

IMARISHA VIJANA

Project Completion Report

Imarisha Vijana Project: Supporting Youth Employment in Jomvu Sub-County, Mombasa County



Project Implementation Period: August 2015 to May 2017

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EXECUTIVE SUMMARY

Imarisha Vijana is a KUZA project committed to fight youth unemployment in Mombasa within the overall approach of enhancing employment creation and development of marketable skills. It is a one stop service location for Mombasa youth to provide information, advice and career guidance as well as training and mentoring with the aim of enabling the youth to get employment or become self-employed. It prepares them through the necessary tools and relying on their own or informal sector. It is open and responsive to youth questions and concerns on a continuous basis.

Over the project implementation period, the organization was able to directly reach out to over 3000 youth through a number of mobilization strategies such as engaging community opinion leaders, holding community barazas, road shows among others. A total of 1665 youth were registered during the project period out of which 94% met the selection criteria where they were assessed and guided towards the projects interventions. Around 90 youth were taken through vocational skills training such as Parapet professional cleaning services, industrial garment making, hair dressing, and driving. Currently around 5 youths are undergoing an on the job training on car maintenance in Bangladesh while 10 are undergoing dress making in partnership with World Vision Kenya.

Various youths were also taken through attachments under several corporates such as slapper shoe company, EPZ for industrial garment making, Abson motors, Weichai garage, Chai mega, TSC, Jubilee Insurance, Dlight solar lamps, Bollore among others; the nature of employments were mainly casual jobs and sales. Local businesses were also engaged and provided a great learning opportunity for the youth who were interested in learning how to start and run their own businesses. A total of 210 beneficiaries went through mentorship at the LMITC, of these 99 were female and 111 were male. All the 531 youth that went through the business skills and enterprise development training/CST were exposed/informed of prospective financiers through information sessions that were conducted after the trainings through involving micro financial institutions.

The organisation observed a few lessons learnt among them: 1) Technical education and vocational training being key in empowering the youth to take employment opportunities (including self-employment), also advising them to form groups as being essential since most government opportunities and micro financial organisations mostly support youth in groups. 2) A model of communication to the youth will not only help them be informed of available opportunities but also build trust among them to utilize the centre services. On the other hand, some of the challenges realised are and not limited to lack of start-up capitals for some of the youth interested in entrepreneurship and inadequate skills for the youth to be linked to companies within the sub county.

CONTEXT AND BACKGROUND

Jomvu Sub County lies on the western side of Mombasa County and has a population of 117,487 and an area coverage of 29 Km² (KBS, 2009). Typical Jomvu youth hardly went beyond primary education and this is worse for the girl child. The culture confines women to house hold chores leaving very little space for academic advancement. Most of the challenges faced in the community include inadequate formal education and poverty which has resulted to early pregnancies, drug abuse, and crime especially the youth of between the ages of 16 – 30 years. Most of the families within this sub county belong to a low social class and mainly work as casuals in the existing industries and Container Freight Companies. These challenges have built a solid foundation for large scale unemployment in Mombasa which is rampant, affecting many young women and men which Big Ship CBO has been on the forefront in addressing.

Big Ship is a community based organisation that deals with environmental conservation projects while integrating it with community empowerment. One of the objectives of the organisation is; *to promote economic empowerment of local communities through urban livelihood initiatives*. It is through this objective that the organization has for the past 9 years been implementing economic empowerment projects to youth and women groups through mentorships and creating awareness on the available government support. Other initiatives that have been implemented have been on peace building campaigns and Kazi Kwa Kwa Vijana campaigns in partnership with other like-minded organizations.

Through its many initiatives it has become an organization of long standing reputation and has clearly positioned itself as a renowned centre of support for youth empowerment programs in the larger Mombasa County and beyond. The Imarisha Vijana programme related very well with the vision of the organization and continues to benefit from the wealth of experience that Big Ship CBO has accumulated in matters of youth empowerment over the years. Through the Imarisha Vijana project, the organization was able to offer a comprehensive package of services to the youth to increase their skills and consequently enhance their labour market opportunities in terms of finding a job or starting their own business.

OBJECTIVES

The objectives of the project in Mombasa County were:

1. To improve the skills and employability of young women and men in Mombasa County.
2. To increase the availability of, and access to, opportunities for employment and entrepreneurship.

In turn, these measures were intended to lead to long-term employment, increased incomes, and ultimately reduced poverty levels.

PROJECT TARGET GROUPS

The project targeted youth that met the selection criteria outlined below:

- Youth between 18 and 30 years of age
- Youth who had low income below 10,000 KES per month
- Emphasis on young women (50%)
- Youth with below tertiary education (form-four and below)
- Belonging to the indigenous coastal population (70%)
- The inclusion of disabled persons (2%)

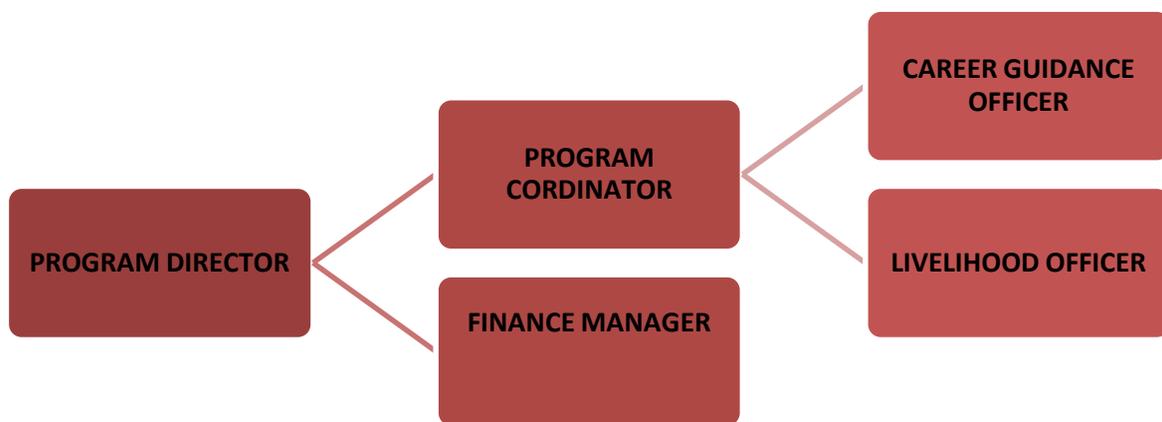
IMPLEMENTATION APPROACH

The Labour Market Information and Training Centre (LMITC)/Imarisha Vijana was a drop-in, one-stop service centre that provided various services including information, advice, career guidance, training, referral services and mentoring for youth within Jomvu sub-county with the aim of assisting them in successfully searching for a job or starting their own small businesses.

The Big Ship CBO Imarisha Vijana centre was located in Mikindani area a central and accessible point for all youth within Jomvu sub-county. The centre targeted young women and men that met the laid out selection criteria and provided them a platform where they were empowered with the necessary tools and skills to find a job or become self-employed through their own initiative.

Staffing

The project was headed by the program director who was the overall supervisor/manager, a program coordinator who led in implementation of the project and supervised the Career Guidance Officer, A livelihood officer who was Responsible for exploring private sector partnerships and internships/attachments, a finance manager who oversaw the budgets and submitted the financial statements and documentations to KUZA and a Career Guidance Officer (full time role), who was the officer in charge of guiding the youth towards realistic career goals and coordinating the day to day activities of the Imarisha Vijana centre. She was responsible for mobilizing, recruiting /registering and provided career guidance to the marginalised youth. She also provided job information, career advice and market opportunities to the youth.



The Imarisha Vijana project was designed to be a comprehensive package of services, which were collectively offered to the youth to increase their skills and consequently enhance their labour market opportunities. The comprehensive package included the following services:

1. Career Guidance

The Big Ship Imarisha Vijana centre deployed a career guidance officer who mobilized youth from all over Jomvu sub-county, recruited/registered them and then offered career guidance to the marginalised youth. The youth were provided with job information, career advice and up to date market opportunities. This ensured that the youth were guided towards realistic career goals and a plan to set out their journey.

2. Mentoring

Mentoring is considered one of the key pillars of supporting youth towards finding a job or starting a business. This is particularly so because mentoring is an on-going process. It was an optional service offered mainly to the youth who had existing businesses or were about to start up. The Big Ship Imarisha Vijana programme outsourced mentors to provide these services to the project participants. The mentors guided the youth towards their respective career paths. Through this project, Big Ship staff attended a capacity building workshop to empower them with the skills to mentor the youth. This came in handy as the trained staff also took up mentorship role. A total of 210 youth benefited from the mentorship which was conducted by Undugu mentorship Initiative and consultant Mujahids.

Referral Services

The referral services included linking youth to business loans from the many different providers in the market, linking youth to internships/attachments or linking youth to vocational/technical skills from the TVET institutions. Over the implementation period Big Ship CBO took the responsibility of forming reliable partnerships with various stakeholders in ways that enabled the centre to link Imarisha Vijana trainees to loans, attachments/jobs and TVET opportunities.

3. Training

The organization focused its attention on both soft skills and hard skills training. Working with the end in mind, the centre was able to identify skills gaps and opportunities that could provide opportunities for the youth. The training programmes were either based in the centre for the soft skills training or based at different institutions for the technical skills training. The training programmes offered at the Big Ship Imarisha Vijana centre include:

- Computer Maintenance
- Computer packages
- Business skills and enterprise development
- Career skills training
- Professional cleaning and housekeeping
- Industrial garment making
- Hair dressing and beauty
- Driving

The major objective of LMITC was to reach out to 800 marginalized youth of Jomvu Sub County, empower them with skills and provide linkages that would give them an opportunity to employment or self-employment

The Big Ship LMITC worked at achieving the project goals listed below:

- Prepare marginalised youth through training and other support services to secure sustainable jobs or start sustainable businesses. With 40% of trainees able to secure jobs or start businesses.
- Train a total of 800 youth by end of the programme i.e. 500 youth on entrepreneurship and career skills training, 140 youth with technical training and vocational skills, 150 youth on computer packages and maintenance
- Develop sustainable partnerships between private sector players and training institutions leading to job placements/ funding opportunities.

Over the project implementation period various approaches and activities were utilized to ensure that the end results were met in the most sustainable and beneficial way to the youth and the overall community.

4. Mobilization and recruitment of youth:

Over the project implementation period, the organization was able to directly reach out to over 3000 youth through mobilization. The Big Ship team devised a couple of strategies in quarterly action plan activities then set out to reach the community with the information on the services of the LMITC and encouraged the youth to visit the centre.

A couple of strategies were deployed in this exciting core activity to ensure the project's success, these include:

- a) **Engaging the local administration:** The local chiefs from Miritini, Jomvu and Mikindani were involved mainly in linking the organization to village elders, opinion leaders and nyumba kumi initiative representatives. This created a sense of credibility of the project to the local community as they trust their leaders. Through these leaders, information was spread out during other public gatherings and meetings.
- b) **Community mobilization events:** this entailed conducting simple activation/information sharing events at the local villages where public address systems and music was used to attract and entice youth while informing the community about the Imarisha project. During these events, registration was conducted in the tents.
- c) **Door to door campaigns:** Point persons and the organizations staff conducted door to door campaigns in households within Jomvu with the help of community leaders/representatives
- d) **Distribution of fliers and posters:** fliers with information on the services of the centre were shared at events, youth meeting points, churches and other community events to inform the general public of the LMITC services with the bid to reach out to more of the target youth.
- e) **Community Barazas:** Point persons with the help of village elders mobilized youth and invited in small meeting in their villages where the CGO/livelihood officer informed the youth of the LMITC and how they could utilize it. During this meeting various misconceptions were directly addressed and the youth got to understand the project before they could register and turn out for interviews/career guidance and training.
- f) **Use of sms text:** messages were sent via mobile texts to reach out to all youth that had been mobilized or registered in the projects or other events to encourage the m to utilize the centre and inform them of the on-going services. This helped in reminding the youth to continuously seek the LMITC services.
- g) **Partnership:** with other active self- help groups and community based organizations such as BMW foundation and enabled the centre to reach out to more youth at minimal costs.
- h) **Use of mobilizers:** point persons were identified within every village and used in mobilizing the targeted youth. Point persons consisted of youth opinion leader, beneficiaries and other influential people within the community.
- i) **Referrals:** A good number of youth were referred by the beneficiaries and other institutions, faith based organizations and stakeholders that were informed of the project.

5. Registration and interviewing of youth

All youth that visited the LMITC centre were registered in the registration book and recorded in the database. A total of 1665 youth were registered during the project period out of which 94% met the selection criteria. The total number of women that accessed the LMITC services is 786 which was 47% of the total walk ins registered at the LMITC.

Through this process the community was able to benefit from the career guidance and counselling and any other form of referral or linkage on case by case basis. Of the registered youth all those that met the project criteria were interviewed, assessed and received career guidance after which they were referred to other services/trainings. Some of the registration was conducted during the village baraza mobilization meetings this strategy helped increase the turnout of youth visiting the centre as they were aware of the exact kind of services available at the LMITC.

6. Private sector engagement – employers and CSR funds

Over the implementation period, the organization continuously made and continues to make deliberate efforts to work with the private sector in order to build relationships that provide opportunities for the youth. Various corporates were identified and networks created which eventually contributed to the project goals. This was particularly utilized in acquiring of skills through on the job training opportunities that allowed the youth to learn new skills and gain experience. Working with Parapet cleaning services, 27 youth were equipped with professional housekeeping and cleaning skills. Corporates such as slapper Shoe Company, EPZ s for industrial garment making, Abson motors and Weichai garage provided opportunities for the youth for training, jobs and attachments. Local businesses were also engaged and provided a great learning opportunity for the youth who were interested in learning how to start and run their own businesses.

7. Partnerships with TVETs and other training organisations/institutions.

Technical education and vocational training was the most sought service in the Big Ship LMITC as it enabled the target youth to enhance their skills capacity. Through TVET, the beneficiaries were better placed when seeking job opportunities. The Big Ship LMITC engaged both TVET institutions and corporates to achieve this. The approach utilized was negotiating with institutions, corporates and sourced trainers to use their networks within the industry to secure jobs and attachment opportunities for the youth whom they trained through the program. The deliberations were laid out in a contract. 66% of the youth that were sponsored for TVET were linked to jobs and or attachment. The choice of skills was based on the market demand/available opportunities. The trainings were tailored to best suit the youth taking into consideration adult learning principles. In this, the organization worked with an experienced industrial garment trainer who equipped 17 young mothers with tailoring skills and linked them to various EPZ garment making companies. Parapet institute of hospitality and business a training department under parapet cleaning services ltd also trained 27 youth on housekeeping and cleaning then attached them in companies such as chai mega, TSC and Bollore. This opportunity not only provided employment opportunities in this industry but also equipped the youth with an opportunity to venture into cleaning as a business. Currently a group of beneficiaries from the cleaning skills training have an on-going business known as Briton cleaners. 17 young women/mothers were also equipped with hairdressing, beauty and mat making skills in a local hairdressing and beauty centre/salon and placed in local salons for attachment. 12 youth were trained and licensed as drivers in Unik driving school. Currently around 5 youths are undergoing an on the job training on car maintenance in Bangladesh while 10 are undergoing dress making in partnership with World Vision Kenya.

8. Partnerships for microfinance (MFIs, county fund)

The livelihood officer and the CGO identified a number of microfinance institutions and Government kitties where the youth were referred for loans. Representatives from these institutions were invited during information sessions where they informed the youth on requirements and procedures to access the various products. Some of the institutions

include Vision fund, Bank of Africa, youth enterprise fund and Uwezo fund. Through Kuza, the youth groups were also linked to the county revolving fund.

9. Community engagement

With community empowerment as the core of the organization, the LMITC was greatly engaged with the community. At the beginning of the project, a stakeholders meeting and youth information sharing meeting was conducted. Representatives from faith based organizations, civil society, local administration and youth representatives were invited. Community leaders greatly assisted with mobilization of the youth.

10. Gender

A total of 786 out of 1665 female registered in the LMITC throughout the project period. Of these, 305 out of 654 were trained i.e. 47 % of the youth trained were female. The general participation of women and young mothers benefitted from deliberate efforts by the LMITC to reach out to them and encourage them to participate in the trainings. This was made successful with measures taken such as:

- a) Introduction of the young mothers fliers, this encouraged the young mothers and female participants to join the program as they felt included
- b) The young mothers were allowed to come for training with their children; this enabled them to attend the training without fail as they no longer had to worry about finding a babysitter at an extra cost.
- c) Deliberate negotiations were made to make training hours more flexible to allow them time to attend to other responsibilities and participate in the training and skills empowerment.
- d) Sensitization of the men in the community: during mobilization, the men were also encouraged to allow their spouses and female children/siblings to join the program

PROJECT RESULTS

The Big Ship LMITC centre had several trainings these include: Business skills, career skills, computer packages and computer maintenance. The choices made by the youth were with the guidance of the CGO with the beneficiaries' interests and available opportunities in mind. The beneficiaries of this training mostly gave positive feedback. Life skills training was incorporated in the curriculum in order to help change the mind-set of the youth. Training on how groups are formed was also emphasized on, the organization staff began a group mentoring initiative dubbed *Chama- biashara* that aimed at empowering youth to embrace working as a group in order to access funds from Government kitty's such as the youth fund and Uwezo fund. A total of 654 youth were trained though this period. The organization outsourced training companies such as Kenya Youth business trust, EPTF, Digital Opportunity Trust, Trivor bloom and Camara foundation.

1. Business Skills and Enterprise Development and Career skills training

The youth went through Business skills and enterprise development training. In this training, the participants were taken through Knowledge on business idea generation and development, development of a bankable business plan, Product marketing and resource mobilization strategies, Communication skills, Business types and financing options, Managing business, records keeping, preparing a business plan, personal and career development plan, Write a winning CV and cover letter and finally how to prepare and conduct oneself during an interview.

The training duration was 5 full day or 10 half day sessions. Through this training the youth gained information they needed in order to start and or manage a business. This prepared

them for self-employment. A total of 531 youth successfully completed BSED/CST training. Of these, 282 were male and 249 were female. The merge of the career and business skills training was found necessary as the youth needed either opportunity to help set up the other. Approximately 250 youth of those trained are currently engaged in business.

Exposure tour: Some of the beneficiaries in the entrepreneurship skills benefitted from exposure tours which were an eye opener on how entrepreneurs in the Jua Kali sector and agribusiness operated their businesses.

Entrepreneurship competition event: A competition event dubbed “*start small and make it happen*” was conducted. The goal was to create a platform where the youth could learn from their peers (the competitors) on how they raised start-up capital and run their businesses. Over 300 youth attended the event and were not only able to watch the presentations but also ask questions. The selected competitors had all set up functional businesses with as little capital, as little as KES 500. A total of 19 youth participated out of which 14 directly benefited from the prize money which they invested in their businesses

2. Computer skill builder and maintenance

Computer skills training and maintenance offered by Camara foundation was introduced to the centre training in order to equip the youth with basic skills of using or fixing a computer. This in turn provided the youth with a skill that gave them an upper hand during job searching. The packages course entailed training on IT concept, File management, open office word processor/spread sheet/presentation and ICT using web browser and email. A total of 107 youth benefited from the 2 weeks skill builder course. Of these, 56 were male and 51 were female. Another course offered under the computer courses was computer maintenance. It entailed PC hardware and maintenance, Linux software administration and networking. A total of 19 youth were benefited from this course, of these 14 were male and 5 were female. This course was conducted for one month duration.

3. Technical course (Provide table on specific technical course offered)

The youth benefitted from the TVET Imarisha Vijana kitty. This includes hairdressing and beauty/mat making, industrial garment making, driving and professional housekeeping and cleaning.

COURSE	DURATION	MALE	FEMALE	TOTAL
Industrial garment making	6 weeks	0	17	17
Profession house-keeping and cleaning	3 weeks	15	12	27
Hair dressing and beauty/mat making	3 months	0	15	15
Driving	1 month	11	1	12
Plumbing	3 months	15	1	16
Computer packages referral	2 weeks	2	2	4
Computer maintenance	4 weeks	3	0	3
<i>Other courses that the youth benefit from through referral to other youth projects</i>				
Clearing and forwarding(CAPYEI)	3 months	9	2	11

Industrial garment making(CAPYEI)	3 months	2	9	11
Hospitality(CAPYEI)	3 months	7	11	18
Sales and marketing(Generations)	3 months	6	4	10
Tailoring and dress making (World vision .K.)	1 year	1	10	11
Motor bike assembling (Abson Motors)	3 months	2	0	2
Mechanics (WEICHAI Garage)	3 months	3	0	3
Total		76	84	160

More youth benefitted from feral to other projects that sponsored the youth a total of 40 (21 male and 19 female) youth benefitted from the CAP youth empowerment project where they were equipped with clearing and forwarding skills, hospitality, industrial garment making and sales & marketing. 10 (4 female and 6 male) youth also benefitted from the generations project where they were equipped with sales and marketing skills and linked to jobs in the insurance, banking and retail industries.

A total of 11(10 female and 1 male) youth were sponsored by World Vision Kenya in the star of hope international institute where they are currently undertaking a course in tailoring and dress making.

The plumbing course was conducted by National industrial training authority and overseen by the KUZA skills team. This opportunity was quite helpful as the course was tailored to suit the project beneficiaries.

Other youth are currently undertaking training in Abson motors and WEICHAI garage.

4. Mentorship

Mentorship was conducted by Undugu Mentorship Initiative to guide the youth through the journey of self-empowerment. A total of 210 beneficiaries went through mentorship at the LMITC, of these 99 were female and 111 were male. The youth that acquired TVET skills were also linked to mentors in their area of training, this enabled the youth to learn from the experience and ride on the networks of their mentors. It was evident that the youth that took up mentorship had clear plans and goal and at least 50% of them had taken initiative to find a job or start a business

5. Links to finance for micro entrepreneurs

All the 531 Youth that went through the business skills and enterprise development training/CST were exposed/informed of prospective financiers through information sessions that were conducted after the trainings. Microfinance institutions such as vision fund, hazina, youth enterprise development fund , women enterprise fund, affirmative action fund county revolving fund and Kenya youth business trust. 40 youth were individually linked to vision fund and KYBT. However they were not able to meet the required procedures such as finding a guarantor, contributing a certain percentage in form of savings before they could access the loans, pitching their business plans to the board among others, most youth were not able to complete the process and felt it was tedious those that completed lacked the guarantors to help them secure the loans thus making it difficult for them to get loans. The organization began a group mentoring program known as “*Chama – biashara*” to encourage the youth to come together in groups in order to access financing through the provisional government kitties. Through this initiative a total

of 13 youth groups of not less than 10 youth each were formed and the youth were guided on the process of forming and registering groups, AGPO compliance and finally a group business plan for those that wanted to do group business. Approximately 110 youth were linked to UWEZO fund, Youth enterprise fund, women enterprise fund, county revolving fund and affirmative action. However, none of the groups was successful in getting the group loans. A total of 150 youth were linked to microfinance institution directly either as individuals or groups. The groups include, Amkeni, Mchipuko, Darajani, Tujijenge, Okoa, Briton, Blackstars, Ocean seals, chemichemi, Usanifu and Rise up youth group.

6. Links to employment opportunities

The Big Ship LMITC centre saw 218 youth linked to areas of attachment and employment after training. The beneficiaries of this service were able to gain experience and skills. The challenges were quite diverse as most youth were not able to take up unpaid attachments. Given their socio-economic status, others preferred to find any casual job that would give them some money to cater for their daily basic needs. Employers were also hesitant to take in unskilled youth for these opportunities. The LMITC adopted a strategy to work with the trainers especially under TVET to seek opportunities for attachment in various industries. 75% of the youth that went through TVET were able to gain attachment.

PROJECT IMPACT

➤ Jobs creation

The beneficiaries were transformed and informed through the trainings they received at the centre. They acquired skills, exposure and support that led to capacity change which was demonstrated in their determination to apply the self-employment skills acquired to take up opportunities around them. A total of 252 youth out of 654 youth began/ran small businesses. They reported to have had a better understanding on record keeping, attracting and retaining customers, the importance of market research and business planning. The nature of businesses ranged from service provision such as garbage collection, hairdressing and beauty, selling of clothes, grocery kiosks, digital marketing, food vending, water vending among others. The youth were more confident in their businesses and taking charge of their future.

Through direct linkages, referrals and sharing of information on available opportunities via sms texts 136 youth gained jobs. 82 youth gained attachment placement. Some of the employers companies included,

Opportunity	Male	Female	Total	% of total trained
Self employed	121	131	252	39%
Gained employment	72	64	136	21%
Attachments/Internships	43	39	82	13%

➤ Social impact

The project was able to provide exposure through the various activities such as mentorship, training attachments to all the beneficiaries. This provided a great sense of ability to take charge of their lives among most of the participants. It also provided an increase in income for households through self-employment and employment attained by the youth. Through the young mothers' inclusion strategies, the project created a sense of inclusion for the

young women and mothers. The provision of the skills and training also preoccupied the youth hence reducing the sense of idleness. Continuous referral to opportunities which was and still is conducted to the youth via sms creates a link between the youth and available opportunities for employment. The negative impact can be associated with the sense of over dependence among the youth who expect financial support to take up opportunities.

➤ Summary of Results (table)

<i>Provide figures and compare the extent to which Program activities met the set quarterly targets</i>			
Activity	No. of female	No. of male	Total
Mobilization youth reach out	-	-	3000
Registration of youth/ Walk ins	782	883	1665
Trainings BSED/CST	249	282	531
Computer maintenance	5	11	16
Computer skills	51	56	107
Attachments /internship/apprenticeship	39	43	82
Job linkages/ gained employment	64	72	136
Self- employed	131	121	252
Financial linkage			170
Mentoring	99	111	210
Number of beneficiaries sent to TVET under project sponsorship	48	46	94
Number of beneficiaries who have benefited from TVET from referral to other projects	36	30	66

CHALLENGES

- a) **Poor attitude and lack of commitment:** The attitude of dependence among the youth and the general lack of commitment of youth towards the opportunities presented to them.
- b) **Underlying socie- economic and cultural issues:** there were instances where youth could not take up opportunities due to lack of financial facilitation. There were also instances where the spouses were not willing to allow/support their wives to participate in the program. Some parents also felt allowing their girls to attend the training exposed them to immorality.
- c) **Lack of adequate facilitation to accommodate the disabled:** it was hard to reach out the disabled as they required special kind of training like sign interpreters and brails whose provision was not in the budget.
- d) **Absence of ownership towards the project:** Some of the member of the community and the youth generally felt that the centre was not fit for them. This was especially evident with the semi illiterate and primary school drop outs.
- e) The absence of the support livelihood officer/Lack of adequate personnel to support the services of the centre: there was need to have an actively supportive and available assistant on full time role to help with the centre activities. This also hindered linkages and monitoring.
- f) Increase in demand for centre services created a greater workload in managing the database. The process was time consuming hence taking up time for efficient provision of other services such as linkages

- g) **Loss of data:** Change to the new database presented instances where information was lost mysteriously. It was also difficult to track duplicates and was time consuming.
- h) **Lack of an effective mode of communication:** to the large number of youth reached out to, there was need for a sms platform to facilitate timely, efficient and less time consuming mode of communication to reach out to the youth with opportunities.
- i) **Lack of skills** among the youth made it difficult to link to the companies as employers were keen to find skilled persons
- j) **The top – bottom implementation approach** made the decision making process long and led to facing out of some opportunities.
- k) **Lack of access to Start-up Capital:** the processes and requirements of microfinance institutions were long and demanding. Most of the target youth could not meet the basic requirements due to their socio- economic status.
- l) **Delayed provision of quarterly funds** led to rushed activities conducted back to back with minimal support personnel
- m) Lack of adequate and accurate data on beneficiaries contributed to inclusion and exclusion errors in the selection of participants in some of the project activities.
- n) Limited budget allocation for the TVET opportunities made it difficult for the youth to get recognized certification.

LESSONS LEARNT

The following are some of the lessons learnt by the organisation in regards to the project:

- a) Technical education and vocational training are key in empowering the youth to take employment opportunities (including self- employment)
- b) There's need to take up empowerment approaches that train and prepare youth to take up opportunities in groups this is because most opportunities presented by the government and other corporates emphasize on youth in registered groups as a requirement.
- c) A model of communication to the youth will not only help them be informed of available opportunities but also build trust among them to utilize the centre services.
- d) Business skills training and career skills training alone were not enough to tackle unemployment, however, the youth that underwent training generally had a changed out look towards getting started
- e) Capacity building of host organization and staff is key in ensuring sustainable continuity of the LMITC.
- f) The model of empowerment should consider approaches that not only present opportunities but also have an impact on attitude change

SUSTAINABILITY

The organisation has been in talks with other like-minded organisations within the sub County in finding best ways of partnering so as to join forces in empowering the community. Corporate Social Responsibility (CSR) is another aspect that is keenly looked into while focussing on all the companies/industries situated within Jomvu Sub County. Also, the possibility of having a revolving fund to empower the youth will be very vital in ensuring the sustainability of the project.