



**GLOBAL FELLOWSHIP PROGRAMME
EVALUATION AND SUPPORT FOR
DRUG DEMAND REDUCTION (DDR) ACTIVITIES
2022-RG-015**

PROJECT COMPLETION REPORT

Submitted To

U.S. DEPARTMENT OF STATE'S BUREAU OF
INTERNATIONAL NARCOTICS AND LAW
ENFORCEMENT AFFAIRS (INL)

Submitted By

AHMED SHAH - SENIOR PROGRAMME ASSISTANT

Date of Submission

09 JANUARY 2026

Table of Contents

EXECUTIVE SUMMARY	01
PROJECT DETAILS	03
KEY ACHIEVEMENTS	03
CHALLENGES & KEY FINDINGS	07
RECOMENDATIONS	07
CONCLUSION	08
ANNEXURES	09

Executive Summary

The 2022-RG-015 Global Fellowship Programme, which provided learning and development opportunities for drug treatment and prevention professionals to work and/or volunteer in treatment and prevention programmes was commenced in June 2022 and continued through March 2024. This report provides a concise overview of the programme's main accomplishments, such as the fellows' status, key achievements, problems encountered, lessons learned, suggestions, and recommendations.

Initially, a four-month Global Fellowship Programme was launched from June to September 2022 as part of project 2021-RG-001. The purpose of the programme was to provide financial support to Afghan Drug Demand Reduction (DDR) professionals who have applied for the Priority or P-1¹ under the United States (U.S.) refugee admissions programme and waited in a third country for their asylum claims to be processed. Later, this programme was extended to 12 months, starting from October 2022 and ending in September 2023 as part of the project 2022-RG-015. In the third phase, the programme under Project 2022-RG-015 was extended for another six months, starting from 01 October 2023 to 31 March 2024.

Previously, the fellowship team already selected 38 fellows for the proposed programme. Later, the involvement of new project team further sorted out the bottlenecks and prioritized fellows based on programme requirements and brought all the inconsistencies to the attention of the Colombo Plan Drug Advisory Programme (CAPDAP) / U.S. Department of State: Bureau of International Narcotics and Law Enforcement Affairs (INL) management.

As per INL's guidance, the programme excluded nine fellows from the list and further stopped financial support. After a thorough review, seven new Afghan DDR professionals were added to the fellowship programme. With this change, the total number of Afghan DDR professionals became 36. Out of the total, 15 Afghan DDR professionals benefited and relocated to various host countries. Specifically, eight DDR professionals migrated to the United States of America (USA), three to Qatar Camp, two to Canada, one to Germany, and one to France.

¹ P-1 refers to an individual referral category under the U.S. Refugee Admissions Programme (USRAP). It allows the U.S. to consider refugee claims from individuals with compelling protection needs for whom resettlement is considered an appropriate durable solution. P-1 cases may be referred by a U.S. embassy, or designated organizations and are subsequently subject to the applicable U.S. refugee screening and adjudication processes.

However, in January 2025, the U.S. Government suspended the processing of refugee applications under USRAP, which included P-1 cases. Hence, individuals who had previously been referred under the P-1 category experienced suspension or delays in the processing of their refugee resettlement cases. Ref: <https://www.uscis.gov/humanitarian/refugees-and-asylum/usrap>

The remaining 20 DDR professional fellows are still in Pakistan and one in Turkey, waiting for the approval of their cases and departure. The fellowship programme made a significant impact on the lives of the Afghan DDR professionals and family members. The three professionals already settled in the USA are working on DDR and contributing their parts. And two other fellows are engaged with the health sector in the USA, and three fellows are still searching for a job. The three fellows who temporarily moved to Doha are living in the camp and are waiting for the approval of their cases and departure to the USA. The remaining DDR professionals, two in Canada, one in Germany, and one in France are still searching jobs in their respective fields. The 20 Afghan DDR professionals in Pakistan and one in Turkey are not able to work due to the lack of work permit availability as the governments of Pakistan and Turkey do not allow refugees to work in their respective countries.

During 2024, a total of 49 fellows including their family members completed the Universal Treatment Curriculum (UTC) basic level (184 hours) and completed the International Certified Addiction Professional (ICAP)² examination, out of which, nine fellows successfully passed the ICAP level 1 exam. 12 fellows made significant efforts, however, they did not achieve the passing marks. Some fellows were unable to sit for the examination, while the results of a few fellows were suspended. Compared with the previous examination held in 2023, a significant improvement was observed in the 2024 results.

During the implementation phase, several issues arose. These included inadequate documentation of participants, instances where individuals continued to receive assistance despite relocating to other countries or commencing their specialized fields, instances of multiple family members receiving stipends despite project guidelines stipulating assistance for only one person per family, and termination of some participants due to violations of programme policies. Most of the participants were receiving stipend residing in their home countries as well as from the developed countries where this project was not applicable. Lastly, political instability, deportations, police harassment, and health issues made the life somewhat difficult for the fellows. The project team extended their full support to resolve these issues during the implementation, and the support is still continued for those who are still living here in Pakistan.

² ICAP is a global programme which sets professional standards for Substance Use Disorder (SUD) prevention, treatment, and recovery support workers through education requirements, supervised work experience, and standardized exams. It covers the necessary knowledge and skills needed to be an effective professional. The material covered in the Universal Curriculum developed by CPDAP help prepare participants and count toward the training requirements. Ref: <https://icuddr.org/credentialing-and-certification/our-credentials-and-certifications/>

Project Details

CPDAP's fellowship project aimed to provide learning and development opportunities for drug treatment and prevention professionals to work and/or volunteer in treatment and prevention programmes. The project provided stipends for living expenses and internship opportunities for drug treatment and prevention professionals to work in treatment/ prevention/ and recovery programmes located in Pakistan, Turkey, India, Tajikistan, Albania and Kosovo. This programme specifically targeted Afghans outside of Afghanistan, who formerly worked in the demand reduction sector and in whom INL invested years of training and capacity building.

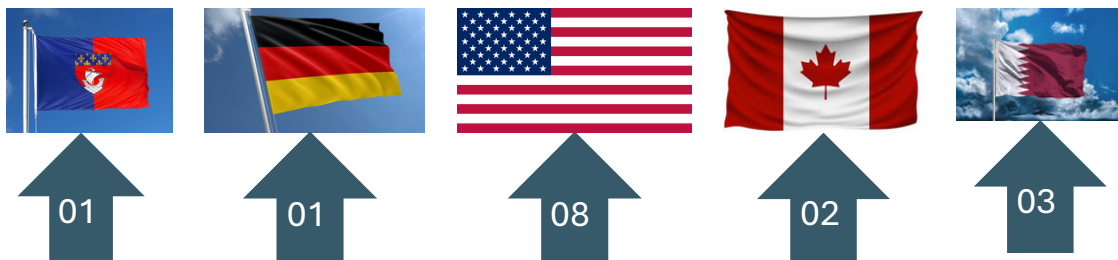
Accordingly, 38 Afghan national fellows were initially selected upon joint interviews by CPDAP, INL and the International Society of Substance Use Professionals (ISSUP)³. The selected fellows currently reside outside Afghanistan due to the prevailing situation in the country awaiting resettlement in the USA.

Short-term fellowships were initially awarded to the recipients for four months (June - September 2022) under the project 2021-RG-001 and new 12-month fellowships were awarded to them under the project 2022-RG-015 from October 2022 to September 2023.

A monthly/quarterly stipend was paid for each selected fellow to cover the cost of living expenses, English language courses, child education (if applicable), engage with a local DDR organization as an intern and to participate in DDR related training initiatives. The allowances were transferred via a third-party account or to their own account in respective countries.

Key Achievements

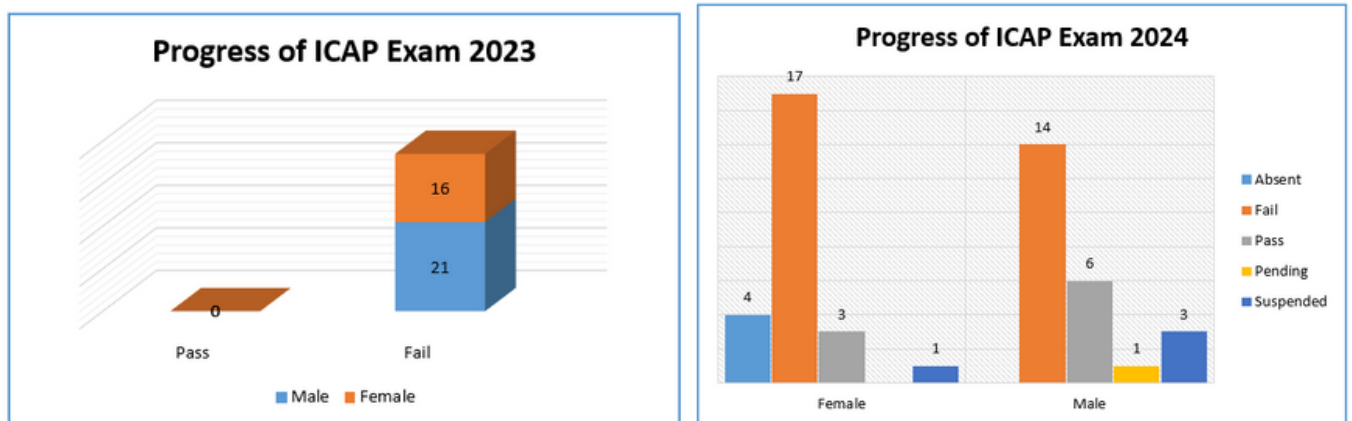
Fellows with their Family members Migrated to different Host Countries



³ ISSUP is a global, non-profit, professional organization which connects, unites, and shares evidence-based knowledge among the international DDR workforce. Ref: <https://www.issup.net/>

- **The 2022-RG-015** Global Fellowship Programme was successfully completed as per the designated schedule.
- All fellows received stipend payments from October 2023 to March 2024 without delays.
- **Completion of Universal Treatment Curriculum (UTC) training:** The Refresher course, covering UTC basic courses 1-8 was completed by the fellows and their family members.
- **ICAP Examination:** Nine fellows had passed the ICAP examination, and the remaining fellows are waiting for their exam.
- **Proper Documentations:** Project-related documents such as stipend calculation, verification, selection criteria, fellows and family members documentation, and approved cost matrix were meticulously prepared and documented for future utilization. The documents have been thoroughly examined, validated, and deemed flawless in every aspect.
- The project team ensured accountability and fixed the small issues related to fellow payments and saved thousands of dollars.

ICAP Exam Status 2023 & 24



After the extensive training course most of the fellows were engaged in the field of Drug Demand Deduction (DDR). Some of the success stories are listed below.



Dr. Mohammad Nader Mohammad Khail, a seasoned medical professional with 28 years of expertise in public health, research, monitoring, and project management, now specializes in treating substance use disorders. In 2017, he attained an International Certified Addiction Professional (ICAP III) credential from the Global Center for Credentialing and Certification (GCCC).

Prior to his current endeavors in the United States, Dr. Mohammad Nader participated in a Fellowship Programme supported by the U.S. Department of State via the Colombo Plan, which aimed to enhance the capabilities of drug treatment professionals worldwide.

Currently, Mohammad Nader is enrolled in the Credentialed Alcoholism and Substance Abuse Counselor (CASAC) training programme for 2024-2025. This initiative is essential for acquiring the necessary credentials to meet New York State's standards, crucial for supporting beneficiaries in the state. Notably, CASAC is the sole credential in New York State that mandates specialized addiction training, enabling professionals to comprehensively address the complexities of addiction.

Recently, Dr. Mohammad Nader has assumed the role of a full-time Counselor at St. Joseph's Addiction Treatment and Recovery Centers' Inpatient Facility in Saranac Lake, New York. In this capacity, he actively contributes to aiding beneficiaries in the United States



Ms. Mariam Samimi "The Global Fellowship Programme", supported by INL and CP, proved incredibly valuable to me for various reasons. Firstly, it expanded my understanding of addiction treatment. Additionally, it equipped me to successfully clear the ICAP-1 exam. Furthermore, my family members gained essential insights into addiction treatment through participation in eight Universal Treatment Curricula sessions. Moreover, the programme alleviated numerous financial burdens for both me and my family. Through its support, I secured participation in the Brazil programme and excelled in the subsequent job interview. Furthermore, the programme facilitated my family's and my own acquisition of basic Portuguese language skills, which I found personally enriching. Lastly, I extend my sincere gratitude to all who contributed to this programme's success, with special appreciation for Mr. Mark Louis and Mr. Ahmad Shah."

"The fellowship programme enhanced my expertise in the field of Drug Demand Reduction (DDR). As a result, I have attained professional recognition as an ICAP I (Credential) holder. This experience has been crucial in propelling my personal growth and advancement. I can confidently affirm that it had a beneficial influence and transformed my life."

Mr. Ahmadullah Azizi Pakistan

"I will be commencing my position as a research fellow in the Community Translational Research Institute (CTRI), a project affiliated with Claremont University. Currently, I am undergoing training to acquaint myself with the rules, regulations, and principles of the state health system and the institution, as well as learn how to effectively carry out my responsibilities. The commencement of practical work is scheduled for July 2024. This is a direct result of the Global Fellowship Programme. I would want to express my gratitude to all those who provided me with support during this fellowship programme."

Mr. Abdul Shukoor Haidary
United State of America (USA)

"We completed our fellowship programme on Universal Treatment Curriculum (UTC) Basic Level for Afghan Fellows on 14 February 2023, with the invaluable support of INL and the Colombo Plan while initially based in Pakistan before relocating to the USA. Despite grappling with significant psychological trauma, we persevered towards our aspirations. This determination bore fruit when, on 01 July 2023, we secured our first contract as a medical interpreters (fluent in Pashto, Dari, and Uzbek) with Link Spanish in GA, marking a gratifying milestone in our professional journey. Subsequently, on 10 October 2023, we achieved our first professional degree in medicine from regional institutes, attaining US Equivalency as a Doctor of Medicine. In addition, we were honoured to receive membership in the Department of Public Health's (DPH) Georgia Volunteers (GVHCP) on 26 December 2023, further solidifying our commitment to public health initiatives. Finally, in November 2023, we embarked on our permanent role as an Outreach Health Coordinator with ICNA Relief Georgia Health Service, consolidating our dedication to serving our community and advancing healthcare accessibility."

Dr. Dawood Rateb & Dr. Wazhma Rateb
United State of America (USA)

I am Abdul Mubin Sultan Khil, a Medical Doctor from Afghanistan. I received my master's degree in public health and obtained an International certified addiction professional from GCCC, I have been working for more than 16 years in the field of addiction treatment with Colombo Plan (CP) International Narcotics and Law Enforcement (INL) funded projects in Afghanistan.



When the Government of Afghanistan collapsed on 15 August 2021 and the Taliban fighters captured Afghanistan and due to the Taliban threat and the work experience that I had with the INL-funded projects in Afghanistan. Thus, I and my family left Afghanistan and arrived in Pakistan, Islamabad.

Unfortunately, I lost everything in Afghanistan and immigrated to Pakistan, at that time the INL announced the fellowship programme for those Afghan professionals who left Afghanistan. I was accepted into this programme, and the fellowship programme was very successful and supported a lot of Afghan addiction professionals. For one year that I was there, I together with my other Afghan national trainers trained many Afghan addiction practitioners on basic universal training curriculums through online and that was a great experience for me.

Luckily, during that time that I lived in Pakistan, I received a work job offer from the University of Colorado, Denver and got my H1B visa, and arrived in the USA.

Currently, I am working as a Research Associate for the University of Colorado, refugee outpatient psychiatry clinic (immigrant, and refugee mental health program). Also, I work as a part-time volunteer trainer for the Muslim Youth for Positive Impact (MYPI) organization in Colorado and teach refugees about drug use prevention. Additionally, I am working as a health equity advisory board member for the newcomer health programme at the Colorado Department of Public Health and Environment as well. Therefore, I would like to sincerely thank CP/ INL once again for its continued support for Afghan addiction professionals.

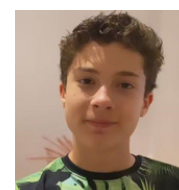
I am Setara Barakzai, the daughter of Abdul Manan Haidary. I have successfully obtained my high school certificate. Half a year ago, I participated in a refresher course programme which enabled me to acquire valuable knowledge. I made a concerted effort to successfully pass the ICAP exam, and I ultimately achieved success in the ICAP examination.



I am currently interested in pursuing a profession in Drug Demand Reduction (DDR). I hope that you can provide assistance in this area in the future.

I am Belal Shinwari, son of Najibullah Shinwari, I am writing to express my heartfelt gratitude to UTC training programme that provided me with comprehensive training in the field of additions. INL/CP support and guidance not only enabled me to succeed in the ICAP1 exam but also instilled in me the confidence to pursue further education in this field.

As a migrant to Pakistan, I faced numerous challenges, including financial constraints and limited access to educational resources. However, the training I received at UTC has had a profound impact on my life, equipping me with knowledge and inspiration to continue my educational journey.



Additionally, I respectfully request that you organize more practical and theoretical training sessions for us, enabling us to advance in this complex profession. Treating and rehabilitating addicts is a challenging and multifaceted field, requiring empathy and understanding. As professionals, we are committed to serving this vulnerable population with compassion and dedication, and we are eager to expand our knowledge and expertise in this area.

“In my journey to achieve the ICAP1 certification, several key factors contributed to my success. Firstly, the UTC online self-led courses provided invaluable knowledge and served as a strong foundation, offering relevant content crucial to the process. I believe making these courses available in local languages could benefit even more participants. Additionally, a ten-day refresher course led by experienced global trainers was instrumental in achieving the desired success rate. The regular support and guidance from the Colombo Plan staff, particularly Mr. Ahmad Shah, made the journey smoother. Ultimately, my relentless day and night dedication culminated in earning the ICAP certification.”

Mr. Yasir Ahmad Mohammadi (CPDAP Former Employee) Pakistan

Challenges & Key Findings

Challenges:

- The project team observed that the cost matrix was inadequately developed and utilized in the previous project, but this issue was addressed and modified for the remaining activities in accordance with the INL cost matrix to enhance programme transparency. At the time of this project closure, the revised cost matrix indicated that 50 fellows could be accommodated, compared with the previous capacity of 38, within the same budget.
- The absence of adequate paperwork for fellows and their family members has led to several fellows getting stipends beyond their entitled amount. Consequently, the project funds were not being distributed in a transparent manner to the fellows.
- Initially, there was no set criteria for the recruitment of fellows into the fellowship programme. The rationale behind the recruitment of some fellows remained ambiguous. Later, to ensure transparent recruitment, new criteria was developed in consultation with the INL management.
- Participants experienced a delay in receiving their stipends, and a significant number of stipends were even revoked as a result of their affiliation with a single Money Service Provider (MSP). The MSP's account was restricted by the bank due to an excessive number of transactions. The team took proactive measures to address this problem and guarantee the timely distribution of their stipends.
- Political instability, security issues, and police harassment are major problems for Afghan refugees in Pakistan. The project team closely worked with the Afghan Refugees Commissioner to provide certain relaxation to the fellows in Pakistan.
- High failure result rate in ICAP exam 2022, gradually, the result was improved and in ICAP 2023 exam nine fellows passed the exam with good grades.
- The exam was postponed as a result of technical difficulties with the Dari language feature on the website. As a result, candidates lost valuable preparation time due to the delay in the scheduling of the ICAP examination.

Recommendations

- Prior to the start of the project, it is recommended to provide comprehensive in-person training to all members of the project team to ensure a seamless implementation. Specifically, it is essential to provide orientation on compliance.
- In order to increase the likelihood of passing the ICAP examination, it is imperative that we should choose a qualified and experienced person for the UTC training and ICAP examination.
- While the fellows are in different countries, it is recommended to offer them intensive training on UTC. They will have the option to take the ICAP tests with a high possibility of passing. It would augment the quantity of Afghan DDR professionals in the field.
- Regular monitoring visits, either monthly or quarterly, should be carried out with fellows and their family members to verify that their children are residing with them in the designated city and country.
- It is recommended that the finance team should thoroughly review the project's financial matters, including cost matrixes and calculations, in order to enhance transparency within the project.
- It is recommended that the finance team manage the calculation of stipends instead of the programme team. The finance team has a more extensive grasp and skills in this area compared to the programme team.

- It is suggested that only project team members be involved in overseeing the fellowship programme than involving multiple team members from outside the project team. This would help ensure smooth implementation, clear accountability, and minimize potential issues.
- Make sure that the questions for the future ICAP examinations include precise translations in the Pashto language.
- It is recommended that there should be basic computer and English Language courses for the Afghan participants before commencing the exam to equip them with the knowledge needed for future online proctored ICAP examinations and to address any issues they may encounter during the ICAP examination.
- The Global Centre for Credentialing and Certification (GCCC) and the Association for Addiction Professionals (NAADAC) should promptly address any technical issues that arises during the ICAP examination within the system. They should also ensure timely monitoring and coordination with candidates to facilitate them and smooth the examination process.
- The GCCC should conduct at least one session for newly appearing candidates for the ICAP examination to provide instructions on the proctored exam. This would greatly enhance the smoothness of the exam.

Conclusion

The Global Fellowship Programme concluded with remarkable achievements, offering invaluable opportunities for professional growth to numerous fellows. Despite its successes, the programme faced challenges such as lack documentation of fellows and family members, limited availability of beneficiary data, and selection criteria at the initial phase. To ensure the seamless execution of future fellowship initiatives, ongoing monitoring and improvement in programme administration are imperative.

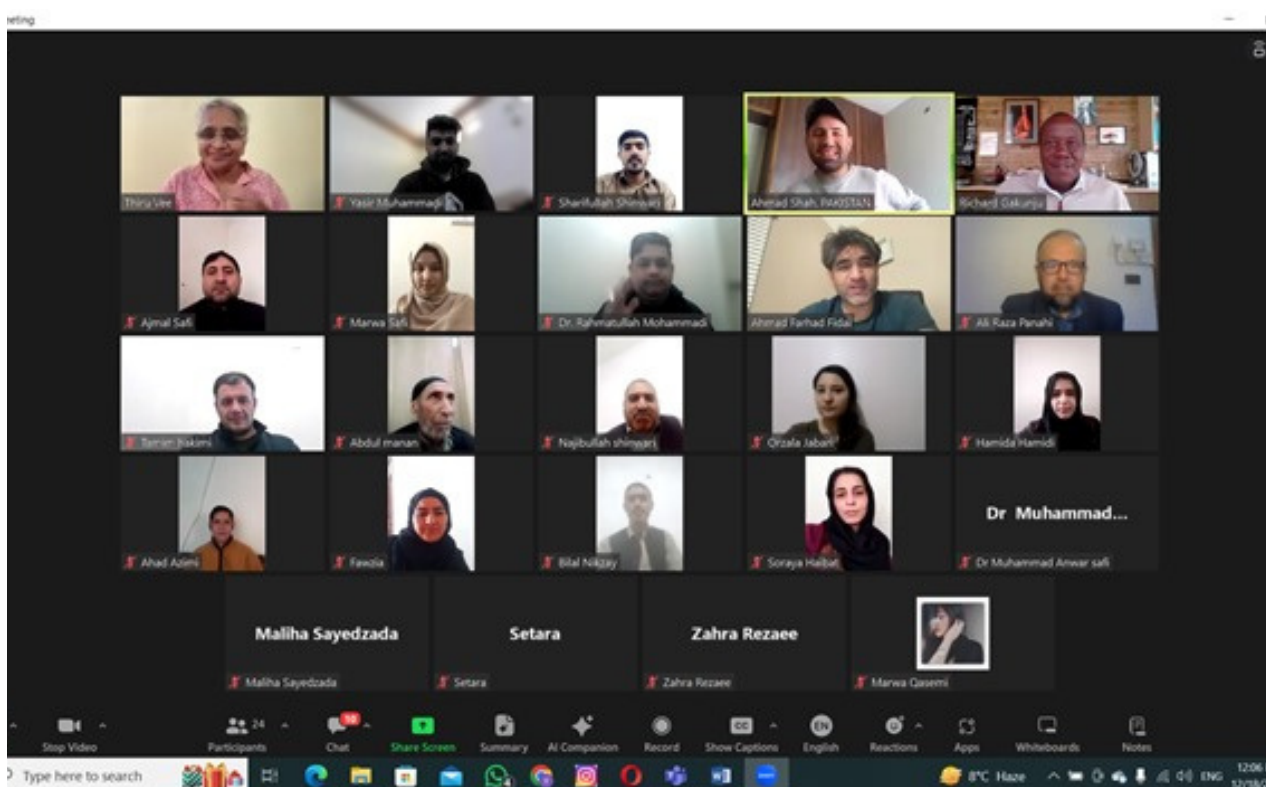
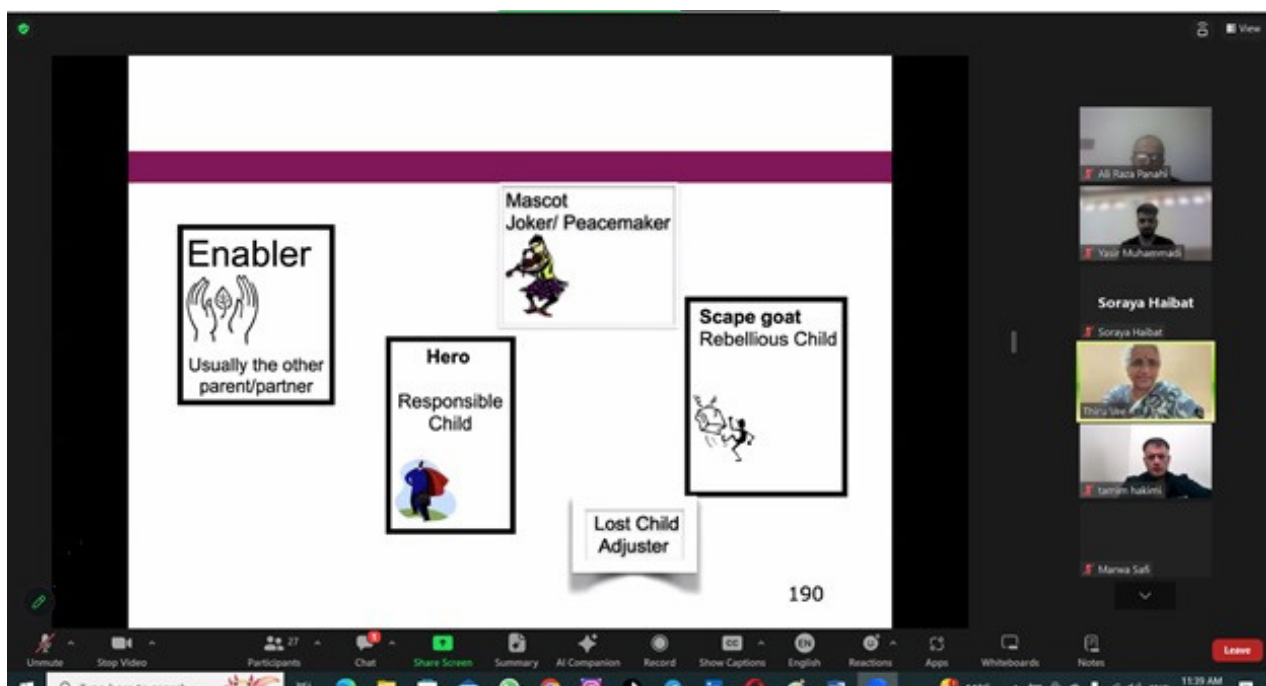
The project is highly productive from all perspectives. The project will persist in the future with accurate identification and execution. This type of projects has a significant impact on the lives of those who are working in the field of DDR. There is need to expand such initiatives in the future.

Annexure 1 - Financials

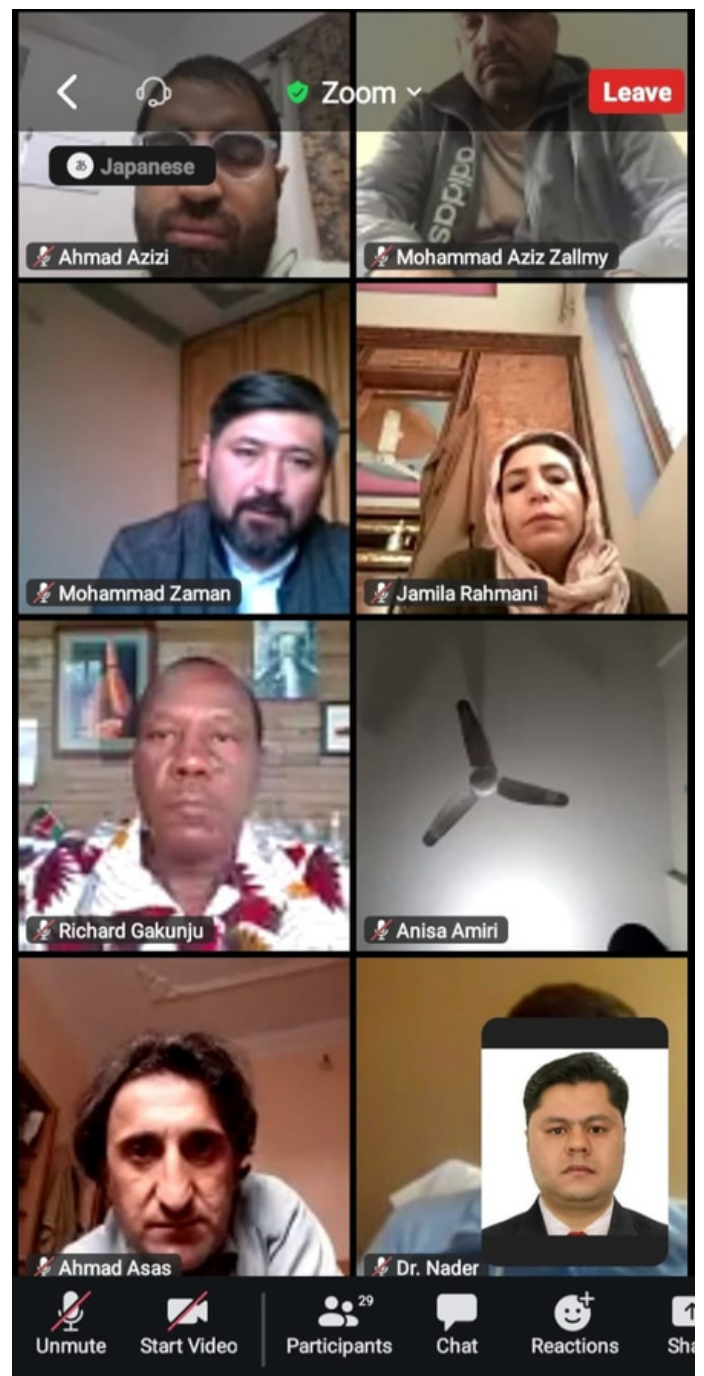
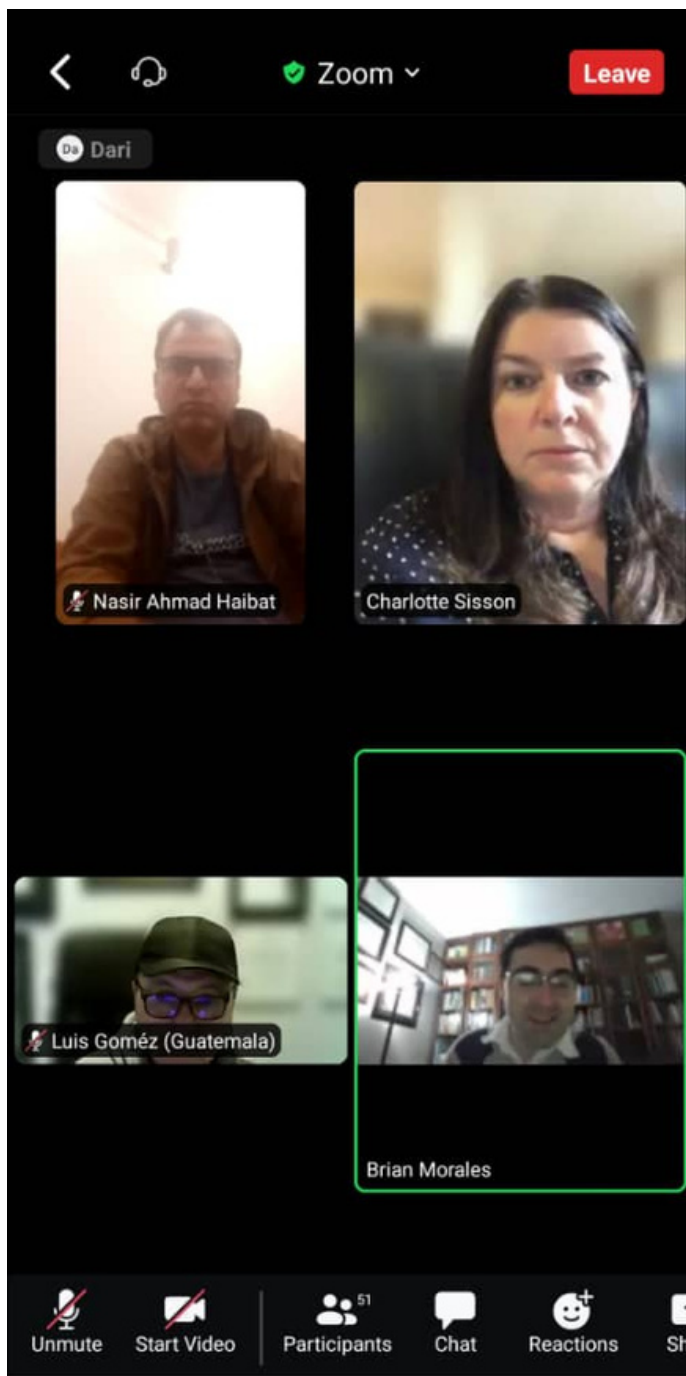
Financial Summary of the Global Fellowship - (Budget Vs Expense)		
	Major Interventions	Total (USD)
E.1	Support for Fellows (Monthly Stipends)	
E.1.1	Training and Education: 38 fellows @ \$196 per fellows for 12 months	89,376
E.1.2	Housing ,Grocery etc : 38 Fellows @ \$528 per fellows for 12 months	240,768
E.2	Program Coordination	
E.2.1	Online meeting platform : 12 month @ \$24	288
		330,432
	Expenditure	
No	A: Summary of the Global Fellowship Expenses	USD
1	Q1. (October - December) of 2022 an amount was paid to 38 Fellows	81,660
2	Q2. (January - March) of 2023 an amount was paid to 37 Fellows	77,780
3	Q3. (April - March) of 2023 an amount was paid to 38 Fellows	79,500
4	Q4. (July - September) of 2023 an amount to paid to 33 Fellows	71,760
5	ICAP Exam Fees Paid (37 Fellows) for first examination	3,700
6	ICAP Examination Paid Venue in Peshawar & Islamabad ,Pakistan	596
7	Paid to the Interpreter (Ahmad Farhad Fidai)	1,100
8	UTC Training Zoom Charges paid to (Mr. Muhammad Ayub)	532
	Total	316,628
No	B: Expenses for Refresher Course Training (From Saving)	USD
1	ICAP Examination Fees Paid to GCCC for 49 Fellows for second Exa	4,900
2	Interpreter (Dr. Rahmatullah Mohammadi)	2,000
3	Interpreter (Dr.Farhad Ahmad Fidai)	5,000
4	Dr. Thiru (Global Master Trainer)	1,875
5	Dr. Richard (Global Master Trainer)	1,875
6	Zoom Charges (CPDAP Credit Card)	123
	Total Expenses for Refresher Courses	15,773
No	Total Summary (A+B)	USD
1	Project Budget Expenses	332,401
	Covered from re-alignment budget approved USD 3500 (2022-RG-018 to the 2022- RG-015)	(1,969)

2023-RG-015 - Global Fellowship Programme		
Budget vs. utilization of Programme Components of 2023-RG-015		
Period: 1st Oct. 2023 - 31st March, 2024 (02 Quarter Extension)		
	Subtotal B + B.2 + B.3 +C	344,740.00
	Description	Total Cost
B	Subtotal Support for the Global Fellowship Programme	248,400.00
1	Q1. (October - December) 2023 an amount was paid to 30 DDR professionals	60,555.00
2	Q2. (January - March) 2024 an amount was paid to 27 DDR professionals	52,665.00
	Balance (B)	135,180.00
B.2	Subtotal Support for Brazil Programme	78,600.00
	Balance (B.2)	78,600.00
B.3	Subtotal Program Coordination	240.00
	Balance (B.3)	240.00
c	Subtotal Consultant - writing report for Evaluation	17,500.00
	Balance (C)	17,500.00
	Balance	231,520.00

Annexture 1 - Pictures



Annexure 2 - Pictures



Glimpses from online Universal Treatment Curriculum (UTC) Training

Annexture 3 - Certificates

