INTERNATIONAL YOUTH FOUNDATION

Cooperative Agreement No: 621-A-00-11-00016-00

Annual Progress Report

October 1, 2014 – September 30, 2015

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1.0 ACTIVITY SUMMARY

1.1 Activity Description

The Tanzania Youth Scholars (TYS) program is a five-year initiative implemented by the International Youth Foundation (IYF) and funded by USAID through IYF's Youth:Work Leader with Associate award. The program began May 23, 2011 (official implementation started October 1, 2011) and has been working in partnership with Tanzanian organizations, Camfed and VETA, as well as the Government of Tanzania's Ministry of Health and Social Welfare (MoHSW) to identify most vulnerable children (MVC) and support them during their transition from school to work. The Tanzanian MoHSW uses MVC to describe the TYS beneficiary population, yet for purposes of this report we will use orphans and vulnerable children (OVC) for consistency with USAID/PEPFAR reporting practices. The goal of the TYS program is to increase access to quality vocational and entrepreneurship training and secondary education opportunities for 1,800 OVC ages 14-24, along with other support to create economic opportunities for youth. All TYS partners integrate life skills training to improve young people's ability to lead healthy and productive lives. The program is directly linked to the PEPFAR goal to provide care and support to people affected by HIV/AIDS.

1.2 Area of Coverage

The TYS program targets OVC in 18 districts, as highlighted in the table below. The criteria for selecting the districts were based on USAID priorities, TYS partner geographic areas of operation, and number of OVC.

Implementing Partners	Districts	Regions
Camfed	Iringa Rural and Kilolo	Iringa
	Rufiji	Coast
VETA	Kinondoni, Ilala and Temeke	Dar es Salaam
	Kigoma Municipal and Kigoma District Council	Kigoma
	Ilemela and Nyamagana	Mwanza
	Mtwara Municipal and Mtwara District Council	Mtwara
	Songea Municipal and Songea District Council	Ruvuma
	Tanga Municipal, Muheza* and Mkinga District Council	Tanga
	Mbeya MC	Mbeya

* FDC Kiwanda is also in the Muheza district.

As noted in the FY13 Q1 report, TYS program activities in Songea and Mbeya were halted in March 2013 due to the termination of IYF's sub-award agreement with Kiwohede. However, program activities in these two districts resumed during FY14 Q2, following USAID's approval of the modified Program Description, which transferred program implementation to VETA.

1.3 Target Beneficiaries

The TYS program targets 1,800 OVC aged 14-24 years. The beneficiary selection process is conducted using a community-based Tanzanian MoHSW-approved approach, and the national OVC Database Management System (DMS). TYS scholarship eligibility and final selection is done in close collaboration with district offices and Most Vulnerable Children Committees (MVCC).

1.4 Monitoring Indicators

USAID Goal #1
Improving the quality of life of people living with HIV/AIDS and those affected by HIV/AIDS through service maintenance and scale-up by working with local civil society partners to expand access to education and livelihood opportunities

(Strategic Objective)
Improved livelihood opportunities for female and male OVC aged 14-24 in Tanzania

↑ ↑ ↑

Intermediate Result 1 (IR1) Increased access to vocational, education and life skills training programs	Intermediate Result 2 (IR2) Increased job placement and entrepreneurship services and support for targeted youth	Intermediate Result 3 (IR3) Increased capacity of partners to effectively coordinate, deliver, and manage programs targeting OVCs
↑	↑	↑
Sub-Intermediate Result 1.1 Vocational/entrepreneurship and life skills training programs provided	Sub- Intermediate Result 2.1 Job placement and internship opportunities provided to youth	Sub-Intermediate Result 3.1 Capacity building and technical assistance provided to TYS partners.
Sub- Intermediate Result 1.2 Educational programs through scholarships delivered	Sub- Intermediate Result 2.2 Career Guidance and Counseling services provided	Sub-Intermediate Result 3.2 Collaboration achieved with other public and private sector organizations in support of program goals.
Sub-Intermediate Result 1.3 Reproductive health education and HIV prevention programs provided		

1.5 Reporting Period

This report provides a summary of program activities during FY15 (October 1, 2014 – September 30, 2015), including accomplishments, challenges encountered, and planned activities for the first quarter of FY16.

1.6 Progress Status

As of September 30, 2015, TYS had concluded its fourth year of implementation. The program has met, and in some cases exceeded several targets. The status of each indicator is presented in Annex A and is detailed in the narrative sections below. By the end of FY15, the large majority of beneficiaries had completed their training, and the final cohorts of VETA trainees and Camfed students are expected to graduate on schedule in FY16 Q1.

2.0 ACTIVITY IMPLEMENTATION PROGRESS

2.1 Implementation Status

A. Overview of Q4 Activities

IYF's activities in FY15 Q4 prioritized partner support, data collection, and capturing lessons learned from TYS. IYF continued to work with VETA to ensure the final cohorts of trainees complete their training, start their internships and for those interested in starting a business, apply for the entrepreneurship toolkits. Likewise, IYF worked with Camfed to ensure the secondary school students were on pace to graduate and take their exams in November 2015.

On August 12-13, IYF held the TYS Annual Partners Meeting in Dar es Salaam. The objectives of the meeting were to review progress to date, reflect on lessons learned and discuss best practices to be sustained beyond the TYS program. A total of 37 participants attended the meeting including VETA project staff from the seven centers and headquarters, Camfed representatives from the three regions and Dar es Salaam, District Education Officers (DEOs), Social Welfare Officers (SWOs), and USAID representative, Ms. Laura Kikuli. Guest speakers and panelists included youth graduates and a private sector representative – from CV People Africa - who shared the employers' perspectives. For more details on the Partners Meeting, please refer to Annex A.

During this period, IYF conducted two monitoring visits to VETA and Camfed. IYF Program Manager Tom Brownlee and TYS Program Officer Iris Kalavo conducted a field visit to VETA Mbeya on August 17-18 2015 to review progress to date, discuss challenges, strategize on solutions, and document lessons learned. During the field visit, several meetings were conducted with VETA project staff including the principal, short course coordinator, trainers, and the matron and patron. Focus groups were also held with current TYS trainees and graduates to hear their views regarding the program and how they benefited from it. Camfed District Coordinators (CDCs) conducted monitoring visits in all Camfed TYS schools in September – early October 2015 to verify the disbursement of the students' scholarships and

their attendance, visit Parent Support Groups (PSGs), monitor their activities and support them to establish additional groups. During the visits, they also consulted CAMA members on community activities and strengthening relationships between school heads, teacher mentors, staff, and students.

B. Overview of FY15 Activities – fourth year of implementation

In FY15, IYF focused on supporting the partners as they trained and placed the last cohorts of youth. By the end of Q2, the seven VETA centers had finished training the project beneficiaries and were wrapping up activities. In Q3, the four centers that were selected to train the last 170 beneficiaries of the program - Songea, Mbeya, Mtwara, and Kigoma – enrolled the youth and initiated training. By the end of September, the youth had finished their training and had started their internships. IYF worked closely with the four centers to ensure a smooth final training phase and set up the job placement activities. Lastly and as noted above, IYF organized and held the last Partners meeting.

As part of the capacity building efforts, IYF continued to support the VETA trainers in key areas such as life skills, job placements and M&E. On life skills, VETA centers were guided to make sure they delivered the lessons using youth-friendly methodologies and fully engaged the trainees. IYF also supported the administration of pre- and post-tests. Entrepreneurship trainers were also guided on how to improve their pedagogy to be more student-centered in order to develop interest in entrepreneurship. IYF also continued to work with centers on how best to mobilize business groups to ensure youth work together to develop business proposals and apply for the toolkit awards.

> *"I learned the theory at the center, but in the internship I could apply it in a practical way"*
> *- TYS graduate, Mbeya*

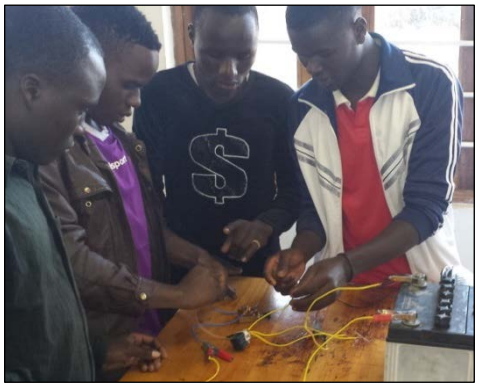
IYF also continued to provide significant support on M&E activities. TYS M&E Officer, Ms. Eliforida Mushi, worked with each VETA center to implement their M&E plans. She also worked closely with VETA centers to ensure the timely collection, processing, and reporting of data. Improving the data collection through ex-post surveys was a priority during FY15, and based on the support provided, data collection and submission of the surveys improved during the year.

During this fiscal year, IYF conducted monitoring trips in all the TYS VETA centers and Camfed districts to observe activities, review enrollment and financial records, provide technical support, and discuss programmatic issues. The visits were primarily conducted by TYS Program Officer Ms. Kalavo, with some visits conducted by TYS Project Director Ms. Shebele. Baltimore-based Program Manager Mr. Brownlee joined Ms. Kalavo during one of the visits. Hereafter is a list of the site visits:

Date	Partner Visited
November 2014	Tanga; FDC Kiwanda
December 2014	Songea; Mbeya
February/March 2015	Tanga and FDC Kiwanda; Mtwara
April 2015	Songea; Mbeya
May 2015	Mtwara; Kigoma
June 2015	Tanga; FDC Kiwanda
July 2015	Mwanza
August 2015	Mbeya
September 2015	Songea; Camfed districts

During the field visits, and as noted previously, IYF met with VETA project staff including principals, short course coordinators, matrons and patrons, trainers, and TYS youth. IYF staff also held meetings with other stakeholders such as employers, parents, and guardians. IYF interviewed employers about their experience hosting TYS interns and hiring TYS graduates, and held meetings with several local government officials, including mayors and social welfare officers, who were committed to and supportive of the program. They supported the program in a variety of ways including selecting the youth, following up with youth at risk of dropping out and helping the entrepreneurship groups by securing space for their activities and providing additional tools, mentorship, and guidance.

❖ VETA



Training - IYF continued supporting VETA as they trained the TYS youth enrolled during FY14. The majority of youth in both the long and short courses completed their trainings and graduated by December 2014, while youth from FDC Kiwanda graduated in June 2015.

In Q1, IYF also identified the four VETA centers that were to train the final cohorts of youth through short courses. The four centers, which were selected based on their previous experience and performance, were Kigoma, Mbeya, Mtwara, and Songea. The centers enrolled a total of 170 youth (see table below) who started training in April and completed it in August. Courses offered included plumbing, carpentry, electrical installation, tailoring, food production, motor vehicle mechanics, welding, and masonry. All four centers indicated facing the challenge of having selected youth not attend the beginning of training. As this issue was identified early on - within the first two weeks, as per the program cut-off point - the centers were able to replace these youth and enroll other OVC. TYS is pleased to report that all trainees completed their training and no youth dropped out. The four VETA centers completed the short-course training in mid-August and September, and subsequently the trainees started their internships. They completed their internships in October 2015 (after this reporting period).

Vocational Training Areas	Kigoma	Mbeya	Mtwara	Songea
Carpentry	-	-	-	6
Design and Tailoring	13	6	10	14
Electrical Installation	-	6	10	-
Food Production	12	7	10	-
Masonry and Bricklaying	4	-	-	12
Mechanics	5	9	-	-
Painting and Signwriting	6	-	-	-
Plumbing	-	7	-	12
Salon and Decoration	-	5	-	
Welding	-	-	-	16
Total	*40*	*40*	*30*	*60*

The lack of drop-outs in the recent cohorts shows a marked improvement from earlier periods in the program and is the result of the support provided by IYF, the various strategies put in place and the efforts made by the partners.

Life Skills training continued to be an integral aspect of the trainings at VETA and 89 percent of trainees have demonstrated improvements on their life skills tests. Based on the pre- and post-tests, the trainees have acquired and developed skills in key areas such as self-confidence, values, sexual and reproductive health including HIV/AIDS, and dealing with various challenges as a result of peer pressure. Focus group discussions and trainee interviews revealed that the lessons on self-awareness were often noted as most valuable by the youth themselves.

> *"I learned self-awareness and improved my self-confidence, which helps in job interviews"*
> *- TYS graduate, Dar es Salaam*

Internships – In FY15, 88 percent of the trainees in both long and short courses were successfully placed in internships. For the trainees who started in FY14, they completed their internships in February 2015, the exception being FDC Kiwanda whose trainees completed their internships in April 2015. The final cohorts of 170 youth started their internship between August and September and finished in October. This year, there was a marked improvement in the internship placements, exceeding the target of 75 percent. This can be attributed in part to the capacity building efforts IYF provided on this aspect.

In several instances, TYS graduates benefited from their internships by transitioning into paid employment at their internship placement (such as Esther, *right*) after graduation. Other graduates in focus group discussions and interviews discussed how their internship supervisors have supported them in starting their business or searching for a job. Through focus group discussions and interviews, youth reported that they valued the practical knowledge they gained through the internships and as a recommendation, noted that they would like to have had longer internships, proposing they last up to six months. This recommendation was also echoed by employers.

Job placement - IYF continued to work with VETA to improve job placement services by facilitating and encouraging linkages with private sector companies and government social welfare officers. Given the importance of this issue, it was also highlighted and further discussed at the Annual Partners Meeting. In FY15, 41 percent of surveyed graduates were employed (salaried or self-employment) six-months after graduating from the program, an increase from previous years. An encouraging increase was also observed in the analysis conducted on surveys received in FY15 Q4, with the employment rate reaching 45 percent.

Entrepreneurship - Entrepreneurship remains the most likely form of employment for graduates, and all TYS trainees received entrepreneurship training. Trainees interested in starting income-generating activities were mobilized to form small groups, develop business proposals and compete for the toolkits awards. During FY15, 38 groups were awarded toolkits: five in Songea, seven in Kigoma, three in Tanga, seven in Mbeya, seven in Mtwara, five in Dar and four in Mwanza. Given that some groups had not yet secured good working spaces when they were awarded the toolkits, their VETA center kept the tools at the center for safe-guarding until the youth groups secured working spaces. IYF is following up closely with the concerned VETA centers to urgently address this issue.

During Q4, VETA mobilized additional youth to form groups, develop business proposals and apply for the toolkit awards. Nineteen groups were formed in total, with each submitting proposals and budgets. A review committee scored and selected the groups in October 2015, after the reporting period, and the successful groups will be awarded the toolkits when they complete their internships. During this same quarter, FDC Kiwanda awarded toolkits to the two winning youth groups. The VETA centers also continued to support youth who had recently started their business and those who were working on securing a working space.

❖ Camfed

Camfed continued to support 242 TYS girls who will be graduating in FY16: 87 girls from Iringa, 84 girls from Kilolo and 71 girls from Rufiji. Camfed's support during FY15 has focused on the holistic needs of the TYS students with the goal of preparing them for the final examinations. Camfed also continued to support teacher mentors, life skills clubs, and parent support groups. As of September 30, all 60 schools had active teacher mentors and life skills clubs. Plans for ensuring the sustainability of the life skills clubs are in place, and clubs have already selected new members from different grades, identified new leadership and replaced Form IV students. To better support the students for their final examination, Camfed intensified the remedial classes and girls forums.

In FY15, the number of TYS secondary school students had decreased from 254 to 242, with the majority of drop-outs occurring due to pregnancy. Previous efforts to reduce the dropout rate have been successful however, efforts must be sustained. Camfed is looking to expand efforts to more purposively reach men and boys to educate and empower them in their role in reducing pregnancy. Efforts are being made by the schools, with support from Camfed and IYF, to facilitate the three girls who dropped out in FY15 Q4 due to pregnancy to still take the final exams.

Camfed continued to support 242 girls with their scholarship package including school fees and accommodation. Out of the 242 students, 235 are in Form IV and have been preparing for the final national examinations to be held in early November 2015. Students have been exposed to a number of pre-national exams in order to build their experience and confidence as they prepare for the national exam. Also, as noted above, remedial classes continued for the TYS students, and some schools (i.e., Luhota, Muhwana, Mgama, Kilolo, Lundamatwe) organized Form II and Form IV students' camps during school holidays to enhance the preparation for national examination.

Camfed staff organized and facilitated two Girls' Forums in September 7-8 and September 20-21, 2015 in collaboration with teacher mentors, CAMA members, and district coordinators. These forums were

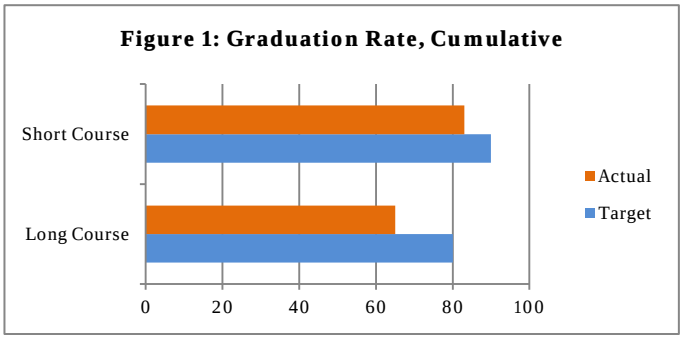
created to provide a space for the Form IV students to share their final examination preparation strategies and expose them to future opportunities available in their districts. During these forums, the students were informed of the importance of joining CAMA and were supported in completing the application forms.

The life skills clubs continued in all 60 TYS schools. They maintained life skills sessions, conducted income generating activities, and participated in volunteering initiatives. Teacher mentors, school heads, and learner guides supported these activities throughout the quarter. In addition, Camfed continued to conduct capacity building trainings to the parent support groups to assist them in establishing income generating activities that will help them raise funds to help OVC in Camfed schools.

2.2 Achievement Progress by Indicator

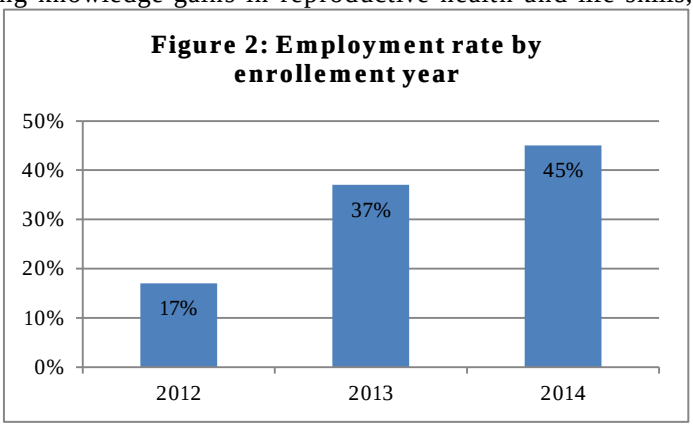
In FY15, TYS reached an additional 170 youth through VETA. These last TYS VETA cohorts bring the total number of enrolled VETA trainees to 1,525. In addition, 300 young girls enrolled in secondary school. This brings the total of TYS youth enrolled to 1,825, which exceeds the target of 1,800. These young people were all provided scholarships and comprehensive support to achieve success.

During FY15, 70 percent of short course trainees and 90 percent of long course trainees graduated. This percentage does not include the 170 youth who, as of September 30, had not concluded their internships. Figure 1 shows the cumulative graduation rate. Once the 170 youth are included in FY16, the short course rate will exceed the target. It should be noted that the short course trainees has a significantly better graduating rate than long course trainees. This variation is due primarily to the fact that a young person is more likely to drop out over the three-year period as opposed to a three-month course. This is particularly true for OVC who may not have the support at home to continue with a long-term training course.



Key gains were made in the area of life skills. The trainees and students have demonstrated positive skills acquisition, with 89 percent this year exhibiting knowledge gains in reproductive health and life skills, exceeding the 70 percent target.

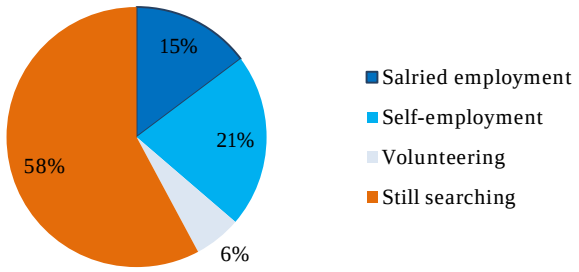
The job placement rate for surveyed TYS beneficiaries in FY15 was 39 percent. This percentage reflects a steady increase over the course of the program. Surveys received and analyzed in Q4 showed the highest employment rate at 44 percent. TYS expects the job placement rate to continue to increase as it takes on average several months for young people to find and secure a



job. Thus far, surveys were administered to 664 youth who had graduated six months previously to assess their employment status and satisfaction. Figure 2 displays the employment rate of trainees based on respondents' enrollment year.

TYS supported the path to livelihood beyond technical training through the internship component, exposure to entrepreneurship and career guidance. In FY15, 88 percent of trainees participated in internships and all of the 170 new trainees received career guidance.

Figure 3: Cummulative Employment



To date, the cumulative employment rate of the 664 graduates surveyed six months post-graduation is 36 percent. As seen in Figure 3, 15 percent had salaried employment and 21 percent were in self-employment, with six percent volunteering and the remainder still searching for employment. While the number of graduates in salaried employment is lower than those self-employed, a higher percentage of salaried graduates expressed satisfaction with their jobs.

3.0 INTEGRATION OF CROSSCUTTING ISSUES

3.1 Gender, Child Protection, and Psycho-social Support

A. Gender

TYS has reached 1,001 young women and 824 young men, a 55:45 ratio, over the course of the program. IYF worked closely with VETA to ensure gender considerations in recruiting youth and programming training, and to give young men and women equal chances. As a result, the program has a good ratio of men and women despite the challenge reported by VETA that young women are less likely than young men to consider vocational training. IYF has advised VETA that as they look to look to provide training in areas where there is labor market demands, they consider offering trades/courses that are attractive to girls, and encourage young woman to enroll in a trade that offers employment opportunities even if it is an area that tends to be male-dominated. They should also provide career guidance with a gender lens that encourages both young men and women to choose the trades that offer livelihood opportunities.

Gender issues continued to be covered in the VETA life skills training to raise students' awareness on the subject. For the secondary school students with Camfed, gender issues are regularly discussed during the life skill clubs. In addition, during girls' forums, the students had an opportunity to explore and discuss issues which hinder their performance and attendance in schools. Those issues include early pregnancy and early marriage. Pregnancy has resulted in some girls dropping out, and schools have looked for solutions to allow them to continue to take the exams, despite a lack of official policy on the matter from the government. Currently, schools have allowed girls to come back and sit for their national exams if the drop out happened within four months of the exam.

Of the 319 VETA graduates surveyed in the last quarter, 43 percent of the women were employed compared with 47 percent of the men. The biggest difference was in salaried employment, where young men were almost twice as likely to be hired for a salaried job. The unique challenges young women experience when entering the job market were discussed at the Annual Partners Meeting, particularly by a young female graduate who gave a first-hand account of being asked for a sexual bribe in a job interview. IYF stressed the need for VETA and other partners to be mentors and resources for young women as they build their networks, and noted that this discussion highlighted the importance of addressing issues faced by both genders.

B. Child Protection

Camfed continued to support child protection issues through the Planning for School Excellence (PSE) program, including addressing issues of child abuse. The PSGs were trained on issues of child protection and have developed strategies in addressing issues experienced by OVC.

C. Psychosocial Support (PSS)

IYF has been ensuring that Psychosocial Support (PSS) is integrated in the TYS program since it is a crucial aspect of any OVC program. In VETA, matrons and patrons have been responsible for providing PSS to the trainees. They have been providing regular follow up on youth's attendance and performance as well as providing group or individual counseling on various concerns for the youth. This has helped youth to adapt to the learning environment at VETA, communicate their difficulties and find solutions, as well as raising their self-esteem and confidence. Trainees and graduates pointed to the access to matrons and patrons as an essential element of their training experience.

Camfed has been providing psychosocial support to the TYS students through teacher mentors who have been active at all 60 TYS schools in FY15. They ensure consistent performance and retention of girls in school. Also, through life skills sessions, students have been learning on how to cope with various challenges in and out of school.

3.2 Public-Private Partnerships (PPP)

In FY15, IYF continued to work with public private partners to support various aspects of the program such as the selection process, training, internships and employment opportunities for TYS beneficiaries. TYS placed extra emphasis on organizing events to expose youth to local young entrepreneurs to learn about their experiences in starting and running businesses by partnering with companies owned by young people such as Smart Codes, MwaJ Professional Caterers, Studio Red-Public Relations Company, CHIPUA and UHIKI to provide motivational talks to VETA graduates. The talks were very well received and trainees gained a better understanding of and developed interest in self-employment. The key areas covered in the sessions were how they started and developed their business, the importance of marketing strategies, strategic business branding and tips for financial management.

The relationship between IYF and ARAMEX expanded in FY15. ARAMEX developed a scholarship program for vulnerable youth to study at VETA Dar es Salaam. ARAMEX has offered six VETA scholarships for OVC for the following courses: computers, administrative assistance, office machine maintenance and driving. The six youth all started internships placements at ARAMEX and the best interns will be hired on.

On March 20th, IYF was invited to take part in the "Skills for Oil and Gas Africa (SOGA) Stakeholder Meeting." SOGA is an initiative implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) that aims to address skills gaps in the oil/gas and associated sectors in East Africa by assisting governments in Tanzania, Mozambique, Kenya and Uganda to develop a workforce that will meet the labor demands of the private sector. The meeting, which was convened by GIZ/DFID, gathered entities working in vocational education. Its goal was to ensure synergies among different stakeholders including the government, TVET institutions, the private sector and NGOs by sharing information, identifying gaps and discussing collaborative opportunities, thereby minimizing duplication and fostering coordination. This meeting was an opportunity for IYF to share its work in this area, including the TYS program.

IYF met with HACREF Finance LTD, a business consultancy and microfinance company that was interested in supporting young entrepreneurs to start and manage a business. They were looking for a program or training institution that focuses on developing young entrepreneurs, so IYF connected them to VETA which has existing business groups being supported by other sources. Through this linkage VETA and HACREF have developed a six-month pilot class targeting new businesses, including nine TYS business groups. Through the class, the youth are acquiring new skills in the areas of product design and branding, marketing, financial planning and management, human resource management, and business leadership. The class experienced disruptions during the period leading up to the elections, but IYF expects it will improve consistency after the elections.

On June 22, IYF collaborated with the American Chamber of Commerce on an employability event, Daraja la Mafanikio or Bridge to Success. The event aimed to raise awareness among Tanzania youth on essential skills they need to have to successfully conduct a job search. The event gathered more than 3,000 youth from across Dar es Salaam, and covered a range of topic including writing a CV, conducting oneself effectively in an interview, and using social media to search for a job. The event was sponsored by Bank M., Vodacom, Coca Cola, and Kwanza LTD. Several employers also shared their recruitment practices and procedures. During the event, TYS Project Director, Sarah Shebele, led a 40-minute presentation on conducting oneself effectively in an interview. The tips and strategies shared included a dos-and-don'ts video. IYF also had a station throughout the event where participants were able to ask questions. This event further highlighted the significant need for employability skills – including job readiness skills – among Tanzanian youth.

CV People Africa was participated in the Annual Partners Meeting, providing valuable information on the employer perspective. VETA staff were particularly engaged in this session and linked with the CV People Africa representative to continue interacting and exchanging information to best serve both entities.

3.3 Sustainability mechanisms

In FY15, IYF and VETA developed and submitted a proposal for a new employability program for vulnerable youth to be funded by The MasterCard Foundation. The program has just been approved, and start-up activities are to begin shortly. The design of this program has greatly benefitted from the TYS experience and lessons learned gained through this initiative. Furthermore, the new program will build on the important ground work that was laid through TYS and the work accomplished on critical issues such

as life skills, internships, and job placement. The MasterCard Foundation team had visited Tanzania in the past year and met with TYS beneficiaries as part of focus groups. ARAMEX's Human Resources Manager, Ms. Jane Njagi, who has been welcoming and training TYS interns, shared with the MasterCard Foundation representatives the strong collaboration ARAMEX has developed with TYS.

As detailed below, discussions with VETA and local government stakeholders continued this quarter to ensure that local officials were aware that youth were graduating from the VETA programs and will need follow-up and support. TYS views this as a way to sustain support for program beneficiaries. TYS was pleased to see that Social Welfare Officers were very enthusiastic about their increased role in the future and appreciative of the support TYS had provided to the youth. The District Executive Director was also supportive of the program and interested in continuing to identify internship opportunities for youth and job placement for graduates, and to support the entrepreneurship groups. IYF continued to advocate to local government stakeholders to offer scholarship opportunities to OVC at VETA. In Mtwara in particular, IYF engaged with the municipal director who agreed to put this issue on the agenda of the council and explore funding opportunities. Community Development Officers at the ward level continued to follow up with youth groups, including connecting them to available services in the municipality.

TYS is also supporting Camfed and VETA to sustain best practices introduced and strengthened during the program, an aspect both organizations are enthusiastic about. For Camfed, the efforts are focusing on improving youth support services and community support to improve the retention and academic performance; and in the case of VETA, the focus is to continue strengthening M&E systems and build relationships with the private sector.

As part of IYF's efforts to document the TYS experience and lessons learned, IYF took advantage of the August Partners Meeting to further discuss this issue with the partners. IYF will use the information shared at the meeting, as well as quantitative and qualitative data gathered throughout the program, to inform a case study which documents the TYS model. The goal of the case study is to share information with USAID and other development organizations so they can learn and adapt programming design.

4.0 STAKEHOLDER ENGAGEMENT /PARTICIPATION

(Line Ministry/Central Government, Local Government Authorities (LGAs), Community, CBOs, SMCs, etc)

Stakeholder participation is crucial for the success of the TYS program. IYF ensures that partners work with stakeholders such as parents/guardians, employers, and government officials to support the program and its success where possible. VETA centers have been holding parents meetings to inform parents about TYS program and garner their support. TYS has found this to be an important way to manage expectations, address challenges and ensure support for the trainees to successfully complete their training. VETA worked very closely with local government officials, including District Directors, Social Welfare Officers, and Ward Executive Officers during the selection and enrollment of TYS beneficiaries. Also, TYS has requested that they provide support to youth entrepreneurship groups and to mentor the youth groups. And many of them have been very supportive. Seven of the most engaged SWOs were invited to the Annual Partners Meeting, and contributed a valuable perspective on challenges and opportunities for continuing engagement.

Camfed has also been involving stakeholders in various ways and has different programs such as PSE that make sure that all education stakeholders work together in tackling education challenges. Also PSGs play an important role in intervening on various education challenges especially those affecting OVCs. District Education Officers have also been proactive in making sure that Camfed activities operate smoothly in the communities with government and community buy-in. They have also been providing follow-up support on issues of attendance, performance, and retention. In FY15 Q4, the District Education Officer from Iringa rural played an important role in bringing back to school a student who had dropped out due to a difficult environment at home.

5.0 CHALLENGES, CONSTRAINTS, DATA QUALITY ISSUES AND PLANS TO OVERCOME THEM

IYF has been working with the partners on the addressing following issues, which were highlighted in previous reports. While efforts to address these issues are showing positive results, it is nonetheless important that efforts are sustained.

- *Drop out due to pregnancy*: While drop-out rates decreased in FY15, Camfed has reported girls dropping out from school, primarily due to pregnancy. Despite continued efforts and various strategies taken to address the situation, the issue of pregnancy among school girls remains a challenge. IYF is working with Camfed to identify mitigation strategies as well as document what aspects of the approach have been successful. Camfed also plans to extend education to young boys and men.

- *Working space for youth entrepreneurship groups*: This remains a challenge despite IYF and VETA's efforts to work with community stakeholders to secure working spaces for the groups. This challenge has caused delays in providing toolkits to some of the youth businesses. IYF is working with VETA to ensure they assist the youth in identifying space as well as encourage them to reach out to the local government for assistance. IYF has also requested that all toolkit award requests must ensure that a space has been secure so that the youth can start their activities, once they receive the toolkits.

- *Job placement:* While the job placement rate has improved over the last year, it remains challenging for the majority of graduates to secure employment. IYF continued to work with the VETA centers to make sure they continue to support the graduates with job placement services and expand relationships with the private sector. While t this process is slow, centers are showing signs of changing their approach to job placement.

- *Data quality:* IYF worked closely with VETA to ensure they prioritized capturing outcomes from the training through the ex-post surveys, and centers were much more diligent about conducting the surveys than had been the case previously. This has resulted in a larger data set and more accurate picture. As IYF works on the TYS final report, more analysis will be conducted on the collected data to ensure a representative sample and a better understanding of the status and situation of youth.

6.0 MANAGEMENT/STAFFING ISSUES

During this year, there were several staffing changes, due to the resignation of the Administrative Assistant, Digna Abraham and the maternity leave of the M&E officer, Elliflorida Moshi during the months of April-July. IYF recruited Anna Shemhina as the new Administrative Assistant as well as Edgar Turuka to take on the M&E activities during Ms. Moshi's absence. Lastly, there was a change at the HQ level as Program Manager Katie Raymond left the program and was replaced by Thomas Brownlee. During the transition periods, IYF ensured that coverage was always provided so that activities continued to move forward without interruptions and any potential disruptions to the program and partners were minimized.

7.0 PLANNED ACTIVITIES FOR NEXT QUARTER

In the upcoming quarter October-December, 2015, IYF will ensure all remaining TYS trainees complete the program. IYF will also continue the process of analyzing program outcomes and documenting the model with the goal of sharing best practices and lessons learned with relevant stakeholders.

Activity	October	November	December
Support VETA in monitoring its internship program and providing job placement support to last cohorts of youth to graduate (170 youth)	x	x	
Approve VETA toolkit requests and support VETA with the toolkit process and in mentoring entrepreneurs	x	x	
Support Camfed in preparing TYS sponsored students to complete secondary schooling and take the national exam	x	x	
IYF Program Officer conducts site visits to all three Camfed districts	x		
Ensure that TYS graduates are oriented and channeled into Camfed's alumnae association (CAMA)		x	x
Continue to support VETA in implementing their M&E action plans	x	x	x
Collect and aggregate M&E data from partners	x	x	x
Close out partner grants			x
Initiate Case Study			x

6.0 ANNEXES

Annex A: Annual Partners Meeting Report – *see attachment*
Annex B: VETA Success Story
Annex C: Camfed Success Story
Annex D: Indicators Table

Annex B: VETA Success story

Naomi, 18, is not worried about being the only one. She is relaxed, confident, and serene. Earlier this year, she was spending days at her grandmother's house with no idea about what her future would hold. She had completed secondary school, but it was a struggle, and she did not have the opportunity to continue studying. Having lost both parents, Naomi was sadly used to struggles. Maybe that is why she was not overwhelmed by being the only girl in the plumbing course.

In response to how she feel about being the only female in a male dominated profession, she noted "I feel good because I enjoy it." Naomi has always had an interest in plumbing and says she has a passion for the profession. Naomi describes how the plumbing field is not closed to women, but at the same time it does not encourage them to participate. Her classmates and trainers at VETA Mbeya treat her well and she has not encountered any bias in her courses. While she does not see herself as a community trailblazer, she still recognizes the impact she is having. She has shown other girls it is possible to work in plumbing. She says more girls do not register for plumbing because they see it as a "tough job." She recounts a story of girls coming up to her and saying, "Oh? You *can* do it. It is something possible."

Naomi was placed in an internship with the Musoma Urban Water and Sanitation Association (MUWASA). She is proud to have reached her goal of being a plumber and looks forward to securing a salaried job after graduation. Naomi will surely go on to continue impressing and breaking barriers in Mbeya.

Annex C: Camfed Success story

For Mwema, a challenging life of poverty was compounded by bullying from her peers. One of nine children, Mwema's attendance suffered for many years because earning money to support her family by selling vegetables with her single mother took priority over attending classes. Mwema says, "My fellow students were always bullying me and calling me names, like 'mother vegetable seller'. Some asked if I had children at home. I was always crying." When she arrived at school with a bowl of her mother's vegetables on her head, one of Mwema's teachers took notice and asked if Mwema would like to live with her so that she could return to class again. Mwema's mother happily granted her permission and Mwema lived with her teacher through the end of grade 7. Despite excelling on her national exams, Mwema assumed that her education would be finished at primary school and that she would return to work with her mother selling vegetables. Her assumptions were happily shattered when Mwema and her mother responded to a request to report to school. "When we arrived at school, we met a Teacher Mentor and the head of school who told me that I was nominated among the Camfed beneficiaries for a scholarship," Mwema recalls. "I was then provided with funds to pay for school fees, uniforms and other school costs. After three days, I started my studies and now I am a Camfed beneficiary. I am so happy and proud because I now have access to education and my hopes are revived."

Mwema's continued academic success is bolstered by a newfound sense of confidence, which has empowered Mwema to push her own boundaries. "I am now able to overcome many challenges because I am confident and self-aware. Camfed has also provided me with many other skills on how to overcome temptations and the techniques to tackle exams. I can stand in front of my fellow students and community members and tell them the great things that have happened in my life."

Now finishing Form IV, Mwema seeks to empower the next generation of girls to overcome hardships and bullying, like those she faced. She says, "I am dreaming to become a doctor. I want to be able to counsel children, women, and community members who are passing through difficult life like me." Humble and appreciative, Mwema feels extremely fortunate for the opportunity she has been provided. "I am thanking Camfed, CAMA, and the village members who nominated me to be one of the beneficiaries of Camfed. I promise to do well in my studies in order to encourage my sponsor, TYS, to support more students like me."

Annex D: Indicator Table

Program Element	Indicator	Achievement						Remarks
		Current Qtr Planned/ Target	Current Qtr Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	Program Cumulative Target	Program Cumulative Actual	
Improving the quality of life of people living with HIV/AIDS and those affected by HIV/AIDS through service maintenance and scale up by working with local civil society partners to expand access to education and livelihood opportunities								
OVC	Number of eligible children (OVC) provided a minimum of one OVC core program area	N/A	N/A	170	170	1,800	1,825	170 youth were enrolled in VETA short courses this year, bringing the total number of enrolled youth to 1,825.

Program Element	Indicator		Achievements						Remarks
			Current Qrt Planned/ Target	Current Qrt Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	Program Cumulative Target	Program Cumulative Actual	
IR 1: Increased access to vocational education and life skills training programs									
IR 1.1	Number of youth enrolled in vocational/ entrepreneurship programs		N/A	N/A	170	170	1,500	1,525	VETA enrolled 170 youth in Q3.
IR1.1	Number of youth trained in life skills and other topics		N/A	N/A	170	170	1,800	1,794	The 170 short-course trainees received life skills training in Q3.
IR1.1	Number of youth provided scholarships and/or material support		N/A	N/A	170	170	1,800	1,825	TYS continued to support 170 youth (already in training) this quarter.
IR1.1	Percentage of youth who have successfully graduated from vocational and entrepreneurship programs	VETA Short Courses	167	0*	90%	70%* (487/692)	90% (1,143/1,270)	83%* (1097/1322)	*The 170 youth graduated after the reporting period in October 2015, therefore are included as enrolled but not graduated. Once they are included as graduated, the cumulative graduation rate for short courses will exceed the target. The cumulative percentage provided is relative to the actual number enrolled in the short or long course, not the target number of enrollees.
		VETA Long Courses	N/A	N/A	80%	90% (121/134)	80% (176/230)	65% (131/203)	
IR1.1	Percentage of youth who have successfully graduated from formal education programs		N/A	N/A	N/A	N/A	88% (264)	N/A	The 242 TYS beneficiaries enrolled in secondary education are expected to graduate in November 2015.

IR1.1	Percentage of youth exhibiting knowledge gains in reproductive health and life skills	70%	93% (152/162)	70%	89% (517/584)	70%	81% (1032/1,279)	Values calculated from the pre and post life skills tests
IR1.2	Number of youth enrolled in formal education program	N/A	N/A	N/A	N/A	300	300	As previously reported, Camfed enrolled 300 youth in secondary schools in January 2012. However, due to attrition, TYS supported 242 girls this quarter.
IR1.3	Number of youth trained in reproductive health and HIV prevention	N/A	N/A	170	170	1,800	1,794	The current 170 trainees received reproductive health and HIV prevention training in Q3.
IR2: Increased job placement and entrepreneurship services and support for targeted youth								
IR2.1	Percentage of targeted youth employed in quality jobs or started their own business six months after graduation	50%	44% (99/227)	50%	39% (158/402)	50%	36% (241/664)	402 ex-post surveys of beneficiaries who graduated six months previously, were conducted and analyzed in FY15.
IR2.1	Percentage of youth who have job satisfaction after job/ business placement	70%	52% (75/144)	70%	61% (121/200)	70%	65% (184/283)	The 65% job satisfaction rate is based on cumulative results from the ex-post surveys of the short & long-course cohorts to date. The percentage is based only on those who are employed. Satisfied youth are those who replied that they are “Satisfied” or “Very Satisfied,” that their job provides them with necessities. The majority of others responded “partially satisfied” .
IR2.1	Percentage of youth who have participated in internships or as apprentices in various sectors	75%	99% (169/170)	75%	88% (476/540)	75%	80% (1,212/1,509)	The final cohort started their internships in FY15, and completed them in FY16 Q1.

IR2.2	Percentage of youth who have been provided with career guidance	N/A	N/A	170	170	85% (1,275/1500)	102% (1,558/1525)	The actual number of youth who have received career guidance exceeds the number who received training because those that enrolled before training began all received career guidance. Some of these youth did not start the course and were replaced by trainees who were also provided career guidance.
IR 3: Increased capacity of partners to effectively coordinate, deliver and manage programs targeting OVCs								
IR3.1	Number and types of technical trainings provided to partners on various topic	N/A	N/A	N/A	N/A	5	14	TYS continues to provide support on previous capacity building topics, but will not introduce new trainings at this point in the program.
IR3.2	Number and type of linkages established with government and private sector	1	1	6	6	10	10	IYF linked with CV People Africa for the Annual Partners Meeting in FY15. The other linkages achieved to date are with Aramex, Uhuru One, Ministry of Information, Youth, Culture and Sports, Mkinga District Office, American Chamber of Commerce, Ilemela Municipality, Nyamagana Municipality, Kigoma Minicpality, and HACREF Finance Ltd. IYF continues to pursue more partnerships.