

TANZANIA YOUTH SCHOLARS

a **YOUTH:WORK** program

INTERNATIONAL YOUTH FOUNDATION

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

Annual Progress Report

1st October 2013 – 30th September 2014

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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 1st October 2011) and has been working in partnership with Tanzanian organizations, Camfed, Kiwohede, 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 main 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 associated with HIV/AIDS.

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

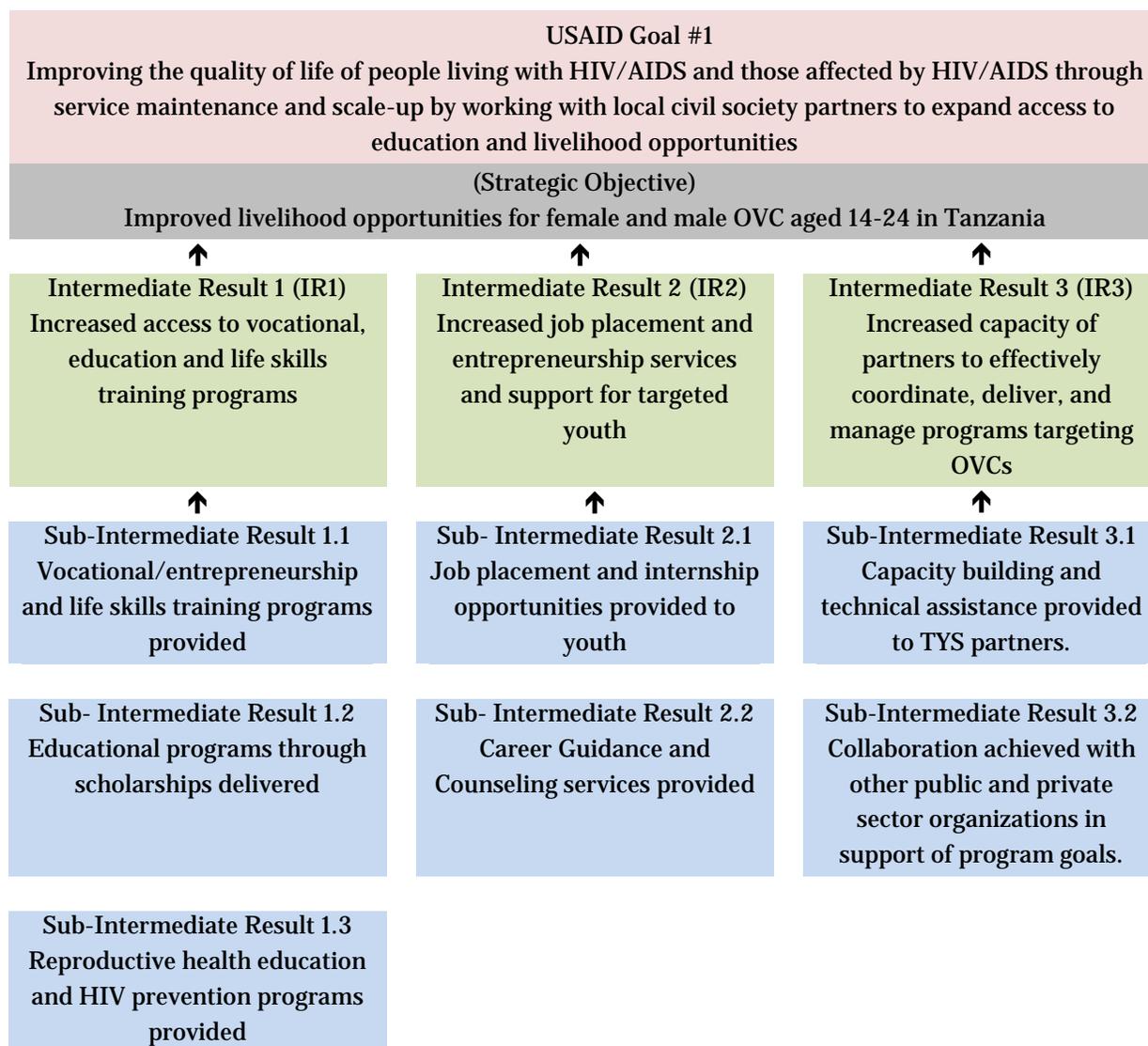
*Kiwanda FDC is also in the Muheza district.

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). Locally, TYS scholarship eligibility and final selection is done in close collaboration with district offices and Most Vulnerable Children Committees (MVCC).

1.4 Monitoring Indicators



1.5 Reporting Period

This report provides a summary of program activities during FY14 (October 1, 2013 – September 30, 2014), including accomplishments, challenges encountered, and planned activities for the first quarter of FY15.

1.6 Progress Status

As of September 30, 2014, TYS was ending its third year of implementation. The program has been making very good process and on some indicators, has exceeded targets. As highlighted in the sections below, the program was in full implementation mode with all TYS VETA centers and TYS Camfed schools providing support to OVCs in the program. It should be noted that the majority of VETA trainees are scheduled to graduate by December 30, 2014. All activities are on track.

2.0 ACTIVITY IMPLEMENTATION PROGRESS

2.1 Implementation Status

A. Overview of Quarter 4 (July – September 2014)

In preparation for the 589 VETA trainees in the long and short courses that are scheduled to graduate in November and December 2014, one of TYS's primary focus was to ensure the successful delivery of the training and support in the areas of internship and job placement. In addition, it assisted the VETA centers in the planning and delivery of the business start-up toolkits for the youth pursuing entrepreneurship. With 67 trainees in long courses scheduled to graduate in June 2015 in Kiwanda, TYS also supported Kiwanda FDC to ensure activities were on target.

This quarter, the IYF TYS M&E Officer, Eliflorida Mushi, conducted the last M&E training in Kigoma in August, thereby completing the three-day training process with the TYS VETA centers. The training sessions, which were a follow up to the Data Quality Assessments (DQAs), a process which was initiated in early 2014, provided the opportunity for each center to create, with support from IYF, an action plan to ensure improvements are made and guide the centers to meet standards in data collection, storage, and usage. VETA's Regional Director Mrs. Ndunguru, who understands the importance of M&E and is very supportive of IYF's efforts in this area, visited the centers in Mtwara, Tanga and Songea in September to monitor the centers' overall progress, including following up on the M&E actions plans. Additionally, Ms. Mushi worked closely with the VETA centers to ensure that the monitoring tools and post-training surveys were completed and submitted to IYF in a timely manner.

Another key activity this period was the preparation and hosting of the Annual Partners Meeting in Dar es Salaam, which took place on September 25- 26. Thirty-five representatives from VETA and Camfed attended this important event, which this year focused on reviewing progress and achievements, discussing key areas to focus on next year and identifying lessons learned with a focus on the long-term sustainability of the program. (Please refer to Annex 1 for the agenda.) One of the sessions focused on

hearing from employers who are key stakeholders in vocational training programs. More specifically, the objectives of this session, which featured two employers, were twofold: 1) highlight the importance of understanding an employer's hiring practices, including how internships fit within their recruitment strategy, and 2) obtain feedback from employers who have hired TYS trainees as interns and employees. The employers provided insights on their hiring practices and their needs for entry-level employees, and valuable feedback on the TYS graduates. The Q&A session allowed for a rich discussion and reflections on the expectations and requirements of private sector employers for skilled entry-level employees and the skills that training institutions should emphasize. Other key sessions included reviewing results to date, including key indicators; assessing progress made on key programmatic components, and sharing of best practices among participants; identifying lessons learned and highlighting opportunities to improve and sustain practices piloted under TYS; discussing Child Protection Policies including its practical application, and; the importance of youth-friendly services within the context of employability programs. As the Short Course Coordinator from Mebya noted, “*The meeting has been very useful to us and I have really appreciated hearing from employers because they have shared valuable input for improving VET training.*”

B. Overview of Third Year of Implementation

From October 2013 – September 2014, the program was in full implementation mode. All the VETA centers provided training to young people and Camfed continued to support students who were in their third year of secondary school. A total of 1,269 youth benefitted from the program. This includes 971 VETA trainees, of which 263 had graduated, and 298 TYS students enrolled in secondary school.

Program activities for this year focused on the selection and enrollment of new OVC for short courses; delivery of training, including vocational, life skills, reproductive health and entrepreneurship in all TYS VETA centers; planning and initiating activities with Kiwanda FDC; supporting Camfed and the schools in key areas (life skills, psycho-social, performance monitoring, etc), and; hosting of the Annual Partners Meeting. In addition, significant work was accomplished in the areas of capacity building and M&E, as highlighted below.

Capacity Building - Strengthening the capacity of VETA and Camfed to provide comprehensive and quality training - or education in the case of Camfed - and support services is critical to the success of the program. IYF provided capacity building support to the implementing partners through workshops, technical assistance during monitoring visits, mentorship/coaching of staff and virtual support. IYF conducted two workshops in Dar es Salaam and six monitoring visits (VETA centers in Mtwara, Tanga, Songea, Mbeya, Mwanza and Kigoma). These sites visits allow the team to see firsthand the progress that the partners are making, hold discussions to address challenges and engage directly with the beneficiaries, center staff and key stakeholders including employers and local government authorities. The field staff also facilitated sessions at the Empowerment Camps in Rufiji, Kilolo and Iringa Rural. Regular communications both in person and virtually, and follow-up meetings also contributed to ensuring that continuous efforts and program improvements are made and grant compliance is met. As the VETA centers were all in full training mode, the technical support this year focused on life skills and psycho-social support; internship and job placement; entrepreneurship, and; M&E, which is discussed below in greater detail. In the case of Camfed, the capacity building efforts were on life skills, psycho-social support and remedial education.

TYS held the following two workshops this year:

- Internship and Job Placement - In February, IYF facilitated a two-day workshop on internships and job placement in Dar es Salaam to increase the partners' capacity to secure internships for the



trainees, successfully manage this process and support the trainees in finding employment. Among the challenges youth from vulnerable backgrounds face, lack of practical experience and knowledge of conducting job searches are contributing factors to their inability to secure employment. Hence, it is critical that training institutions provide these services and support to their trainees.

A total of 24 participants from Camfed, VETA headquarters and regional training centers as well as Kiwanda FDC attended the workshop, which was led by IYF Program Director Petula Nash. The workshop shared best practices for providing effective internship and job placement services based on quality standards for youth employability programs. Mr. Moshi, VETA's General Director, aptly noted the challenge that VETA faces - and that the workshop aimed to address, "*VETA has done relatively well in terms of skills delivery; the main challenge however, has been the job placement rate.*" While the centers have been working on putting into practice many of the recommendations, it is a process that requires time, efforts and in some cases additional resources. Some centers have made very good progress and have even created a full-time position dedicated to internship and job placement. The centers in Dar, Kigoma, Songea and Mtwara provided trainees with pre-internship training to better prepare them and ultimately position them to secure employment as successful internships often lead to full-time employment. The pre-internship training covered issues of attendance, punctuality, discipline, team work, creativity, work quality and dress code.

At the Annual Partners Meeting in September, Mrs. Bernadetta Ndunguru, the former VETA Regional Director (she retired on September 15, 2014), highlighted that the best practices IYF has shared with VETA required a shift in thinking. She shared how concerned she first was about VETA having to measure the job placement rate of their trainees, following the discussion at the February workshop. But she mentioned listening closely to IYF's recommendations and strategies to implement these best practices. Despite her initial concern, she commented that she has come to fully appreciate the importance of measuring the graduates' employment/self-employment outcomes. She further acknowledged that while progress still remains to be done, the centers are working on building relationships with employers and are taking internship and job placement services seriously. TYS anticipates that these efforts will be reflected in the job placement data that are gathered from the ex-post surveys, which are administered six months after the trainees graduate.

"The pre-internship training has helped the students a lot and as a result, some have been promised employment immediately after graduation." Mr. Chami, Internship & Job Placement Officer, VETA Dar

- **Entrepreneurship** - In June IYF hosted an event titled “Youth Entrepreneurship: Promoting Job Growth in Africa” in Dar es Salaam. The two-day event brought together more than 90 key stakeholders, including representatives from USAID, the Department for International Development (DFID), the African Development Bank, ILO, government ministries, African youth-serving institutions (YSIs), and young entrepreneurs from the region and IYF leadership. With support from the World Bank-funded program *Global Partnership for Youth Employment* (GPYE), IYF sponsored the participation of TYS partner organizations, including the entrepreneurship trainers from the VETA regional centers and Camfed program staff, to enhance their understanding of youth entrepreneurship issues and facilitate the integration of best practices into their training programs.

The goal of the event was to build and disseminate evidence on youth employment outcomes and effective programs to address the challenges facing young people as they transition into work. Tim Donnay, USAID Tanzania Deputy Mission Director, participated in the opening panel discussion, along with representatives from DFID and the African Development Bank. During a series of interactive sessions, practitioners from African YSIs shared lessons and best practices on how to strengthen entrepreneurship programs and spur new business growth and development – which will be critical to keep up with the demand for employment in the coming decades. Other topics included identifying entrepreneurial talent, developing curricula and training models, connecting entrepreneurs to financing and helping small businesses grow. USAID Tanzania Education Lead, David Bruns, provided closing remarks.

Following this event, IYF conducted a one-day workshop with the VETA and Camfed participants to reflect on and discuss how to implement these best practices. As part of the workshop, IYF shared its comprehensive and integrated entrepreneurship model and its quality standards for youth entrepreneurship programs. The workshop, which was facilitated by IYF’s Baltimore-based Program Director Petula Nash and Program Manager Hannah Corey, emphasized that comprehensive entrepreneurship training and business support services are critical to ensure that young people can successfully start and sustain their micro-businesses. IYF also highlighted the importance of first introducing young people to the concepts of entrepreneurship and helping them understand what it means to be an entrepreneur. As part of this dialogue, IYF and VETA discussed how to improve the entrepreneurship training for the short-course trainees so that those who are truly committed to becoming entrepreneurs are identified, trained and supported. As part of the discussion, IYF provided recommendations to VETA on the topics to be included in an entrepreneurship introductory course.

M&E - The program made significant progress on this issue in FY14, particularly on strengthening the capacity of the VETA centers. This process was initiated in July 2013 through the Measure Evaluation program, which conducted a Data Quality Assessment (DQA) of the TYS M&E system. The assessment provided valuable information and highlighted the areas where a center was performing well and those that require improvements. Through the DQAs, Measure Evaluation assisted IYF in building the capacity of the VETA centers in the program. From February to May, IYF M&E Officer, Eliflorida Mushi, along with Measure Evaluation’s Sono Kusekwa, visited VETA Mtwara, Tanga, Songea and Mbeya centers to conduct a three-day M&E workshop with the staff. The objectives of the workshops were to:

- Strengthen the competency of VETA staff in the areas of Data Management, Information Flow, Data Analysis & Interpretation, and Data Demand, Barriers & Determinants to Data Use.
- Review TYS performance measurement and reporting procedures.
- Develop action plans on how to best implement proper data management practices; improve VETA's use of data for decision making; monitor program components; comply with IYF's reporting requirements; and share information with relevant stakeholders.

By co-facilitating the first workshops, the IYF staff was able to conduct the workshop with the remaining VETA centers (Dar es Salaam, Mwanza, and Kigoma), from June until the end of August 2014, thereby completing the process in all VETA centers. A total of 83 VETA staff members at the seven VETA centers and Kiwanda FDC were trained on M&E, resulting in an increased institutional capacity to monitor and evaluate training programs.

In addition, TYS developed a statistical performance report that will be updated and disseminated to partners on a quarterly basis to review progress, address challenges and coach them on how to analyze and use data to make programmatic decisions.

IYF continued to work closely with the VETA centers to ensure that the monitoring tools and post-training surveys were being completed and submitted to IYF in a timely manner. While there have been improvements overall, the accuracy and timely submission of the data and monitoring tools remain a challenge. IYF officially notified VETA Headquarters of these challenges on several occasions and requested that VETA Headquarters support the centers in addressing these issues. By the same token, through regular communications with the VETA centers and Camfed, and site visits, IYF staff continues to reinforce this message and support the implementing partners in making progress.

Sustainability Considerations: Institutionalizing Best Practices

As many of the VETA training activities will be concluding at the end of this year - with the large majority of the trainees graduating in December - and based on the capacity building efforts that the TYS program has provided since inception, IYF wants to ensure that the best practices piloted under TYS with VETA and Camfed will be institutionalized within the organizations and continued beyond TYS.

The Annual Partners Meeting in September was an opportune time to have this important discussion and was thus the focus of the event. VETA's leadership at Headquarters has recognized the positive results that the adopted practices have had on the training programs and centers, and is very much in support of ensuring that these practices are disseminated to additional centers and integrated into the entire institution. These practices range from demand-driven training, selection of youth based on educational and other requirements to comprehensive and integrated training, job placement services, stakeholders engagement and a strong M&E system. On the eve of her retirement, Mrs. Ndunguru described the TYS program as the crowning of her career, stating that she could see the positive impact TYS had on VETA and the changes it has brought about. Similarly, Camfed shared that their relationship with IYF has been different from other donors. While IYF was demanding, they noted it was also a true partner, helping them address challenges such as the dropout rate and poor academic performance. At the Partners Meeting, they shared several successful practices for engaging and supporting their students, including creating a wider support network in the community to help the young women stay in school despite the

challenges they face, including their responsibilities at home. Both Camfed and VETA indicated they plan to apply the best practices and lessons learned to their other programs. Interestingly, both Camfed staff and several VETA staff recognized that their focus should not only be about training or enrolling girls in school but making sure the trainees can successfully secure employment/self-employment and the students can successfully transition from school to work.

The adoption of best practices, and ultimately changing mindsets, takes time and often requires significant and repeated efforts. The best practices that IYF shared were ultimately about helping VETA meet quality standards for youth employability programs. The quality standards highlight the importance of providing comprehensive and integrated services - a process that requires commitment, time and resources - and sustaining them over the long run.

❖Project Updates: VETA and Camfed

VETA

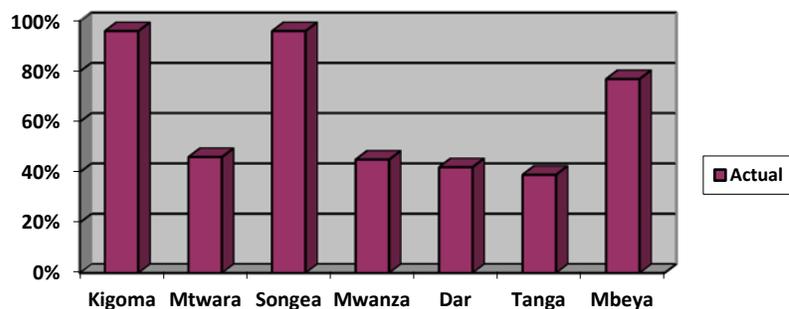
As noted previously, in the second quarter of FY14, the VETA centers in Songea and Mbeya started program activities. To ensure the activities were off to a good start, IYF staff visited these two centers to provide orientation and guidance on a range of key issues including selection of OVCs, life skills, entrepreneurship training and M&E.

Following the graduation of 263 youth in December 2013, the VETA centers focused their activities on recruiting 522 OVC to take part in the short-course training, which started in May-June. As per the established process, the centers coordinated the recruitment and selection of eligible youth with support from DSWOs and in the case of the centers in Dar es Salaam and Tanga, they reached out to and collaborated with Family Health International and World Education respectively.

Internships - The VETA centers worked on securing internships for the trainees who completed classroom training. The internships took place from September-November 2014. VETA staff who participated in the Internship & Job Placement workshop reported that they are more comfortable and better prepared to reach out to employers.

“During my training, I studied very hard and this helped me score the highest amongst my classmates on the final year exam. I got first position out of 36 students! I have completed my studies and a three-month internship where I gained the knowledge and technical skills to repair office machinery such as typewriters photocopy machines, and scanners. I am able to repair any office machine without any problem.”Abubakari, TYS graduate age 19.

This graph indicates the internship status for short-courses trainees in FY14. This includes the internship status of 499 trainees (including 70 in long courses) in the Tanga, Kigoma, Dar es Salaam, Mtwara, Mwanza, Mbeya and Songea centers. However, some TYS trainees



currently enrolled in short courses in the centers of Dar es Salaam, Mwanza, Tanga and Mtwara are expected to complete training during FY15, Q1 by December 2014), before being placed in internships.

In June, third year long-course trainees across all centers, except Kiwanda FDC, were placed in two-month internships. To date, a total of 70 of 134 long-course trainees had an internship. Most of the youth in the long-courses will graduate in December 2014, with a small group finishing in June 2015.

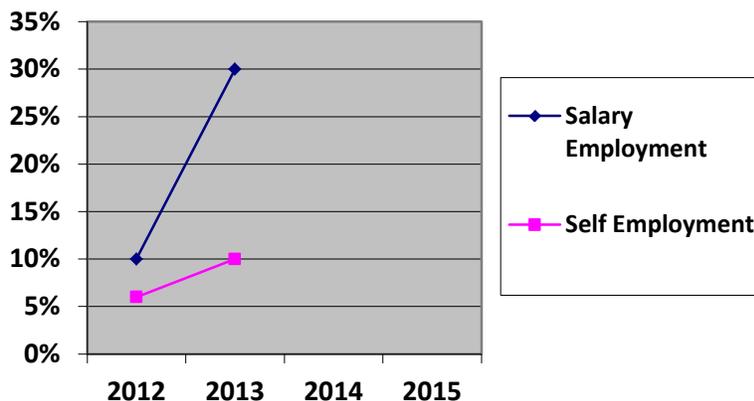
In June, VETA Dar es Salaam, with support from IYF, planned to hold a job fair with support from ARAMEX and GAPCO. This event, however, had to be postponed due to lack of funds. In the meantime, VETA organized several Job awareness forums for its graduates to sharpen their employability skills and expose them to the business world by having them engage with business representatives and services providers.

Entrepreneurship – To assist trainees in starting a micro/small business, the program provides toolkits. Per IYF's agreement with VETA, the top 10% of trainees will be awarded toolkits. IYF is also requiring that the centers ensure the groups are formally established and registered.

As noted in previous quarterly reports, the process of awarding toolkits has been somewhat challenging for the centers and was very delayed. Given the challenges, TYS worked with VETA to improve the management, coordination and documentation of the toolkit award process. IYF also recommended to VETA that they allow trainees to form groups with others interested in the same trade, instead of providing toolkits to individual youth. Interested groups then receive support in writing a basic business plan so they can initiate income-generating activities. As per IYF's recommendation, which the VETA centers have adopted, it is critical to provide planning and support sessions during the training program to ensure the trainees have finalized plans before graduating. IYF is also requiring VETA to better document the business plans and the purchases and awards of the toolkits.

To date, toolkits have been awarded to six youth and IYF is currently working with VETA to award 17 toolkits to groups in November including six in Dar, two in Mtwara, three in Kigoma, three in Tanga, and three in Mwanza.

Job placement: TYS focused on this key issue throughout the year. During the February workshop and technical support provided to the VETA centers, TYS emphasized the critical importance of demand-driven training, which responds to the needs of the labor market.



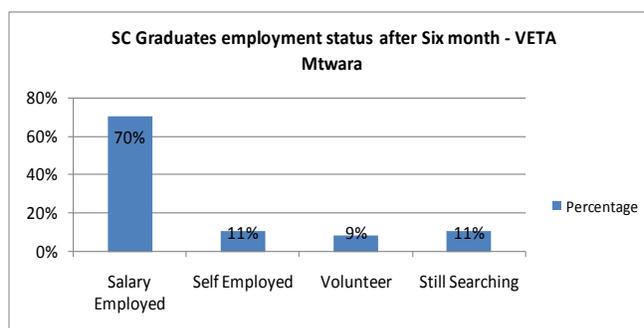
As per industry standards, TYS tracks the employment status of the VETA beneficiaries six-month after they have graduated, by administering ex-post surveys to a sample of program beneficiaries. For the short-course trainees who graduated in 2013 (see graph), the employment rate (for both salaried employment and self-

employment) is 40%, compared to 16% in 2012. This rate is a vast improvement from last year and is deemed acceptable for youth employment programs, especially those targeting youth with high levels of vulnerability.

IYF expects the rate to increase as the VETA centers continue to implement best practices and improve the support provided to the youth. It is also important to highlight that the process of securing a job takes several months and that this process can be even longer for young people, especially when market conditions are difficult. During the FY15 site visits, IYF TYS staff plans to hold focus group discussions with program beneficiaries who completed the program well after the six-month mark to assess whether the employment rates improved.

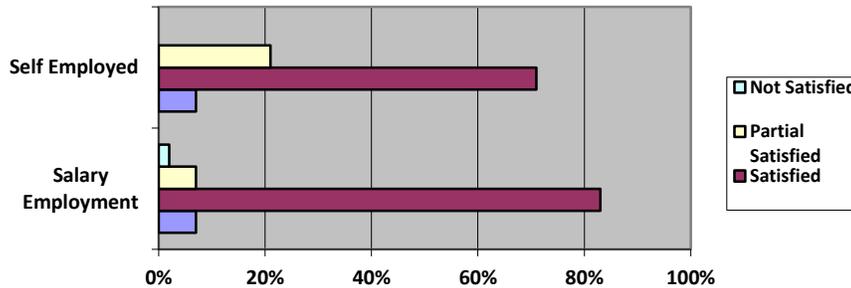
It should be noted that the 40% employment/self-employment rate is not consistent across centers. Some centers such as Mtwara, and Kigoma are showing stronger than average employment rates. Factors that contribute to better job placement rates are a combination of external – growing labor market and increased investments in key sectors/industries – and internal factors, such as having dedicated personnel to focus on this issue, well trained staff and commitment to establish job placement services.

In the case at Mtwara, highlighted in the graph, 70% of the sampled youth were employed. Eleven percent of the youth were in self-employment, which reflects: a) the reality that smaller number of young people tend to pursue the entrepreneurship track, an aspect that is compounded by the age factor - experience showed that youth on the higher end of the age range were more committed to starting a business and had more self-confidence in their ability to succeed as entrepreneurs, compared to their younger peers, and b) the fact that many youth from vulnerable backgrounds are very focused on securing salaried employment in order to meet their most basic needs and those of their families. It is interesting to note that 9% of surveyed program beneficiaries are volunteering and the reasons given are to gain job experience while searching for a job, network with employers for further job referrals and remain active and engaged.



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For youth who are in salaried employment or self-employment, the ex-post surveys also capture their satisfaction levels regarding the quality of the jobs. To date, 90% of the surveyed graduates who are employed indicate being satisfied or very satisfied with their jobs, while 79% of self-employed youth report being satisfied or very satisfied with their situation. The cumulative satisfaction rate for the program is 76%, which exceeds the target of 70%. Youth cited many reasons for their satisfaction including earning above the minimum wage; receiving additional support or income beyond their salaries, such as meals, tips and on-the-job training, and; being able to earn enough to contribute to their family's income and expenses, like education for their children or support of family businesses.



Camfed

As part of their participation in the TYS program, Camfed has enhanced its girls' education/scholarship program to include life skills and psycho-social support and with increase parent and community involvement. This year, the focus was on the life skills, and on ensuring that training and support provided on psycho-social were improving Camfed's practices in this area. Camfed also continued to cultivate relationships with the Community Development Committees (CDCs), which were formed in 2013 to support the program, and in particular increase attendance rates and improve the academic performance of the TYS students. In October 2013, CDC members visited all 60 secondary schools where TYS scholars are studying to monitor progress and the well-being of the students. The monitoring visits were also an opportunity for the CDC members to discuss the academic performance and attendance of the TYS-sponsored students with the teachers mentors. The CDC members play an important role in following up on the students who have a high absenteeism rate and addressing the challenges that prevent them from regularly attending classes. Following research Camfed conducted in March 2013, the main reasons many students did not report to schools covered a variety of factors: having to stay home to take care of house chores, long distances between homes and schools, hunger, sickness, the death of parents, having to take part in economic activities, pregnancy and lack of youth-friendly teaching methodologies. The CDCs worked closely with Camfed in providing recommendations and implementing solutions.

In terms of academic performance, and following discussions with IYF, Camfed organized remedial classes after school to help those who are lagging behind improve their levels and ultimately, increase their chances of passing the secondary examination.

In January, secondary schools in Tanzania reopened after a month-long break. This was a critical period for the program beneficiaries, as results from the National Form II examination were announced. Out of the 284 TYS students who sat for the exam, 84% successfully passed it. This represents a 30% increase from the previous year, which had a rate of 62%. This significant improvement can be attributed to the efforts that Camfed and the schools made and the effectiveness of the approaches, including providing remedial classes, establishing and supporting life skills clubs and working closely with the heads of the schools.

The national policy requires that students who fail the exam repeat Form II. However, Camfed has noted that students who fail the exam do not tend to return to school, primarily out of shame. As a result, and as the students waited for the exam results to be announced, Camfed encouraged them to return to school regardless of their test results, and reached out to their families to emphasize the importance of keeping their daughters in school. Following these efforts, 18 out of the 40 students who failed the exam returned to school to repeat Form II, which is a success. In addition, Camfed collaborated closely with the teacher-

mentors and CDCs to follow up with the girls who had not returned to school on time and negotiate their return with the heads of the schools.

Another key activity this year was the Empowerment Camps, which Camfed hosted in June. The objectives of these camps are to: 1) provide an opportunity for the TYS-sponsored students to share their experiences and challenges in meeting academic goals, 2) address social and educational issues such as early pregnancy, gender discrimination and sexual harassment, and 3) enable the participants to successfully organize and manage life skills clubs in schools while leveraging Camfed's Learner Guides.

Two hundred and forty five participants attended the Empowerment Camps, which were held in each district. These included program beneficiaries, teacher-mentors, learner guides (Camfed Alumni who were trained as life skills trainers) and CDC members. Two students from each of the 60 TYS-Camfed schools were nominated by their teachers to attend the camps. Camfed and IYF TYS staff - Iris Kalavo and Aneth Rutaiwa – facilitated several sessions. During the Empowerments Camps, it came to IYF's attention that while several life skills clubs were performing well, others life skills club were not very active and 10 had not been established. IYF immediately raised this issue with Camfed and formally requested that Camfed redress the situation. (For more details on the challenges faced with the life skills clubs, please refer to section 5.0.) As of the end of September 2014, life skills clubs at all 60 TYS schools had been established and were active, and the students are meeting weekly to improve their academic performance as well as wellbeing. Some of the activities that the life skills clubs are implementing include debates and sports as well as income-generating initiatives such as poultry farming and vegetable gardening, which allow them to cover some basic costs.



Students taking part in group activity during the lifeskills camps

2.2 Progress by Indicator

The TYS program had achieved the following results as of September 30, 2014:

- 1,655 eligible OVC have received a minimum of one OVC core program area
- 1,355 youth had enrolled in the vocational training programs
- 220 youth were enrolled in VETA long courses. To date, 10 have graduated and 136 are continuing their training, with the majority scheduled to graduate in December 2014
- 14 thematic workshops were conducted (Internship & Job Placement (1), Entrepreneurship (1), Life Skills (2), Psycho-social support (2) and M&E (8))
- 269 representatives from TYS partner organizations participated in 14 learning events and workshops

Please refer to Annex 2 for more details on the achievements to date per PEPFAR/program indicator.

Overall, the program has made good progress on many of its indicators and in some cases, exceeded them such as the percentage of youth exhibiting gains in reproductive health and life, presently at 74% compared to a target of 70%, and the percentage of youth who were provided with career guidance, counselling and job placement services at 93% compared to an 85% target.

The program continued to be successful in reaching OVC, a very vulnerable segment of the population and the program's target group. The majority of the youth falls within the older age range, is female and has less than a secondary education.



To read a success story on a program beneficiary from VETA, please refer to Annex 3.

3.0 INTEGRATION OF CROSS-CUTTING ISSUES

3.1 Gender, Child Protection and Psycho-social Support

Gender

Camfed and VETA have been successful in reaching the program's target groups, OVCs (vulnerable girls for the project with Camfed, and vulnerable young women and men for the project with VETA) and increase their access to education and employment opportunities. As noted in the section above, 56% of



the program beneficiaries are female. Regarding VETA specifically, 45% of the beneficiaries are young women, with a few pursuing training in non-traditional trades for females such as electrical installation and masonry. IYF's continued efforts to raise awareness about gender issues with VETA have resulted in changes in perception among the VETA trainers, staff and trainees. For example in the Mtwara center, some young women requested to take part in training that is traditionally associated with men and the staff supported these choices.

Child Protection

TYS is integrating child protection measures into program activities. In FY14, IYF finalized a Child Protection Policy (CPP) and is working with its partners to integrate into all the programs. To enforce this process, IYF has included this requirement in all the grant agreements that are signed with implementing organizations. During the Partners Meeting, IYF and Camfed presented their respective CPPs and had an engaging discussion on the critical components of a CPP and the responsibilities of youth-serving entities in meeting child protection standards. VETA as an institution does not have a CPP, but they recognize the importance of such a policy and suggested advocating for it to their management. Last spring, Camfed provided training to 28 teacher-mentors and members of the Parent Support Groups and over the summer, integrated child protection topics into the training that were delivered to the students and teacher-mentors during the Empowerment Camps.

Psycho-social Support

Recognizing the particular needs of orphans and vulnerable children, TYS partners have made significant progress in integrating psycho-social support services into their programs/training. VETA matrons and patrons, who were trained by TYS in 2013 in partnership with the Regional Psycho-social Support

Initiative (REPSSI), have used staff meetings as a forum to raise awareness on the psycho-social support needs of OVC trainees. These trained matrons and patrons are also providing this support to trainees through group activities and one-on-one counseling sessions. At least 50 OVC trainees as well as 33 other trainees have benefited from psycho-social support. At Kiwanda FDC, the staff shared that some TYS trainees had issues with drug abuse and following a series of counseling sessions and the guidance provided by the matrons and patrons, they saw significant positive changes in their behaviors. Many of the trainees also decided to take part in extra-curricular activities such as acting and vegetable gardening, which has been very positive.

To support the VETA centers' efforts on psycho-social, this year, IYF made strides in reaching out to other organizations to form a network of service providers that VETA matrons and patrons and Camfed's teacher-mentors can refer youth to for additional and specialized psycho-social support and care. In Songea, IYF visited AMREF-supported centers, called "Angaza", which provide youth-friendly health services, including HIV Voluntary Counseling and Testing (VCT). The Site Manager, Mary Chengula, agreed to welcome TYS trainees referred by VETA to their center to access VCT or reproductive health services. In Songea and Mbeya, IYF also met with UMATI, an organization that provides sexual and reproductive health information and services to youth, including on HIV/AIDS. UMATI agreed to offer their services to TYS trainees as well as provide staff as guest speakers during the life skills and reproductive health sessions. In Tanga, VETA has already started referring program beneficiaries to the DSWO and Bombo Hospital. Lastly, through IYF's efforts, FEMINA and Tanzania Youth Alliance (TAYOA) have donated educational material to support girls' clubs at Camfed schools.

In February, USAID donated to the program two used Toyota landcruiser. The vehicles were provided to VETA Dar to be used as part of the mechanics and driving training. In addition, in June, TYS received a donation of six used Air Conditioning units from USAID. The AC units, which were provided to VETA, were used in the AC maintenance courses. Both IYF and VETA are very appreciative of these donations, which support the training provided to the TYS trainees and are grateful to USAID for its continued support.



of the donated vehicles to VETA Project
Coordinator

3.2 Public-Private Partnerships (PPP)

In an effort to support the partners in implementing the program and improve the services provided to the beneficiaries, IYF has worked on developing partnerships with the public and private sectors. With regards to the private sector in particular, IYF has met with and had discussions with a number of companies including ARAMEX, GAPCO, the Tanzania Women's Bank, Delina Group Enterprises, Pepsi in Mbeya and the Mbeya Cement Company. The discussions centered on the different ways in which these entities could support the program, be it by providing financial and/or in-kind contributions and guest speakers or offering internships and/or employment opportunities.

After several months of discussions, IYF was pleased to establish a formal partnership with ARAMEX through which they provided internships to selected trainees. One of the trainees was offered employment at the end of the internship. The Human Resources and Training Manager, Mrs. Jane Njagi, has been a

champion of the TYS program and has contributed significantly to the job placement component for the program in Dar es Salaam by leading several job readiness sessions with the trainees. The two most recent sessions were organized in September to provide 260 trainees (of which 200 are in the long courses) who are to graduate in December with valuable information. The topics covered ranged from conducting job searches to writing a cover letter and CV and preparing for an interview. The trainees also had the opportunity to engage Ms. Njagi through a Q&A session and the feedback they provided on the sessions was very positive. (Please refer to Annex 4 to learn how ARAMEX is impacting the program). Mr. Chami, VETA Dar internship and Job Placement Officer, confided to IYF that he has learned a great deal from the sessions and plans to incorporate many aspects when he conducts similar sessions in the future.

In September, IYF met with the Chairman and Managing Director for Delina Group Enterprises (DGE), Mr. Davis Moshi, to explore their support of the program. DGE, which deals with fuel and cargo transportation, hotels and apartments and exchange offices, has offices in East and Central Africa. Mr. Moshi expressed an interest in providing internships and job placement opportunities, however, he indicated needing to secure buy-in from his management. IYF will be following up on the discussions in the next quarter.

Despite follow up conversations with the other entities, including GAPCO and the Tanzania Women's bank, it has been difficult to secure their commitment to and support of the program. In the case of GAPCO, and based on their Corporate Social Responsibility (CSR) agenda, IYF developed and shared with them a menu of activities that GAPCO could support and which included providing scholarships to young girls, supporting the Empowerment Camps or a Career Fair or donating supplies and equipment for VETA trainees. While GAPCO indicated an interest to work with IYF, they noted that they were not in a position to do so this year, due to prior commitments. Hence, IYF will reconnect with GAPCO in the coming months. TYS also hopes to engage the Tanzania Women's Bank and Ms. Chacha in particular in some activities.

It should be noted that during site visits, IYF reaches out to private companies to understand their recruitment practices and needs, present the program and explore potential collaboration. This was the case in Mbeya where IYF met with Pepsi and the Mbeya Cement Company. IYF requests that VETA staff accompanies them in order to learn from these visits and build their skills and confidence in reaching out to other companies. Given the limited visits the IYF team can conduct, it is then up to VETA centers to cultivate these relationships and establish partnerships.

IYF also met with other key stakeholders such as the International Labour Organization (ILO) through their Youth Entrepreneurship Facility to explore potential collaboration. While the Youth Entrepreneurship Facility program has concluded, the ILO informed IYF that they had assisted VETA in the development of entrepreneurship training materials.

To date, IYF has established and received support from four government and private sector entities. These are ARAMEX, which provided internships and guest speakers; Uhuru One, which provides internship; District Office of Mkinga, which provided funding to cover the examination fees of the trainees at the Kiwanda FDC center, and; the Ministry of Information, Youth, Culture and Sports, which provides guidance and facilitates contact at the local levels. Please refer below for more information on engagement with the public sector.

Despite IYF's many efforts, the process of developing partnerships with the private sector has required significant time and follow-up, which unfortunately does not always lead to collaboration as highlighted above. Some of the challenges faced in securing support include companies being over-solicited for support and assistance, and; many companies do not have a CSR agenda, which translates into topics of interest that can drastically change from one year to another and support that is very punctual and limited. While securing funds has proven to be particularly challenging, there appears to be an interest from companies to provide motivational speakers and internship opportunities, though there is great hesitation in signing formal agreements. Despite these challenges, IYF will continue to its efforts in this area. In particular, IYF will work with ARAMEX so they can facilitate contact with and introductions to other companies they work with and that are part of their value chain.

4.0 STAKEHOLDER ENGAGEMENT/PARTICIPATION

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

Collaboration and partnerships with the public and private sectors, as well as civil society entities are critical to support and/or complement program activities and expand the beneficiaries' access to key health and other services. In addition, these relationships contribute to developing a sense of ownership and the long-term sustainability of the actions. As such, IYF has continued to raise awareness of the VETA centers and Camfed on the importance of public-private partnerships and reaching out to key stakeholders. Through the program, the TYS partners have strengthened their collaboration with district leaders, District Social Welfare Officers (DSWOs), USAID Implementing Partners Group (IPG) – working with OVC in different regions of the country – and community groups. Much of the collaboration has been around the identification and selection of youth as well as access to health services as was noted previously. However, IYF is encouraging the partner staff to expand the discussion and potential partnerships beyond these areas.

IYF also met with District Directors (DDs) and Social Welfare Officers (SWOs) in Nyamagana, Ilelemela, Kigoma urban, Songea municipal, Mbeya urban, Mkinga, Tanga and Mtwara districts to explore ways in which the SWOs could assist the program. It was agreed that the SWOs could provide valuable support by following up on youth who dropped out or whose attendance levels were low, and encouraging them to return to the training/school; facilitating linkages with potential employers; advocating for the recruitment of TYS graduates as employment opportunities come up – for example, the Kigoma Municipality employed one graduate and are planning to hire an additional three, and; supporting young entrepreneurs and facilitating/provide access to space to carry out their business activities and to financial services available at district level. In some instances, the DDs and SWOs have been pro-active. In Mwanza for example, the SWO advocated for contributions from the wards offices to be provided to OVC who need financial support for their studies/training. Through this engagement, IYF was able to secure the donation of 1.4 mil shs (US\$ 875) from the Mkinga district to cover the examination fees for TYS beneficiaries studying in Kiwanda FDC. As reported in the previous quarterly report, the district officials in Mwanza are interested in supporting TYS and OVC in their region, and suggested that as the program starts to phase down, IYF and VETA share with them the program's approach, implementation plan and results as well as recommendations on how they could take on such a program.

This year, IYF also met with Mrs. Ndyetabura, Assistant Commissioner for Social Welfare at the Ministry of Health and Social Welfare (MoHSW) to share information on the program. Mrs. Ndyetabura was interested in hearing about the program's progress and requested that TYS keeps her abreast of the discussion with the District Social Welfare Officers so she may be able to assist.

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

As highlighted in the past reports, the main challenges faced by the program this year were the dropout rate/retention of trainees and students, the job placement rate, establishment of the life skills clubs, toolkit awards, and cash flow issues.

Retention: Retention has been a challenge and thus, TYS has paid close attention to this issue and worked with the partners to ensure that dropout rate decreases overtime. In 2013 and 2014, measures were put in place and strengthened, which appear to help youth remain in the program. These measures include Camfed working closely with partner schools to provide remedial classes after school, setting up life skills clubs, and securing additional support from Parent Support Groups. Camfed also focused on preparing the young women for the national examination and educated them and their guardians on the importance of repeating a grade, if they failed the exams, rather than dropping out. VETA has also taken steps to reduce the dropout rate by providing psycho-social support to trainees and improving the career guidance they offer. Like Camfed, they have also increased their outreach to and involvement of parents and guardians. VETA centers such as Kigoma, Songea and Dar have incorporated regular meetings with the OVC parents and guardians into their planning in order to familiarize them with the program, develop a sense of ownership and secure their support and cooperation in enhancing the students'/trainees' attendance, retention and performance. The parents/guardians have indicated that they very much appreciate the scholarship support as it is a unique opportunity to transform the lives of young people, and have committed their support in making the program a success.

It should be noted that the program and the VETA centers have been successful in reducing the dropout rate, which fell from 8% last year to 7% this year. However, Camfed's dropout rate increased to 11% from 5% last year. This increase can be attributed to several factors include poor performance in Form II National Examination, pregnancy, prolonged sickness and truancy. Given that this past year was a national examination year, IYF and Camfed believe that Camfed's dropout rate would have been much higher had they not established the measures highlighted above to address this issue. In fact, Camfed was able to successfully convince girls that would have dropped out to stay in or return to school.

The table below shows the gender breakdown of dropouts for FY14 by quarter.

FY14	Q1		Q2		Q3		Q4	
	M	F	M	F	M	F	M	F
CAMFED	-	-	-	19	-	-	-	11
VETA (Short Courses)	-	-	-	-	13	4	3	2
VETA (Long Courses)	-	-	9	4	7	5	3	1
KIWOHEDE	-	-	-	-	-	-	-	-
Total	-	-	9	23	20	9	6	14
Males: 35 & Females: 46								

This year, the overall dropout rate for the program (Camfed and VETA) is 9%, which can be considered an acceptable rate.

Job placement: As noted previously, TYS continues to place strong emphasis on job placement outcomes and ensuring that VETA centers put in practice best practices shared with the staff in February. However, despite the capacity building efforts and progress made, the employment and self-employment rate of the graduates surveyed this year was 40%. This is an improvement from a year ago when the employment/self-employment rate was 16%. However, the cumulative rate to date for the program is 32%. TYS is optimistic that this rate will improve as the pool of graduates grows (at the end of this year) and as the strategies put in place in 2014 will continue to be institutionalized. However, IYF is also aware that many youth will face a difficult job market, especially in some regions, and that they may need more than six months to find a job or start a business after they graduate. In the coming year, the IYF TYS team plans to conduct focus group discussions with graduates well past the six-month mark to gather more information on their employment status to provide a fuller picture of the situation of TYS graduates.

Empowerment camps/Life skills clubs: This year, Camfed faced some challenges in getting the life skills clubs established and operating. As previously reported, during the Empowerment Camps that were conducted in June, IYF learned that some schools had not form clubs as agreed in the previous year and that others schools had inactive clubs. IYF and Camfed then worked hand in hand with teacher-mentors, school heads, CDCs and District Education Officers (DEOs) to make sure the issues were addressed. As a result of these efforts, all schools reported that, by September, the remaining clubs had been formed and all clubs were active.

Distribution of toolkits – As mentioned in previous reports, there has been ongoing issues with VETA's distribution of the entrepreneurship start-up toolkits to the trainees. There are currently two main issues: a) two VETA centers (Kigoma and Mtwara) dispute that VETA Headquarters sent funds for the 2012 graduates' toolkits. IYF has formally instructed the VETA Headquarters accountant and management to review their records and resolve this issue so that any unused funds can be put towards the purchase of toolkits in 2014 or 2015, and b) as previously mentioned in this report, VETA's inability to help organize youth groups, assist them in finalizing their business plans and provide the 2013 toolkits in a timely manner. According to the VETA centers, these challenges were due to delays in receiving funds from VETA Headquarters, and scheduling issues. They noted that many trainees have difficulties finalizing their group proposals quickly, as they were doing their internships or in some cases had already graduated by the time the centers had received the toolkit funds. As mentioned, IYF took action to help VETA resolve these issues, which included having meetings with youth and staff during the training cycle and

well in advance of the internships and graduation. While this process is requiring significant follow-up from IYF, there have been improvements. Following IYF's request, VETA has improved the monitoring and documentation of the process, including formation of the groups, reviews of the groups' business plans and the supplies to be provided by TYS. A total of 17 groups will receive 2013 toolkit awards in November and the TYS team is working closely with VETA headquarters and centers to ensure that trainees graduating this November/December are also finalizing their business plans to receive the 2014 toolkit awards. IYF will continue to monitor this important component.

Funding delays - The VETA centers have indicated that they experience delays in receiving funds from the VETA Headquarters in Dar es Salaam (the national coordinating office). Upon further review of this issue, it appears that this is due, in large part, to the fact that the regional centers are often delayed in submitting complete financial reports and projections. This is further compounded by the administrative delays at Headquarters when processing the funding requests. TYS has attempted to address these issues by facilitating communication between the centers and VETA headquarters and following up to ensure that the paperwork is being processed in a timely manner and that VETA is proactively managing the process to avoid any delays to the program and activities. While the situation seems to be improving, it still requires close monitoring.

Likewise, TYS has experienced funding difficulties due to the delays in receiving the annual allocation, which in turn impacted the program. In the first quarter of FY14, IYF had to request that VETA suspend monitoring trips as well as training at the Mbeya and Songea centers, and Camfed put on hold all new activities until the emergency funds were received. Similarly in Q3, due to funding delays, TYS was only able to enroll 500 of the 667 youth anticipated to start training. The remaining 167 youth are expected to begin training in February 2015, assuming IYF receives the remaining FY15 funds by December 2014 in order for the centers to begin planning and initiate the recruitment process. IYF is appreciative of USAID Tanzania's efforts to provide bridge funding early on in the fiscal year, and hopes that the remaining funds will be available shortly to allow the program to proceed with the planned activities.

6.0 MANAGEMENT/STAFFING ISSUES

The program experienced several staffing changes during this FY. In October 2013, IYF Program Director, Petula Nash, took over the program from Matthew Breman, Africa Director. In June 2014, Aneth Rutaihwa, the Dar es Salaam-based Program Assistant, completed her employment contract as her position had been phased out, as agreed with USAID Tanzania. Ms. Rutaihwa had focused on life skills and following her departure, her portfolio was assigned to the Dar es Salaam-based Program Officer who was supported by the Baltimore Program Manager Hannah Corey. On July 10, Ms. Corey, who had been supporting TYS for the past two and half years, resigned from IYF. She was replaced by Katie Raymond, Baltimore-based Program Manager who officially joined the program in August.

On October 8, the IYF Field Office Administrative Assistance, Digna Abraham, resigned her position. As of this writing, IYF has initiated the recruitment process.

7.0 PLANNED ACTIVITIES FOR NEXT QUARTER

Key activities scheduled for next quarter include the following:

ACTIVITY	OCTOBER	NOVEMBER	DECEMBER
Conduct post-training life skills tests with youth		X	X
Analyze assessment results, and share findings and recommendations with VETA to strengthen life skills component	X	X	
Support VETA with internships, job awareness events, and job placement	X	X	X
Provide feedback on VETA's introductory entrepreneurship course	X		
Issue entrepreneurship toolkits with VETA and support efforts to provide entrepreneurs with exposure to mentors	X	X	X
Disseminate IYF technical guides to partners on Life Skills, Entrepreneurship and Labor Market Assessments	X		
Identify 3-4 VETA centers that will be selected to train additional 167 youth	X	X	
Close out and amend grants with VETA and Camfed		X	X
Continue to build alliances with private sector and local government stakeholders	X	X	X
Continue M&E analysis and data management and conduct monitoring trips to partner sites	X	X	X

8.0 ANNEXES

Annex 1: Annual Partners Meeting Agenda

Annex 2: Overview of Results by Indicator

Annex 3: VETA Success Story

Annex 4: A Supportive Employer

Annex 1 - Annual Partners Meeting Agenda



Annual Partners Meeting September 25 - 26, 2014

Agenda

Day 1 – September 25, 2014	
8:00 – 8:30 am	Registration
8:30 – 9:00 am	Welcome
9:00 – 10:00 am	TYS Program Status – Review of Progress by Indicators
10:00 – 10:15 am	Tea Break
10:15 am – 1:00 pm	Key Program Components – Progress to Date
1:00 – 2:00 pm	Lunch
2:00 – 3:00 pm	Hearing from Employers - Feedback & Input
3:00 – 4:00 pm	M&E – Taking Stock of Where We Are
4:00 – 4:15 pm	Wrap Up





Day 2 – September 26, 2014	
9:00 – 9:15 am	Welcome & Reflections
9:15 – 10:30 am	Working towards Sustainability - Learning from and Thinking beyond TYS
10:30 – 10:45 am	Tea Break
10:45 am – 1:00 pm	Working towards Sustainability - Learning from and Thinking beyond TYS (continued)
1:00 – 2:00 pm	Lunch
2:00 – 3:00 pm	Serving Young People - Youth Friendly Services
3:00 – 4:00 pm	Ensuring Youth's Rights – Child Protection Policy
4:00 – 4:40 pm	Moving Forward – Priorities for FY 2015
4:40 – 5:00 pm	Closing



Annex 2 - Overview of Results per Indicator

Program Element	Indicator	Achievement						Remarks
		Current Qrt Planned/ Target	Current Qrt ¹ Actual	Annual ² Cumulative Planned/ Target	Annual ³ 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	60	60	667	522	1,800	1,655	During this quarter (Q4), vocational training for long courses and secondary education was on-going. TYS continued to support 923 OVC in vocational or educational programs and enrolled an additional 60 OVC in short courses at the beginning of the quarter. TYS was not able to meet the annual target of 667 due to cash flow constraints. The remaining youth will be trained in FY15.

¹ “Current Qrt Actual” for purposes of TYS program reporting refers to new beneficiaries enrolled/scholarships awarded for Q4 (FY14). Qrt Actual does not count the number of scholarship beneficiaries currently enrolled in ongoing (multi-year) training.

² “Annual Cumulative Planned/Target” refers to the cumulative target for enrollment (new scholarships provided) for the fiscal year; a portion of TYS beneficiaries are receiving multi-year scholarships.

³ “Annual Cumulative Actual” refers to the number/percentage of TYS youth impacted over the fiscal year.

Program Element	Indicator	Achievement						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	60	60	667	522	1,500	1,355	Please see above.
IR1.1	Number of youth trained in life skills and other topics	60	60	667	522	1,800	1,624	522 new VETA trainees started life skills training this year. Life skills training is on-going for VETA long-course trainees. The annual target included 667 OVC for vocational short courses. However, due to funding constraints, TYS was only able to reach 522 additional youth this year.
IR1.1	Number of youth provided scholarships and/or material support	60	60	667	522	1,800	1,655	See comment above. 60 additional trainees received scholarships this quarter. In addition, TYS continued to support 863 OVC who were part of the on-going training/education during Q4.

Program Element	Indicator		Achievement					Remarks	
			Current Qrt Planned/ Target	Current Qrt Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	Program Cumulative Target		Program Cumulative Actual
IR1.1	Percentage of youth who have successfully graduated from vocational and entrepreneurship programs	VETA Short Courses	N/A	N/A	90% (250)	91% (253/278)	90% (1,143/1,270)	48% (610/1,270)	There are no new graduates this reporting period. For short courses, the next cohort of trainees is expected to graduate in Q1 FY2015 at the same time as most long-course trainees. *For accuracy and clarity, TYS will report this indicator as the number of graduates and will calculate the percentage at the end of the long-course programming.
		VETA Long Courses	N/A	N/A	136	N/A	80% (of those originally enrolled in long courses)	10*	
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	TYS beneficiaries enrolled in secondary education are expected to graduate in October 2015.
IR1.1	Percentage of youth exhibiting knowledge gains in reproductive health and life skills		117	84	467 (70% of 667)	72% (84/117)	70% (1,260)	74% (599/812)	Pre and post tests were completed for the first and second short-course cohorts. To date, a portion of youth in the 3 rd short-course cohort has completed both pre and post tests; the remaining results will be reported in FY15Q1.
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 265 girls in FY14.
IR1.3	Number of youth trained in reproductive health and HIV prevention		60	60	522	522	1,800	1,624	See above remarks for indicator on life skills training (IR 1.1).

Program Element	Indicator	Achievement						Remarks
		Current Qrt Planned/ Target	Current Qrt Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	Program Cumulative Target	Program Cumulative Actual	
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%	40%	50% (of vocational graduates)	40% (56/39)	50% (750)	32% (83 out of 262 interviewees to date)	This data only reflects a portion of TYS graduates from the two short-course cohorts that have completed training (262 sampled youth out of 476 graduates).
IR2.1	Percentage of youth who have job satisfaction after job/ business placement	70%	88% (of all vocational trainees employed)	70%	88% (49/56)	70%	76% (63 of 83 who were employed)	The 76% job satisfaction results are cumulative of ex-post surveys of the short-course 1 st and 2 nd cohorts. While the FY14 results are from surveys administered only to 2 nd cohort.
IR2.1	Percentage of youth who have participated in internships or as apprentices in various sectors	405 (39 remaining SC trainees from last year and 136 LC trainees + 230, 3 rd SC Cohort)	65%	75% (of 619 SC and LC trainees)	81% (499/619)	75% (1,125)	76% (736/969)	FY 14 includes 224 interns from the 2 nd cohort and 205 interns from the 3 rd cohort of short courses, and 70 interns from the long courses. The remaining interns from the 3 rd cohort in short-courses will be reported in FY15Q1. The percentage is based on the total number of youth trained.
IR2.2	Percentage of youth who have been provided with career guidance	60	60	667	522	85% (1,275)	93% (1,388)	100% of VETA trainees receive(d) career guidance at the time of enrollment and as needed during the training cycle, except for Kiwohede trainees (129) (a discontinued partnership), thus the program cumulative is 93%.

Program Element	Indicator	Achievement						Remarks
		Current Qrt Planned/ Target	Current Qrt Actual	Annual Cumulative Planned/ Target	Annual Cumulative Actual	Program Cumulative Target	Program Cumulative Actual	
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	1	3	2	9	5	14	In addition to the five technical trainings held in previous years, this year, TYS conducted 7 M&E trainings, 1 Internship & Job Placement training and 1 entrepreneurship workshop.
IR3.2	Number and type of linkages established with government and private sector	0	1	2	1	10	4	The four partnerships achieved to date are with Aramex, Uhuru One, and Ministry of Information, Youth, Culture and Sports and Mkinga District Office.

Annex 3 – VETA Success Story



Nuru Kuloga Discovers His Value in Society through the TYS Technical Training Program

Twenty-one-year old Nuru Kuloga of Mtwara is no stranger to overcoming odds and pushing his way forward through tragedy and adversity. When Nuru was just in primary school, he lost both of his parents and moved to live with his aunt who supported him to complete secondary school. Nuru aspired to continue his education, but he was not selected for the government-sponsored program he applied to and did not have the means to attend technical school. Nuru and his older brother worked in the informal sector to save money for Nuru's education, but saving was difficult.

Fortunately, Nuru learned of the TYS scholarship opportunity with VETA Mtwara, which enabled him to start training to become a laboratory technician. After successfully completing his coursework, VETA staff worked with Nuru to secure a two-month internship at a local hospital. His internship has since been extended and the hospital plans to hire Nuru at the end of the year. In the meantime, while he is not formally employed, he is able to earn money by covering his colleagues' shifts. Nuru stated "I'm confident that I can secure formal employment here, because I am doing a very good job and my supervisor feels the same."

Nuru enjoys working as a laboratory technician and has a good relationship with his colleagues and supervisor. He admits that there are challenges with dealing with sick people at the hospital, but he considers his job to be a personal calling. While participating in the internship, Nuru also continued his studies at VETA to complete Levels I and II training. He plans to continue with Level III and then the diploma level when he has the resources.

Nuru remains tremendously thankful for the TYS program and the support from USAID and IYF - TYS has allowed him to develop the necessary skills to secure employment as a laboratory technician. He also has an increased sense of self-confidence and belonging to the community. He now believes he has secured a place in society and is recognized for his value. This is an important change for Nuru. As an orphaned and impoverished youth, prior to participating in the TYS program, Nuru had felt he had much value.

Annex 4 – A Supportive Employer

Leadership from the Private Sector: ARAMEX is Making a Difference

The job and labor markets in Tanzania are challenging – for youth embarking on their first job experience and for employers looking to fill positions with skilled and qualified individuals. Employers like ARAMEX, a global and rapidly growing logistics, transportation and shipping company with an office in Dar es Salaam, understands the challenges of finding good employees. In the past year, and through a partnership with VETA which IYF initiated, ARAMEX has come to appreciate the significant role they can play to support the growth of potential new employees. By supporting VETA’s training programs and job placement services, they are impacting a large number of youth and are helping shape the future workforce. The story of the partnership among ARAMEX, IYF and VETA highlights how TVET programs benefit from these multi-sectoral partnerships and is a win-win situation for all parties.

When Jane Njagi, ARAMEX’s Human Resources and Training Manager, moved to Dar es Salaam with the company, she knew she would face challenges in identifying and recruiting qualified people for the driver, operations support and customer service positions. Given that 80% of ARAMEX’s employees in Tanzania are under the age of 30, Ms. Njagi recruits many young people, most of whom have some prior work experience or training qualifications. However, she stresses that “communication and being able to express yourself is crucial. Just having a certificate won’t get you hired these days.” Ms. Njagi knows exactly the skills she is looking for when recruiting for entry-level positions: teamwork, integrity, customer service, professionalism, business etiquette, and the ability to learn on the job.

In the spring of 2013, IYF approached Ms. Njagi to inquire if they would take TYS trainees as interns and potentially hire them for full-time employment. After several meetings and a formal partnership agreement between ARAMEX and IYF, in 2014 ARAMEX took on three interns and later hired one of them. However, Ms. Njagi is going above and beyond her role with the interns. Although the interns have direct supervisors, she monitors them and checks-in regularly with their supervisors, stating “we have regular appraisals with the youth to see what they need to learn, what they want to learn, and come up with a training plan.” ARAMEX provides interns with ID cards and uniforms, which gives them confidence when representing the company, especially those dealing with customers. The company also provides training every Friday on professionalism, workplace protocols and communication, and helps the interns develop a CV at the end of their internship. When asked if ARAMEX would hire more TYS trainees, she responded, “Definitely, this is a long-term initiative. TYS interns are more organized, more committed, and more presentable than others.”



Ms. Njagi has indicated that she is very pleased with the partnership and the TYS interns, and to her credit, has played a key role as a mentor and coach. In addition, she had expressed an interest in leading job readiness sessions for trainees. As a result, VETA has invited her to mentor trainees on interviewing skills, and to regularly visit the trainees at the Dar es Salaam VETA center to share employers’ expectations in terms of qualifications, resumes and interviews, as well as workplace protocol once

candidates are hired. In September, Ms. Njagi led job readiness sessions. Both ARAMEX and VETA were extremely pleased by the trainees' reactions to the sessions. Due to the large number of interested youth, they were divided in groups, thus allowing everyone to fully and actively participate, and ask questions. For many trainees, these sessions were the first time they had the opportunity to connect directly with a Human Resource Manager and receive practical guidance from a recruiter. In sharing this experience, Ms. Njagi smiled broadly, recalling the trainees' high level of enthusiasm and her pleasure at having been able to contribute to their professional development. She plans to return to VETA soon to meet more youth and continue to work with senior staff as VETA continues to develop its job placement services and strengthen its outreach to employers.

Ms. Njagi is a committed individual who wants to share her expertise, support disadvantaged youth and contribute to the development of a skilled workforce. She demonstrates the significant impact that employers can have in supporting training programs, including those targeting vulnerable youth. IYF and VETA look forward to continuing to collaborate with ARAMEX and other committed individuals and companies.