

TANZANIA YOUTH SCHOLARS

a **YOUTH:WORK** program

INTERNATIONAL YOUTH FOUNDATION

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

Annual Progress Report

1st October – 30th September 2013

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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 1800 OVC ages 14 to 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 seventeen (17) districts. Selection criteria for the districts were based on USAID priorities, TYS partner geographic areas of operation, and high OVC prevalence rates caused by HIV/AIDS. These districts are:

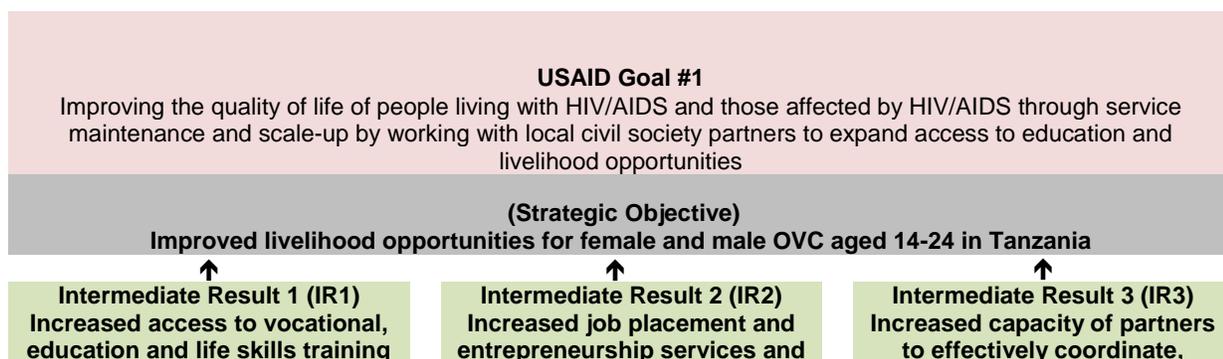
- Iringa Rural, Kilolo and Rufiji (Camfed)
- Muheza, Mkinga, Tanga Urban, Mtwara Rural, Mtwara Urban, Kigoma Urban and Kigoma Rural, Ilala, Temeke, Kinondoni, Nyamagana, Illemela
- Mbeya Urban, Songea Urban (Kiwohede/VETA)

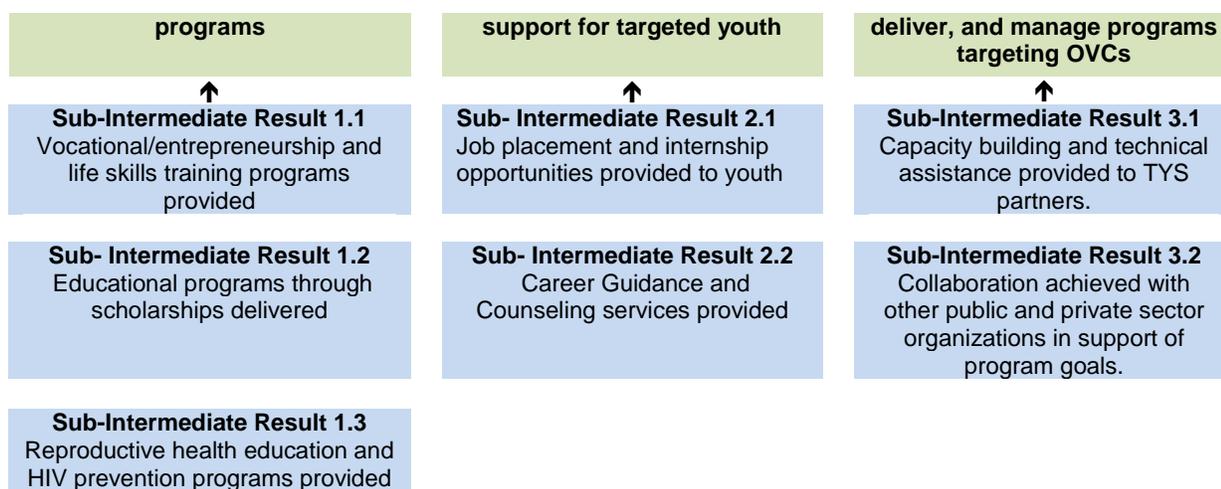
TYS program activities in Songea and Mbeya were halted in March 2013 due to termination of IYF's sub-award agreement with Kiwohede. Program activities are expected to resume during FY14 Q1, pending USAID's approval of a modified Program Description that proposes the transfer of TYS activities in Songea and Mbeya to VETA.

1.3 Target Beneficiaries

The TYS program targets 1800 OVC aged 14-24 years. The 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 collaboration with district offices and Most Vulnerable Children Committees (MVCC).

1.4 Monitoring Indicators





1.5 Reporting Period

This report provides a detailed summary of FY13 program activities (October 1, 2012 – September 30, 2013), including accomplishments, challenges encountered, and planned activities for the beginning of FY14.

1.6 Progress Status

Throughout the implementation year, TYS continued with daily coordination and management of TYS activities as well as building capacity of TYS implementing partners. Specifically, TYS activities for this period included community awareness campaigns; selection and enrollment of new OVC for short courses; OVC vocational training and secondary school support; and provision of life skills, reproductive health and entrepreneurship training. TYS also conducted several field monitoring visits to project sites and held program capacity-building meetings and workshops with TYS implementing partners.

2.0 Activity Implementation Progress

2.1 Implementation status

IR 1	Indicator	Program Target ¹	Achieved Target to Date ²
Increased access to vocational education and life skills training programs	<i>Percentage of youth who have successfully graduated from vocational and entrepreneurship programs</i>	90% (1,350)	23% (352)
	<i>Percentage of youth who have successfully graduated from formal education programs</i>	88% (264)	NA
	<i>Percentage of youth exhibiting knowledge gains in reproductive health and life skills</i>	70% (1,260)	85% (458)

a) *Percentage of youth who have successfully graduated from vocational and entrepreneurship programs*

TYS is making good progress towards its overall goal of increased access to vocational education and life skills programs. Of the vocational training programs completed to date, TYS has achieved a 97% graduation rate. However, towards the overall program target the graduation rate is still relatively low 23% as a number of TYS participants are enrolled in multi-year programs and not scheduled to graduate until 2014 and 2015. Short

¹ Program target refers to the overall target as defined in the TYS Program Monitoring Plan (PMP)

² Achieved Target to Date is the cumulative total TYS has achieved as of 30 September 2013

course trainees enrolled in the second cohort are scheduled to graduate in December 2013 and their status will be reported on in FY14 Q1. It is projected that TYS will not meet its target of a 90% graduation rate for vocational programs due to high participant attrition experienced with long course trainees. *See section 5.0 'Challenges and Constraints' below for a discussion on how participant attrition is being addressed.*

During Q1, a total of 223 youth 94% at five VETA centers (Dar 73, Kigoma 45, Tanga 27, Mtwara 33 and Mwanza 50) graduated from the first short course training cycle. In December, 129 youth graduated from vocational training programs delivered by Kiwohede in Songea and Mbeya. Before graduation, Kiwohede conducted review sessions with youth participants on life skills, reproductive health and entrepreneurship as part of a type of refresher training to strengthen young people's knowledge in these subject areas. The short courses ranged from one to six months and were focused on trades such as Hotel Management, Auto Mechanics, Cosmetology, Masonry, Tailoring, and Electrical Installation.

TYS also continued to support and monitor OVC enrolled in long-term training at VETA training centers or secondary schools (in partnership with Camfed). Thirteen OVC enrolled in long courses at VETA Dar es Salaam and Tanga centers – including Office Machine Mechanics, Laboratory Assistant, Auto body Repair and Food Production, are scheduled to graduate in December 2013, while the remaining long course trainees will move to a third and final year of training with an expected graduation date of December 2014.

b) Percentage of youth who have successfully graduated from formal education programs

TYS participants enrolled in Camfed's girls education program are not scheduled to graduate until October 2015.

c) Percentage of youth exhibiting knowledge gains in reproductive health and life skills

All youth enrolled in the TYS program receive training in life skills, whether in conjunction with their vocational training or through empowerment camps led by Camfed. Pre and post tests are administered at the beginning and end of trainings to measure knowledge gains in the subject. To date, life skills pre-post analysis has been completed for participants of the first short course training cycle as well as TYS participants enrolled in secondary education. A total of 539 TYS participants have completed life skills training and pre/post tests. Of this group, 85% of youth have exhibited knowledge gained in life skills and sexual and reproductive health as a result of the training (figure reflects all youth who have scored >50% in post test results). TYS participants who participated in the life skills training, yet did not complete both the pre and post tests were not included in this analysis.

Sub IR 1.1	Indicator	Program Target	Achieved Target to Date
Vocational/ entrepreneurship and life skills training programs provided	<i>Number of youth enrolled in vocational/entrepreneurship programs</i>	1,500	828
	<i>Number of youth trained in life skills and other topics</i>	1,800	1,097

a) Number of youth enrolled in vocational/entrepreneurship programs

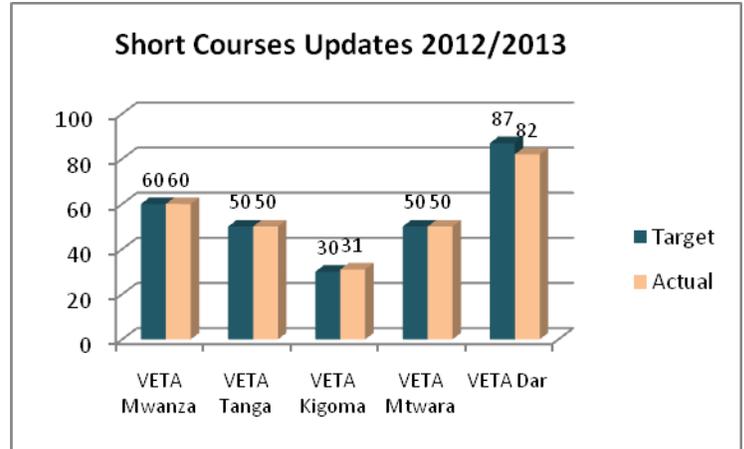
Vocational/ entrepreneurship training programs were implemented as scheduled this operating year, except for delays transitioning training activities from Kiwohede to VETA in the districts of Mbeya and Songea. The FY13 enrollment target for vocational training was 427. To meet this target, TYS and VETA Songea and Mbeya centers were prepared to enroll up to 250 OVC into short courses this year. However due to delays with receiving approval from USAID on a modified program description, TYS fell short of meeting this target. TYS

plans to start-up activities in Songea and Mbeya in FY14 Q1 (pending approval from USAID) and will increase its enrollment target for FY14 to make up for this shortfall.

Vocational Training

The VETA training cycle runs from January to December, with a total of 171 OVC still actively enrolled in level II long courses at five VETA training centers (Dar es Salaam, Kigoma, Mtwara, Mwanza, and Tanga) and Kiwanda FDC. Youth trainees participate in technical training in the trade of their choice as well as core courses such as English, math, life skills, and entrepreneurship. Since the time of enrollment in January 2012, 22% of long course trainees have dropped out of training for various reasons. The majority of participant attrition occurred during the first year of training as youth had a difficult time transitioning from their home lives to boarding at the training center.

Figure 1: FY13 Short Course Enrollment



As mentioned above, the 2012 cohort of short course trainees completed their training at VETA centers in December. From February to April 2013, VETA centers began the recruitment and selection process for the 2013 cohort of short course trainees. During FY13, 273 OVC were selected and enrolled in short courses in five VETA centers (see figure 1 for details). The majority of all short courses began between the months of May and June while some courses at VETA Dar es Salaam and Kigoma centers did not start until August. All short courses will end by December 2013. However, one short course at the VETA Dar es Salaam center was delayed in starting due to lack of proper training equipment. Therefore, these five youth will be enrolled in the next training cycle starting in early 2014. In addition, fourteen youth either failed to report or dropped out of short courses at VETA Dar es Salaam. With budget savings, TYS is planning to increase its short course enrollment next year to make up for this shortfall. Twenty-five percent of the short course trainees are enrolled in 6-month courses studying the trades: Hotel Management, Tailoring, Food Production, Electrical installation, Carpentry, Masonry and Plumbing; while 75% are enrolled in 4-5 month courses such as Catering, Painting/Sign Making, Hair Dressing, Motor Vehicle Mechanics & Driving, Hospitality and Welding, and Fabrication. All short course trainees also participate in life skills and entrepreneurship training, as well as internships.

In March, IYF terminated its grant with Kiwohede and prepared to transition their vocational training activities to its VETA centers in Songea and Mbeya. However, delays receiving USAID approval for a revised TYS Program Description did not allow TYS to complete the enrollment of OVC at VETA training centers in these two regions. Beginning in January 2014, IYF and VETA are prepared to enroll OVC into short courses to address this past year’s shortfall. See section 5.0 ‘Challenges and Constraints’ below for further discussion.

Entrepreneurship

To meet the objectives of the TYS program, VETA has integrated entrepreneurship training into trainee short courses. Previously, entrepreneurship training was only provided to youth enrolled in long courses. Currently all five VETA centers teach entrepreneurship sessions to both long and short course trainees. However, VETA has had some challenges with adapting its entrepreneurship training intervention since it is designed to be delivered over 2-3 years. Based on IYF’s experience delivering entrepreneurship programs around the world, TYS is working with VETA to adapt and integrate their entrepreneurship programming for both short and long course trainees. (See IR 3 below for more details on capacity building activities).

VETA training centers – per our program agreement with them, identifies and provides necessary business start-up tools for the top 10% of TYS trainees from each training cycle who successfully completes training. IYF is coordinating with VETA centers to select TYS beneficiaries who show entrepreneurial potential and award them with toolkits to facilitate the start or expansion of income-generating activities. Toolkits will be provided as in-kind tools related to the selected youth's trade or area of study. For instance, shears and a sewing machine will be awarded to those interested in starting a tailoring business. To standardize the procedures for selecting awardees, TYS in collaboration with VETA HQ developed 'Startup Toolkit Award Guidelines' for VETA regional centers. The guidelines provide standards for entrepreneurship training, and assist youth in the development of business plans, selection criteria, and protocols for monitoring and reporting. During FY14, TYS aims to establish partnerships with microfinance institutions and other youth-friendly organizations offering services for youth entrepreneurs.

In April, VETA Mwanza was the first to provide startup toolkits to five short course trainees who graduated from courses in Welding, Food Production and Tailoring. From the Welding course, two TYS trainees were each awarded a complete set of welding tools. Two graduates of the Food Protection course were each awarded a stove plus a set of cooking utensils. Finally, one graduate from the Tailoring course was awarded with a sewing machine, shears, and a flat iron. TYS trainees at other VETA regional centers are developing business plans to compete for start-up toolkit awards at the beginning of FY 14.

b) Number of youth trained in life skills and other topics

Training in life skills and reproductive health is a core element of TYS and is provided to all OVC supported through the program. However, out of the 1,128 OVC supported by the TYS program thus far thirty-one have not received training in life skills. As discussed below, TYS students enrolled in secondary school participate in life skills training during empowerment camps organized by Camfed. Although TYS aimed to reach all 300 TYS students through empowerment camps held in June, thirty-one were unable to attend due to personal reasons. In coordination with Camfed, TYS plans to conduct empowerment camps at the district level in FY14 to provide refresher training in life skills and will ensure participation of the girls who missed out on the first training.

Throughout the year, trainers at VETA centers have continued providing life skills training to both long and short course trainees. Based on lessons learned from the first training cycle and to support identified knowledge gaps from pre- and post-test analyses, TYS developed a complementary package of modules based on IYF minimum standards, and to support VETA's life skills curriculum for short course trainees. Integration of IYF's [Planning for Life](#) reproductive health curriculum modules allow VETA to incorporate core topics such as Personal Values, Effective Communication, Stress Management, Early Pregnancy, and HIV/AIDS prevention (key modules were selected based on duration of short courses). TYS regularly monitors life skills training and provides ongoing technical assistance to VETA life skills trainers through mentorship calls and field visits. In addition, TYS will continue to analyze young people's knowledge gains and gaps to adapt training interventions accordingly.

In June, IYF assisted Camfed with the planning and execution of three Empowerment Camps in the districts of Kilolo, Iringa and Rufiji – where TYS has enrolled 300 OVC in secondary schools. A three-day camp was conducted in each district reaching a total of 269 TYS students and 60 teacher mentors from secondary schools. Camp objectives were to create a unique opportunity for girls from rural communities to come together to share experiences; to discuss challenges related to their social and academic development; and receive training to help them address these challenges. The training focused on building youth competencies in core life skills and reproductive health topics such as Personal Values, Interpersonal Relationships,

Managing Peer Pressure, STIs and HIV, Gender Based Violence and Setting Career Goals. IYF and Camfed staff co-facilitated the sessions in an effort to build Camfed’s capacity to deliver life skills training to young people. In F14, Camfed will organize camps again and deliver refresher trainings in life skills and reproductive health for TYS students.

As a result of the empowerment camps, Camfed teacher mentors at each TYS partner school are helping TYS students establish school-based clubs for practicing life skills. To date, 50 of the 60 participating schools have established life skills clubs, and it is expected that the remaining ten schools will start clubs beginning in January 2014. These clubs have started engaging other students within their schools through drama and dialogues focused on teenage pregnancy, drugs and alcohol, as well as other topics. Some clubs have also elected to address environmental issues by planting trees at their school; in Q1 of next year, TYS will develop a system for tracking clubs and their activities. TYS also plans to mobilize resources during FY14 to create a toolkit of activity ideas to share with Camfed and student club leaders in consultation with organizations such as Femina HIP and Tanzania Youth Alliance.

Sub IR 1.2	Indicator	Program Target	Achieved Target to Date
Educational Programs through Scholarships Delivered	<i>Number of youth enrolled in formal education programs</i>	300	300
	<i>Number of youth provided scholarships and/or material support</i>	1,800	1,128

a) Number of youth enrolled in formal education programs

In FY12 Q2, TYS in coordination with Camfed, selected and awarded 300 most vulnerable girls with a four-year scholarship to enroll in secondary education. Although TYS has experienced some attrition, Camfed has replaced drop out students and continues to support 298 girls through scholarships. Camfed continued to support TYS students enrolled in secondary schools across three districts of Iringa Rural, Kilolo and Rufiji. With assistance from Community Development Committees (CDC), Camfed conducted two monitoring visits to all 60 secondary schools where TYS scholarship recipients are studying. During these monitoring visits, CDC members and TYS staff verified that secondary schools had received funds from Camfed to cover bursary fees for program beneficiaries.

CDC members also followed up on attendance and academic performance of TYS beneficiaries. Five TYS students did not report back to school for their first term of Form Two (Grade 9) in January—one from Iringa, three from Kilolo, and one from Rufiji. These scholarship vacancies were quickly filled by other most vulnerable girls that were already enrolled in the same school and registered with the DSWO as OVC. Throughout the academic year, Camfed reported that an additional 14 TYS students had dropped out. Since TYS is more than two years into the program, TYS in collaboration with Camfed have decided not to replace future drop outs and instead focus resources on keeping girls in-school. Reasons for dropping out included pregnancy, and conflicts with family engagements and responsibilities. Camfed’s teacher mentors – together with CDC members, followed-up with those students that had prolonged absences to help problem-solve student issues preventing them from attending school.

During this reporting period, TYS also worked to address poor academic performance and attendance. In May, heads of schools from all 60 TYS-Camfed partner schools came together to strategize about how to improve academic performance, retention and attendance of form II and form IV students, including those students supported by TYS. Heads of schools from Uhambingeto, Idodi and Wasa secondary schools shared best practices for improving teacher and student performance, which included promoting unity among teachers

and transparency with respect to the school's income and expenditures, as well as the introduction of remedial classes for performance improvement. At the conclusion of the meeting, the Heads of Schools agreed to:

- Provide remedial classes for students during the holiday breaks and in the evenings
- Engage parents to motivate students
- Educate their communities about the rights of a child to an education
- Create an annual action plan to address challenges

Since, heads of schools have supported the establishment of remedial classes and life skills clubs in their schools.

b) Number of youth provided scholarships and/or material support

At the end of FY13, TYS has awarded 1,128 OVC which scholarships to participate in vocational training or formal education. As depicted in the FY14 workplan, TYS plans to select and enroll up to 667 OVC into short vocational courses at seven VETA regional centers. Therefore, TYS is on schedule to meet its target of providing 1,800 OVC with scholarships.

Sub IR 1.3	Indicator	Program Target	Achieved Target to Date
Reproductive Health Educations and HIV Prevention Programs Provided	<i>Number of youth trained in reproductive health and HIV prevention</i>	1,800	1,097

Training on reproductive health topics, including HIV prevention continues to be provided to TYS beneficiaries as an integrated component of life skills training. See above section on life skills.

IR 2	Indicator	Program Target	Achieved Target to Date
Enhanced job placement and entrepreneurship services and support for targeted youth	<i>Percentage of targeted youth employed in quality jobs or started their own business six months after graduation</i>	75% (1,125)	16%
	<i>Percentage of youth who have job satisfaction after job/ business placement</i>	75% (1,125)	70%

As per the TYS monitoring and evaluation framework, TYS will examine the employment status of program participants within six months of completing the vocational-employability training. IYF will also survey graduates to measure the level of their satisfaction with their current employment. By the end of FY13, TYS had completed the survey in three VETA centers (Kigoma, Mwanza and Dar es Salaam). VETA staff was able to track and interview 123 TYS participants out of the 168 that graduated with. plans to complete the survey in the remaining centers of Mtwara and Tanga during FY14, Q1. Due to this small sample size the achieved target to date is relatively low for youth placed in jobs but is expected to raise as TYS surveys additional graduates.

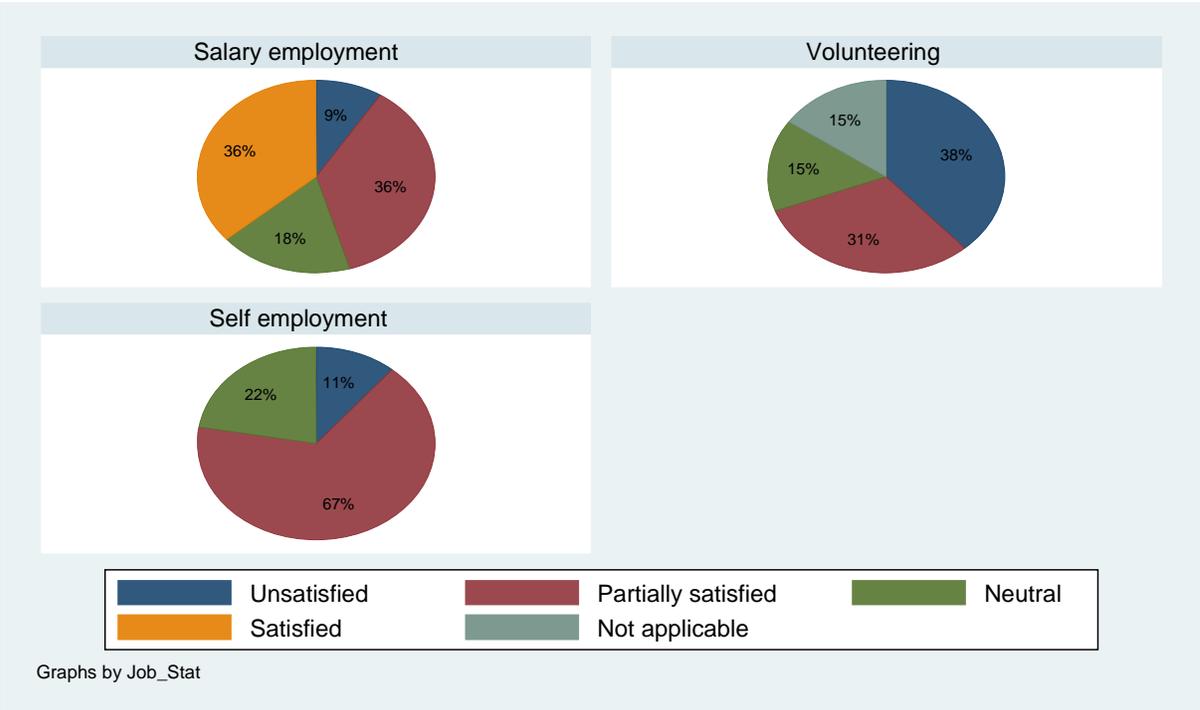
a) Percentage of targeted youth employed in quality jobs or started their own business six months after graduation

This performance indicator measures the percentage of male and female TYS trainees who have secured waged employment, started their own small/micro-enterprise, and/or are otherwise self-employed. Results to date indicate that 9% of graduates surveyed have secured salary employment, while 7% reported to be self-employed. A further 11% of survey respondents are volunteering to gain more experience and skills from mentors, while 56% are still searching for employment. Eleven percent reported other reasons for not being employed such as pursuing further education (formal or vocational). TYS has experienced challenges with placing trainees in jobs due to their young age, lack of experience in the workplace, and low literacy and

numeracy skills. Prior to TYS, internship and job placement services were not part of VETA’s short course vocational program. Since this is a new practice, VETA centers are still adapting their intervention and identifying best practices. TYS/IYF will continue to provide technical assistance to VETA to improve vocational training programs – better matching youth work readiness to labor market needs. Based on learnings from FY12, TYS has worked with VETA centers to increase the duration of internships so trainees receive adequate hands on workplace experience before seeking employment.

b) Percentage of youth who have job satisfaction after job/ business placement

This indicator is defined by the percentage of youth who report job satisfaction six months after graduation. As mentioned above, only a portion of TYS graduates have been surveyed to date. However, overall 70% of the interviewed graduates who reported being employed felt satisfied or partially satisfied with their current employment situation. An additional 17% reported feeling neutral about their current employment.



Sub IR 2.1	Indicator	Program Target	Achieved Target to Date
Job Placement and Internship Opportunities provided to youth	Percentage of youth who have participated in internships or as apprentices in various sectors	93% (1,395)	21% (321)

a)Percentage of youth who have participated in internships or as apprentices in various sectors

A key component to a quality youth employability program is the opportunity to gain hands-on experience in the workplace. For the first cohort of trainees at VETA and Kiwohede centers in 2012, TYS achieved a 92% internship placement rate. However, TYS has only achieved 23% towards its overall program target of placing 93% of youth trainees in internships. TYS aims to place all short course trainees currently enrolled in the 2013 cycle in internships before they graduate in December.

As the first cohort of TYS trainees completed training this operating year, TYS in collaboration with VETA regional centers worked to place them into internships. Of the 223 TYS trainees who completed VETA short courses in December, 65% of them participated in internships in their trade of study. For this cohort, the average internship lasted from 2 to 3 weeks; however some were longer where TYS was able to secure employer extensions. Since Kiwohede reported that 72% of their graduates were placed in internships – and IYF was not confident that these internships met TYS standards, TYS is providing guidance to school Registrars, Market Specialists, and/or Job Implant Officers at VETA regional centers. This will help to ensure that future TYS trainee internships are at a minimum six weeks in duration going forward.

During Q4, TYS trainees from the second short course cohort completed training and were placed in internships with local employers. To date, a total of 96 are participating in internships, including 60 (100%) from Mwanza, and 22(32%) from VETA Dar es Salaam. The remaining TYS trainees currently enrolled in short courses are expected to complete training during FY14, Q1, before being placed in internships. The remaining 14 TYS trainees are expected to graduate from VETA long courses in December 2013, and participate in internships. TYS has developed an internship tracking form to monitor internship placements and partnerships with employers at a regional level, and is following up with VETA regional centers to ensure this register is regularly updated.

Sub IR 2.2	Indicator	Program Target	Achieved Target to Date
Career Guidance and Counseling services provided	<i>Percentage of youth who have been provided career guidance, counselling and job placement services</i>	85% (1,275) ³	55% (828)

a) Percentage of youth who have been provided career guidance, counselling and job placement services

VETA training centers provide career guidance to all trainees at the time of enrollment to assist youth with identifying a course of study that best meets their interests and/or skills set. To date 100% of vocational trainees supported by TYS have received career counseling. Career guidance is provided by VETA trainers to orient youth on course expectations and formal or self-employment opportunities available to them after course completion. During the OVC selection process for the second cohort of short course trainees, VETA staff provided career counseling by advising youth on the importance of selecting a course that not only matches their skills and interests, but also tied to labor market opportunities. Apart from group counseling during the orientation, VETA staff provides ongoing individual counseling and job-readiness support to trainees on an as needed basis.

IYF/TYS plans to work with VETA staff to incorporate ongoing job readiness into training interventions for students, including helping youth to write CVs, prepare for interviews, and search for jobs. During FY13, TYS worked with VETA life skills trainers to incorporate job readiness topics into life skills trainings – such as CV-writing and interview techniques.

IR 3	Indicator	Program Target	Achieved Target to Date
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³ This target only includes participants enrolled in vocational training. The achieved target to date is the number of youth provided with career guidance, divided by the overall TYS beneficiary target for vocational training (1,500).

Increased capacity of partners to effectively coordinate, deliver, and manage programs targeting OVC	<i>Number and types of technical trainings provided to partners on various topics</i>	5	5
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a) Number and types of technical trainings provided to partners on various topics

Strengthening the capacity of IYF’s two implementing partners has been critical to TYS success. TYS provides capacity building support to implementing partners through technical workshops, technical assistance during monitoring visits with regional staff, and mentorship/coaching for trainers. Regular communications through monitoring visits to field offices/training centers, as well as follow-up meetings and workshops ensure effective program management and grant compliance. During FY13, TYS /IYF staff conducted the several field visits, a workshop focused on psychosocial support as well as a partner’s meeting to support program implementation.

Field visits

Throughout the past year TYS conducted regular trips to TYS project sites to monitor the progress of program activities and meet with community partners. TYS staff makes every attempt to conduct these field visits together with Camfed or VETA HQ staff. During FY13, TYS visited each regional VETA center at least once, with two trips to the majority of centers. In addition, TYS staff made one visit to each of the three districts where TYS students are enrolled at Camfed partner schools (Kilolo, Iringa, and Rufiji). Face-to-face support and guidance during field visits is vital for improved overall program performance, and resulted in the following outcomes:

- **Youth Verification and support:** IYF met with youth to discuss their welfare and general program support.
- **Strengthened partnerships with districts authorities:** TYS partnered with District Officers for OVC selection and follow up (e.g., assistance with job placements, workshop space, etc.).
- **Strengthened partnership with USAID implementing partners working in overlapping districts:** TYS collaborated with IPG members, including WEI- Hospice in Tanga, FHI360 in Dar es Salaam and Pact in Mwanza. Field visits are used to meet with local staff of these organizations to strengthen partnerships and programming. TYS also met with IntraHealth in Mtwara to strengthen collaboration for OVC selection and parent/guardian engagement. TYS also had initial conversations with PACT International’s sub-grantees in Songea and Mbeya with hopes for future collaboration once TYS/VETA activities begin in these regions.
- **Capacity building of implementing partners at HQ and center levels:** In all centers visited, TYS met with project coordinators and trainers to discuss progress and challenges facing the project. TYS also provided technical assistance to VETA trainers to improve life skills and entrepreneurship training through observation of training sessions and debriefs with VETA trainers.

Psychosocial Support Workshop

In May, IYF in collaboration with the Regional Psychosocial Support Initiative (REPPSI) organized a five day training workshop focused on Psychosocial Support. The training objective was to strengthen VETA staff capacity to provide psychosocial support to vulnerable students enrolled at their training centers. Twenty-two VETA staff members including matrons and patrons from Kigoma, Mwanza, Tanga, Mtwara, Kiwanda FDC, Mbeya, Songea, and Dar es Salaam participated in the training. Some of the key areas covered included: Introduction to PSS concepts; Listening and talking to distressed children; Stress and coping mechanisms, Psychosocial development of children, Child Rights and Protection; Loss Grief and Mourning; Supporting children with HIV/AIDS; and Stigma and discrimination. Participants were advised not to judge children faced with problems but to seek the right information about the source of their problem and provide them with the appropriate support. As an outcome of the training, participants developed work plans to guide them in the

delivery of psychosocial support services at their respective VETA centers. In addition, the VETA Director General (Guest of Honor) was so impressed with the workshop that he promised to organize future trainings on psychosocial support for VETA center principals and trainers to improve the quality of student support services offered for OVC.

TYS Partner’s Meeting

In August, TYS organized an annual partner’s meeting bringing together representatives from seven regional VETA centers, Kiwanda FDC, and Camfed HQ and regional staff. The second day was a practical workshop designed to identify best practices and solutions to program challenges, which have been incorporated into the FY 2014 annual work plan. Some of the priority areas discussed revolved around life skills training, psychosocial support for OVC, and best practices for internships/jobs placements.

2.2 Achievement progress

See Annex A.

3.0 Integration of cross-cutting issues:

3.1 Gender

TYS continues to target girls and address gender issues more globally by considering factors such as environmental constraints, participation selection, career guidance and counseling and life skills training. In addition, the OVC Selection Guidelines developed by TYS for implementing partners encourages gender balance in recruitment and selection of OVC, as well as placement of trainees in courses that match their interests and skills sets (not what is socially prescribed for their gender). Finally and as a result of TYS’ attempt to achieve gender balance 124 (45%) of the total short course trainees enrolled at VETA centers for the 2013 training cycle were females. To address job stereotyping, TYS is proud to report that some male trainees have elected to study food production and tailoring courses, while female trainees are participating in Masonry and Electrical installation courses.

Nevertheless and related to gender, TYS is tackling the incidence of early pregnancy as a critical challenge, especially in secondary schools where the project is sponsoring only female youth. During the past year four girls reported to have dropped out of secondary education as a result of unplanned pregnancies. In Tanzania, girls who become pregnant at an early age face many challenges and are stigmatized (e.g., expelled from school, decreased or no support from family or community members). By definition and due to their increased vulnerability, OVC are more susceptible to early pregnancy due to their inherent lack of family support and supervision, poverty, and sexual abuse. TYS’ life skills training has addressed these gender issues through lessons that include ‘gender stereotype’, ‘gender roles and responsibilities’ and ‘gender violence’. This knowledge is helping young women become more aware of the dangers associated with early sex, and provides them with tools to live healthier lives.

3.2 Public Private partnerships (PPP)/ Global Development Alliance (GDA)

Sub IR 3.1	Indicator	Program Target	Achieved Target to Date
Coordination of program efforts, sharing of best practices	<i>Number of types of linkages established with government and private sector</i>	10	3

a) Number of types of linkages established with government and private sector

During this operating year, IYF continued to identify potential public private partnerships to support selection processes, trainings, and future job placement and employment opportunities for TYS beneficiaries. IYF has identified potential partners and prioritized a list of ten private sector companies who may be able to fill gaps within the TYS program in terms of providing on-the-job experience to TYS participants. TYS has conducted numerous introductory meetings with private sector companies and public institutions, which have resulted in three partnerships to date. Below is a summary of the linkages formed during FY13.

- **Aramex:** IYF furthered its partnership with Aramex -a global logistics company with operations in Tanzania. Aramex has offered to fill four of their driver vacancies with TYS VETA graduates. IYF has submitted the necessary documents on the selected youth (i.e., college certificates, driving licenses, photos, and recommendation letters). Aramex is planning to provide an in-depth orientation/training to the youth before they start working, and as a result of this partnership Aramex has also agreed to provide motivational talks and career advice to youth enrolled at the Dar es Salaam VETA center. TYS assisted with the drafting of an MOU between VETA and Aramex, which is under review by both parties.
- **Ministry of Information, Youth, Culture and Sports:** As a result of the TYS Partner's meeting in August, VETA is cultivating a relationship with the Dr. Kisui – Director of Youth, from the Ministry of Information, Youth, Culture and Sports. In an effort to improve training quality through employability (rather than just providing technical skills), VETA held a meeting with principals from all their regional centers – together with the Director of Youth, to strategize about how to improve VETA training interventions. The Director of Youth – within the Ministry of Information, Youth, Culture, and Sports, provided specific information about a youth fund for entrepreneurial groups as seed capital for start-up and/or existing businesses. TYS trainees are well-placed to test the new government system, whereby VETA regional staff will identify and group youth with similar business aspirations and assist them to access these 'youth funds'.

3.3 Sustainable Mechanism

TYS has continued to raise awareness among partners about the importance of community ownership during field visits and partner meetings. As a result, TYS partners have strengthened their collaboration with district leaders, DSWOs, IPG members as well as other stakeholders to better recruit and support OVC.

Camfed recognizes that it is essential to ensure the involvement of local communities and encourages them to take ownership of the program. In May, Camfed conducted a three-day training for 131 Parent Support Group (PSG) leaders representing 44 PSG groups from 10 districts around Tanzania. The training focused on equipping PSG leaders with financial management and fundraising skills, child protection, children's rights and psychosocial support skills in order to improve performance and retention of girls enrolled in Camfed partner secondary schools. Since then, 17 PSGs have been formed and are conducting the following types of activities:

- Community awareness about the importance of taking care of vulnerable children
- Making household visits to identify and help vulnerable children in their local communities
- Initiating school feeding programs for vulnerable children
- Running income generating activities such as farming and animal husbandry to support needy children

4.0 Stakeholders participation/involvement (Line Ministry/Central Government, Local Government Authorities (LGAs), Community, CBOs, SMCs, etc)

- International Youth Violence Prevention Conference: TYS staff participated in the conference organized by center for Justice & Crime Prevention in November 2012. The purpose of the workshop was to share knowledge and experience across various countries on how institutions, government, and NGO's are addressing issues surrounding youth violence.
- Collaboration with local government: Kiwohede and VETA regional centers finalized the OVC selection process with the involvement of DSWOs who are responsible for verifying and approving the selected lists of OVC for TYS scholarships. In addition, Camfed continued to work closely with the district leaders (e.g. CDCs, DSWOs and teacher mentors) to monitor the well-being and progress of TYS beneficiaries enrolled in secondary schools.
- Participation in the Review of the National Multi-sectoral Strategic Framework (NMSF III): The TYS Project Director participated in the review of the NMSF III in November 2012. The meeting was organized by TACAIDS, providing stakeholders an opportunity to review challenges faced in the NMSF II as well as determine if the new NMSF III meets the three Zeros (Zero Stigma, Zero new infections, Zero maternal death caused by HIV/AIDS).
- National Costed Plan for Action (NCPA) II Launch: The TYS Project Director and Program Officer joined other OVC stakeholders for the launch of the Second National Costed Plan of Action on 1 February, held in the Dodoma. This event provided TYS staff the opportunity to share their work – along with IYF's, more broadly with attendees such as government officials, donors, community members, and other stakeholders. TYS staff also had the opportunity to learn more about other OVC partners/ stakeholder activities in the country.
- Collaboration with USAID Implementing Partners: TYS implementing partners have continued to work with USAID partners/ IPG members during the OVC selection process. For the 2013 short courses, TYS continued working with FHI360 (Dar es Salaam), WEI (Tanga), PACT (Mwanza) and IntraHealth (Mtwara). These organizations have been very helpful in supporting OVC selection and follow-up throughout their trainings. IYF plans to increase collaboration with PACT sub-grantees in Songea and Mbeya once TYS activities begin in these two districts.
- TYS Annual Partner's Meeting: In August 2013, IYF organized a two-day event in Dar es Salaam to kick off TYS' annual work planning activities. Day one of the event focused on showcasing TYS accomplishments to date and strengthening partnerships. Representatives from USAID-Tanzania, the Ministry of Education and Vocational Training, the Ministry of Health and Social Welfare, the Ministry of Information, Youth, Culture and Sports as well as other key stakeholders in attendance. One of the conference's highlights was a panel discussion on ways that the public and private sectors can support the needs of unemployed youth. Panelists included Mr. Geoffrey Mashafi from the Ministry of Labor, Employment & Youth Development, Dr. Kisui from the Ministry of Information, Youth, Culture and Sports; Bernadetta Ndunguru from the Vocational Education Training Authority; and Jumbe Onjero from GAPCO – a private energy company. Day one of the partner's meeting wrapped-up with a testimonial from a current TYS youth participant who remarked "I really appreciate the scholarship support received from VETA and IYF. Before joining VETA I had no clear direction on what I am going to do to support my own and my grandmother's welfare. After joining VETA, I got a new purpose in life. Apart from gaining technical skills, VETA has trained me in life skills and entrepreneurship. Life skills have enabled me to develop self awareness and set good goals in life."

5.0 Challenges and Constraints and the plan to overcome them

5.1 Challenges and Constraints

- a) Trainee absenteeism: During this cycle of enrollment, VETA centers experienced trainee delays reporting to training. For example, in VETA Dar es Salaam's Kipawa center (where two courses are offered) half of the selected OVC did not report to class, while at the VETA Tanga center 6 out of 50 selected trainees did not report to their selected course. To address this challenge, TYS leveraged its partnerships with USAID implementing partners (FHI) and the DSWO to follow-up on these unreported youth. Many TYS trainees/students have competing priorities at home such as caring for siblings or working on the family farm, preventing them from regularly attending classes. As a solution, TYS has developed a commitment letter for youth and guardians to sign, which explains the program's time commitment along with details of the scholarship package and other expectations.
- b) Attrition of Participants: During this operating year, VETA training centers (including Kiwanda FDC) reported the drop out of 27 youth out of 198 who enrolled in level II long courses (3 years), in addition to 14 short course trainees. Reasons include excessive absenteeism, prolonged sickness, and lack of seriousness toward their studies. Camfed also experienced drop outs – out of the 300 girls originally enrolled in 2012, 19 have dropped out of the TYS program. Camfed replaced the majority by identifying OVC already enrolled in the same schools and also in need of support. However, two TYS students who dropped out during FY13 Q4 will not be replaced since TYS/Camfed has decided to forgo replacement of dropouts for the remainder of the program. Camfed has taken special measures to prevent future drop outs by establishing Parent Support Groups and working with the Heads of Schools to address the attrition issues described above. Other plans to overcome the drop out challenge include establishing life skills clubs in schools as well as increasing the involvement of parents, teachers, and other key stakeholders (e.g., CDC, ward leaders) who play an important role in overseeing education issues at the local level.
- c) Poor Academic Performance: Camfed foresees a challenge for their female beneficiaries to pass the Form Two national exam (scheduled to be administered in October/November 2013), which is now being enforced by the Ministry of Education. The new system requires students to pass the Form Two exam prior to progressing onto Form Three (third year of secondary school); whoever fails must repeat Form Two and take the exams again. Since the average national pass rate for this exam is typically 30%, this new system could impact the number of TYS students who enter Form Three. Camfed has initiated remedial classes at all schools, using teacher mentors and/or volunteers to support improvement of academic performance among their youth.
- d) Internships/Field Attachments: Despite the fact most VETA training centers secured internships for the majority of TYS trainees, some centers faced complaints from employers about their short duration, along with the relatively low competency level of the trainees. Furthermore, in areas like Dar es Salaam and Mwanza where the demand for employment and/or internships is high, competition is also limiting opportunities for TYS trainees (OVC are among the most vulnerable of the MVC population in Tanzania). VETA is taking this feedback from employers into consideration and will explore ways together with TYS staff to improve the quality of VETA training and trainee preparation for trainees to more competitively enter the labor market. TYS will also share the ex-post survey results with VETA to inform them about training outcomes. During FY14, TYS will increase job-readiness support and services offered at VETA centers, including CV-writing and interview techniques.
- e) Kiwohede Grant Termination: Due to unsolvable issues with former partner Kiwohede around training quality and poor collaboration/communications, IYF terminated their sub-grant in March (in consultation with USAID). This process involved a meeting with Kiwohede and IYF-Baltimore staff in February, followed by a formal letter of notification informing them about the grant closure and required close-out procedures. In preparation for this eventuality, IYF staff visited VETA Mbeya and Songea training centers during FY13 Q1 to assess their interest in participating in the TYS program,

along with training capacity and facilities. The transfer of Kiwohede training activities and beneficiary targets to VETA centers in Mbeya and Songea was found to be a viable option.

- f) Late disbursement of funds: VETA centers reported delays receiving fund transfers from VETA's TYS National Coordinating Office in Dar es Salaam, which has delayed implementation (e.g., course start dates, administration of post exit surveys, and provision of travel stipends). In Kigoma – though OVC selection and enrollment was completed on time, the start of short courses was delayed awaiting funds from VETA HQ. IYF's Operations Manager visited Tanzania during FY13 Q4 to meet with VETA staff – including the accountant at the National Coordinating office, and explored alternative ways to expedite funds transfers to VETA centers participating in the TYS program. IYF's Program Manager will follow-up with VETA during FY14, Q1 to ensure appropriate measures are in place to prevent future delays with disbursements to regional centers. An alternative arrangement that requires further discussion may be to directly disburse funds to individual VETA centers.
- g) Rupture in TYS funding pipeline: The TYS program has faced multiple challenges implementing planned FY13 activities. Delayed USAID approval of changes to the TYS program description and related budgets starting in FY13, Q2 (still pending at the end of FY13; tied to termination of the sub-grant agreement with partner Kiwohede, and adding a Block Grants component at USAID's request, which was later dropped), led to postponement of short course start dates, and partner capacity-building/monitoring support.. Since the VETA academic calendar and training cycles are tight and with limited timeframes/flexibility to enroll OVC in the scholarship program, TYS was unable to enroll OVC in Songea and Mbeya during the 2013 training cycle, yet is prepared to double their input targets at VETA centers for the 2014 training cycle to help achieve overall TYS program targets. This will only be possible once the program receives its requested funding levels, and if these significantly higher numbers do not compromise program quality.

5.2 Data quality issues

During this period, IYF continued to monitor the quality of data reported by TYS implementing partners. To improve data quality, TYS continues to support partners with the development of tools to better track and cross-check the data. To ensure data accuracy and completeness, the IYF Dar office manages a central database of all TYS beneficiaries, which is regularly tracked and updated. The office also oversees the administration of all baseline forms to OVC supported by the program (basic demographic data including age, sex, locality, family status, education background, etc.), and has also increased monitoring visits to the training centers for number verification purposes and to strengthen TYS partner tracking and reporting systems.

In July, the Futures Group on behalf of USAID conducted a Data Quality Assessment (DQA) of TYS M&E systems and reporting mechanisms. The objectives of the DQA were to assess program strengths and weaknesses in data collection, M&E systems, and reporting at all levels – from central USAID to local service delivery. The assessment team also visited VETA Mtwara to see a TYS service delivery site. Overall, TYS scored well (3.6 out of 4.0) and began to apply useful recommendations provided by the assessment team:

- Revised TYS M&E plan with the addition of objectives, baselines and indicator definitions;
- Developed guidelines for TYS partners to improve data aggregation, counting, and timely reporting;
- Strengthened TYS staff capacity to carry out DQA's without external support

From the assessment, TYS has begun to maintain data quality by checking and cleaning data regularly; as well as updating and standardizing records. In addition, the TYS team is now more comfortable with assessing and maintaining data quality standards with its partners.

6.0 Progress /plans to address/improve

Planned activities for next quarter include the following:

	Activity	Oct	Nov	Dec
1	Compile and submit quarterly reports to USAID			
2	Compile and submit SAPR APR PEPFAR reports			
3	Monitor and track key program indicators			
4	Conduct quarterly meetings with TYS partners			
5	Grant Management			
6	Attend IPG meetings and coordinate with USAID IPs			
7	Conduct Life Skills mentorship calls			
8	IYF-Baltimore visits to Tanzania			
9	Cultivate Public Private Partnerships by conducting meetings with potential partners			
10	Vocational training (existing long courses)			
11	Vocational training (existing short courses)			
12	Life Skills training/Reproductive Health			
13	Internship placement (existing 2 years long courses)			
14	Field attachment/internships (existing short courses)			
15	Issue entrepreneurship toolkit awards			
16	Remedial Classes in Schools			
17	Follow up on life skills clubs and implementation of plans for performance improvement			

7.0 Management /staffing issues

During this operating year, IYF/TYS staff changes included the arrival of Matthew Breman as IYF Baltimore-based Program Director during FY13, Q2; and Stacey Bullock as Operations Coordinator during FY13, Q4. Both worked closely to support the Dar es Salaam-based TYS team. In addition to the quarterly IYF/TYS meetings with USAID to review quarterly reports and project updates, monthly meetings with the AOR were scheduled to streamline project communications. IYF/TYS also conducts regular meetings with its implementing partners to review progress against the annual work plan and general implementation.

8.0 Annexes

Annex A

Table 2 (a): Indicators progress- USAID OP indicators /PEPFAR indicators

Program Element	Indicator	Achievement				Remarks
		Current Qtr ⁴ Planned/ Target	Current Qtr Actual	Annual ⁵ Cumulative Planned/ Target	Annual ⁶ 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						
	Number of eligible children (OVC) provided a minimum of one OVC core program area	154	46	1,800	1,128	During this quarter (Q4), vocational training for long courses and secondary education is ongoing. TYS fell short of the short course recruitment target of 427 due to budgetary constraints and delays starting activities in Songea and Mbeya. In FY13 273 new OVC were enrolled in vocational courses.

Table 2(b) Indicator progress- IP own indicators

Program Element	Indicator	Achievement				Remarks
		Current Qtr Planned/ Target	Current qtr Actual	Annual Cumulative Planned/ Target	Annual 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	154	46	1,500	828	See remark above. In FY13 a total of 273 OVC were enrolled in vocational/entrepreneurship programs, short of our 427 target. For short courses, 14 youth dropped out of this year's training cycle. If FY14 budget allows, TYS will

⁴ "Current QRT Actual" for purposes of TYS program reporting refers to new beneficiaries enrolled/scholarships awarded for Q4 (FY13). The QRT actual does not count the number of scholarship beneficiaries currently enrolled in ongoing (multi-year) training

⁵ "Annual Cumulative Planned/Target" refers to the cumulative target over the 5-year life of the project; since a portion of TYS beneficiaries are receiving multi-year scholarships, an annual target is not tracked.

⁶ "Annual Cumulative Actual" refers to the number/percentage of TYS youth impacted over the life of the project.

						increase enrollment to make up for these drop outs
IR 1.1	Number of youth trained in life skills and other topics	154	46	1,800	1,097	In Q4, 46 youth were trained in life skills for the first time. For FY13, 573 (300 Camfed; 273 VETA) youth were trained in life skills.
IR 1.1	Number of youth provided scholarships and/or material support	154	46	1,800	1,128	In Q4, the actual number (46) includes only new enrolled youth in VETA short courses (Dar es Salaam and Kigoma). All youth enrolled in the TYS program received at least one type of scholarship support (e.g. fees, books, stipends for each semester, etc.) As noted above, the FY13 target was 427 although TYS only met 273 of this target.
IR 1.1	Percentage of youth who have successfully graduated from vocational and entrepreneurship programs	-	-	1,500	352	Long courses are ongoing (OVC scheduled to graduate December 2014). The second cycle of short courses is ongoing (no new graduates this period).
IR 1.2	Number of youth enrolled in formal education program	-	-	300	300	As previously reported Camfed enrolled 300 youth in secondary schools in January 2012. Despite a number of drop outs, all but 2 have been replaced and are receiving TYS support.
IR 1.3	Number of youth trained in reproductive health and HIV prevention	154	46	1,800	1,097	See above remarks for indicator on life skills training (IR 1.1).
IR2: Increased job placement and entrepreneurship services and support for targeted youth						
IR 2.1	Percentage of targeted youth employed in quality jobs or started their own business six months after graduation	75%	16% (20)	1,425	16% (out of 123 interviewees to date)	This data only reflects a portion of TYS graduates (123 out of 223) who have been surveyed to date.
IR 2.1	Percentage of youth who have job satisfaction after job/business placement	75%	14	1,125	70%	The actual # includes youth who reported to be satisfied and partially satisfied. As mentioned above, this data only reflects a portion of TYS

						graduates. Fourteen out of the 20 with jobs or businesses reported being satisfied.
IR2.1	Number of youth who have participated in internships or as apprentices in various sectors	-	-	1,500	321	To date, all youth who have completed vocational courses and been placed in internships, with the exception of: <ul style="list-style-type: none"> • (45) from VETA Dar • (32) from Mtwara, • (36) From Kiwohede
IR 2.2	Percentage of youth who have been provided with career guidance	-	100% (46)	1,500	55% (828 out of 1500)	100% of newly enrolled OVC during Q4 received career guidance.
IR 3: Increased capacity of partners to effectively coordinate, deliver and manage programs targeting OVCs						
IR 3.1	Number and types of technical trainings provided to partners on various topic	-	1	5	6	The Q4 TYS partners meeting included learning sessions in key technical areas (e.g., internship & job placement and M&E)
IR 3.2	Number and type of linkages established with government and private sectors	-		10	3	The 3 achieved to date include Aramex, Uhuru One, and the Ministry of Information, Youth, Culture and Sports.