per participant for the entire year, this program offers unmatched education and value. Consider the equivalent in a Western market, this Program would be cost prohibitive. It is no secret that artisanal trade skill-based training is expensive. Where in the United States, for example, trade schools are subsidized in addition to requiring student contributions of approximately \$19,946.00 according to Dakota County Technical College Tuition estimator, based on tuition, books, and basic living expenses but not including food or health insurance. Additionally, school is not full-time for these students in the sense that they live on campus and "only" go to school; rather, most also have a full-time job that is needed to support them and/or their families through their educational career. It is important to emphasize that this is the subsidized cost of basic education for a trade, yes, but

not an artisanal trade where people are making things by hand; those programs have much higher associated costs as they are more teacher and labor-intensive.

Not included in the above calculations is the \$12,000 annual cost for a La Paz International Foundation staff person to manage the program. This number was not included in the above calculations because it is important to the program but ultimately extraneous.

In conclusion, skilled labor isn't cheap. Giving unskilled people access to an artisanal trade that emphasizes hand-based artistry is a worthy endeavor and worth every penny. It's easy for the average person to conclude, "Holy buckets, this is an expensive program," or "These artisans are paid way too much!" Isn't that the conundrum of the work Foundations like La Paz International struggle with though? Some potential Grantors purport to want to support the trades and truly believe in the value of skilled labor but when it comes down to actually paying the *real* cost of a program they balk at the cost. I'm confident you, having read this far, authentically do want to support programs like La Paz International's Apprenticeship Program, and that you do understand the *real* costs of programs like ours; this is why supporting this grant request will hopefully be a "no-brainer."

## VI. Grant Proposal Conclusion

### A Little Bit About Peru's Unemployment

The [unemployment rate just a year ago in Peru](#) increased to 15.28% in Mar 2021, from the previously reported figure of 14.49% in Feb 2021 with a high of 16.53% in September of 2020. The outlook for Peru's employment sector doesn't look any better as we traverse the first quarter of 2023. The region of Cusco where the La Paz International Apprenticeship Program will be located was particularly hard hit due to its reliance on tourism and distance from other major cities like Lima. It is projected that unemployment among indigenous people is even higher.

Skill based training is not only about poverty-reduction and the ability to generate a thrivable income consistently throughout one's lifetime, but in Peru, it's also about cultural preservation. Though program participants will be mixed genders, indigenous people in general suffer extreme marginalization and have significantly less opportunities than others.

According to a study done by the International Labour Office LLO, Office for the Andean Countries, entitled, "[The Labour Situation Of Indigenous Women In Peru](#) A study," "The greatest incidence of poverty is found in rural areas and, in those areas, among indigenous peoples. While the poverty level at the national level was 22.7 per cent in 2014, in that same year, among peoples whose native language was Quechua or Aymara, it was 34.1 percent and, among those with other indigenous languages, the rate was 64.7 percent. Being rural, indigenous and, in addition, a woman increases the probability of being poor in Peru."

All La Paz International participants will be indigenous and speak Quechua as their primary language, and most will also be fluent in Spanish. The La Paz International Apprenticeship Program is designed to make the greatest impact for those most in need. It is hoped that at the three to five-year mark, the apprenticeship program will become self-sustaining as it develops a cobbling school and weaving cooperative. With this in mind, the La Paz International Apprenticeship Program will be sure to leave an indelible footprint on the cobbling and weaving trades affecting generations of people's ability to live the life they desire.

If that was the only benefit to the Program, it would be worth it but here's more! Remember the problem of the fast-fashion movement discussed earlier? About how so many people's wardrobes and shoe bins are littered with industrial factory-made things made by people working and living in abysmal conditions making only pennies?

### **Concluding Remarks**

Remember how those few who are interested in slow fashion hand-made artisanal products can have difficulty finding them, and if they do find them, many companies' processes are not transparent so there is no way to be sure the social ethos of the company matches the consumer's needs?

The La Paz International Foundation's Apprenticeship Program in partnership with PASSERI Textiles, ensures cobblers can have real experiences making hand-made artisanal marketable products. And for those apprentices who desire to start their own business, PASSERI will provide the experience of working in a thriving factory that has a demonstrated profound social ethos. For the weaving apprentices, this Program will give them the skills and tools necessary to engage their ancestral craft while making a livable wage. Additionally, weavers will have immediate access to wholesale their textiles to PASSERI giving them market access beyond the sales of an occasional scarf to a tourist.

So, you have the unique opportunity to step into your power, as we say, and be a part of this special program by supporting the cobbling and weaving trades that are dying out. You really do have the power to help Peruvian artisans learn the crafts of their ancestors as they create high demand wearable art. You have the power to change generations of people's earning power.

I truly hope I have demonstrated proof of concept and my ability to follow through with my visions through the launching of PASSERI, giving you the confidence you need to support this Program. Together we are powerful, together, we can make a lasting difference in the world. Together.