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# USAID Empowered Youth Program Quarterly Report January–March 2022

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## ABBREVIATIONS

<b>AGYW</b>	Adolescent Girls and Young Women
<b>AMELP</b>	Activity Monitoring, Evaluation, and Learning Plan
<b>AO</b>	Agreement Officer
<b>AOR</b>	Agreement Officer's Representative
<b>AWP</b>	Annual Work Plan
<b>CBF</b>	County Bunge Forum
<b>CEC</b>	County Executive Chief
<b>CLA</b>	Collaborating, Learning, and Adapting
<b>EU</b>	Egerton University
<b>EY</b>	Empowered Youth Activity
<b>FY</b>	Financial Year
<b>GESI</b>	Gender Equity and Social Inclusion
<b>HEI</b>	Higher Education Institution
<b>HCD</b>	Human Centered Development
<b>ICT</b>	Information and Communication Technology
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MEL</b>	Monitoring, Evaluation, and Learning
<b>MOU</b>	Memorandum of Understanding
<b>MSU</b>	Michigan State University
<b>NCBA CLUSA</b>	National Cooperative Business Association Cooperative League of USA
<b>NGO</b>	Non-Governmental Organization
<b>NP</b>	National Polytechnic
<b>NYBA</b>	National Youth Bunge Association
<b>PSE</b>	Private Sector Engagement
<b>SACCO</b>	Savings and Credit Cooperative Organization
<b>SAC</b>	Sector Advisory Committee
<b>SACC</b>	Steering and Coordinating Committee
<b>TOT</b>	Train the Trainer
<b>TT</b>	Think Tank
<b>TTI</b>	Technical Training Institute
<b>TVET</b>	Technical and Vocational Education and Training
<b>USAID</b>	U.S. Agency for International Development
<b>USIU-A</b>	United States International University – Africa
<b>USG</b>	U.S. Government
<b>VTC</b>	Vocational Training Centers
<b>YSO</b>	Youth-Serving Organization

# INTRODUCTION

USAID Empowered Youth is a five-year activity funded by the United States Agency for International Development (USAID) to empower Kenyan youth ages 18-24 years old and adolescent girls ages 15-19 years old by increasing their prospective economic opportunities and building the capacity of Kenyan Higher Education Institutions (HEIs) and youth-serving organizations. USAID Empowered Youth is implemented by Michigan State University (MSU) and a consortium of partners, including United States International University-Africa (USIU-A), Egerton University (EGU), NCBA CLUSA, and the National Bunge Association (NYBA), among other local private sector and public organizations and agencies. USAID Empowered Youth will result in empowered youth networks and increased economic opportunities beginning with six high-touch counties (Mombasa, Kiambu, Isiolo, Nakuru, Kisumu, and Kakamega) at the inception year and expanding to 20 low-touch counties in subsequent years. Below is a cluster of high-touch counties that the program will be reaching:

- **Isiolo** (Garissa, Marsabit, Samburu, Mandera)
- **Kakamega** (Bungoma, Turkana, West Pokot)
- **Kisumu** (Homabay, Kisii, Busia)
- **Nakuru** (Uasin Gishu, Nyeri)
- **Kiambu** (Nairobi, Kitui, Kajiado, Meru)
- **Mombasa** (Kwale, Makueni, Taita Taveta, Machakos)

The program has three main result areas, and two crosscutting objectives, as follows:

- (1) Increase Youth Economic Prospects
- (2) Build Kenyan Higher Education Institution's Capacity
- (3) Strengthen Youth-Serving Systems
- (4) Promote Gender Equity and Social Inclusion (GESI) (crosscutting)
- (5) Develop Private Sector Engagement (crosscutting)

## I. EXECUTIVE SUMMARY

This report summarizes key activities and accomplishments during Quarter Two (Q2) of Year I (January 3–March 31, 2022), and planned activities and events for the upcoming quarter. It follows the program's objective structure: (1) Increase Youth Economic Prospects; (2) Build Capacity of Kenyan Higher Education Institutions; (3) Strengthen Youth-Serving Systems; and (4) emphasize the cross-cutting goals of Private Sector Engagement and Gender Equity and Social Inclusion.

Over the course of the second quarter, USAID Empowered Youth continued to build on foundational activities initiated in the first quarter. Core activities focused on finalizing the landscape analysis and laying the groundwork for skills training and strategic partnerships that would catalyze youth economic prospects and collaboration across higher education institutions.

Field data collection and analyses were completed across USAID Empowered Youth's six-high touch counties to assess the ecosystem of each region; results were further synthesized into six draft county reports, and a consolidated report. Preliminary findings were presented to the project team and the USAID EDY team at the end of March 2022. Information about emerging job opportunities in youth friendly sectors, where such opportunities are located, internship opportunities, qualifications, skills, and competencies required by the job market were identified as critical components of what the county reports referred to as *labor market information*. Such information was notably limited. The USAID Empowered Youth team is in the process of refining each county report by integrating the feedback provided from the USAID EDY project team and addressing research questions that speak to the unique employment climate of each county. A labor market assessment is being planned for the next quarter to enhance the landscape analysis reports.

Workshops are also being planned for the next quarter to disseminate and validate findings and seek additional inputs across stakeholders in each county. In addition to the landscape assessment, preparations for skills training, including mobilization of lead trainers, trainers of trainers (TOTs), and case managers were of heightened focus in quarter two.

The formation of new partnerships across the private sector and public sector enabled USAID Empowered Youth to understand areas of high-value access points for youth. In addition to establishing dialogue with financial industries, the USAID Empowered Youth team ventured to establish new relations with higher education institutions to increase training relevance and quality; partnership discussions were initiated with Vocational Training Centers (VTC), Technical Vocational Colleges (TVC) and National Polytechnics (NP) across the six counties for these purposes. Significant progress was made to enhance decision-making, identification and implementation of interventions through this outreach.

In-depth engagement and mobilization of youth also took place throughout the six counties to strengthen agency and access to county services. Key milestones achieved during quarter two included, mapping and recruiting youth-serving organizations at the community level to serve as entry points for mobilization of USAID Empowered Youth program cohorts and offer peer-to-peer mentorship support; mapping and engagement of private sector actors, donor-funded programs and government departments through one-on-one consultative meetings to complement the program and enable youth access to skills training, employment opportunities and other youth friendly services; conducting county youth bunge board forum orientation meetings to bring together board members from all wards and share information about USAID Empowered Youth program objectives and planned activities; holding a stakeholder's meeting in Isiolo county with the help of neighboring county bunge forums (CBFs) to launch the mobilization process for bunge formation; holding meetings with officials from the National Registration Bureau in all six counties to plan for ID registration outreach; and assisting the Empowered Girls Case Management Pilot by recruiting 315 girls out of school, and 25 case managers for the start of the activity.

## **Progress (Qualitative Impact)**

### ***Objective 1: Increase Youth Economic Prospects***

To advance USAID Empowered Youth's efforts towards increasing youth economic prospects, the team focused on laying the foundations for skills training to youth and forming strategic partnerships to propel economic prospects. Significant progress was made homing in on youth dynamics and learning more about county-specific sectors that have the potential to pave the way for opportunities. Activities such as the landscape analysis enabled the team to garner insights into the youth perspective; data collected from private and public sector entities also shed light on employment trends and high-value opportunities specific to the local context. Along with the analysis, preparations for skills training including mobilization of lead trainers, trainers of trainers (TOTs) and case managers were advanced to adequately equip youth with business and financial management knowledge, as well as gender-responsive support. Empowered Youth also initiated processes to build strategic partnerships with relevant financial institutions. The partnership brokering that occurred over this period led to direct trainings of youth in agriculture, media, and digital skills to support their desire of building their business online presence.

### ***Objective 2: Build Kenyan Higher Education Institution's Capacity***

Concerted efforts were placed on the establishment of partnerships between higher education institutions to increase training relevance and quality. To identify viable partners across USAID Empowered Youth's target counties and understand institutional capacity, key stakeholders were mapped in order for the landscape analysis to take place. The main objective for the landscape analysis was to gather and analyze data to develop an in-depth understanding of the skills demand, supply and regulatory situation of higher education institutions at county and regional level, as well as inform specific programming suitable for the youth. The data collected from this exercise helped to inform activities and entryways for furthered partnerships. Team-initiated discussions

with Vocational Training Centers (VTC), Technical Vocational Colleges (TVC), and National Polytechnics (NP) across the six counties took place following this period to seek mutually beneficial partnerships.

### **Objective 3: Strengthen Youth-Serving Systems**

The strengthening of youth-serving systems remained a primary area of focus for USAID Empowered Youth activities in quarter two. For instance, the development of the youth mobilization strategy helped to shape a common framework for supporting, where possible, the formation of youth groups, coalitions, and networks serving as a pillar or bridge to project implementation. The identification and recruitment of youth-serving organizations at the community level was also conducted to serve as entry points for the mobilization of youth. Substantial effort was placed into the identification of private sector actors, donor-funded programs, and government departments that have opportunities for youth and can support and/or complement the program to enable youth access to employment opportunities and other youth-friendly services. Finally, USAID Empowered Youth team representatives held meetings with Registration Bureau officials across the six counties to plan for ID registration outreach.

### **Progress (Quantitative Impact)**

During the reporting period, the program achieved the following quantitative outcomes:

- 35 students (19 men, 16 women) from the Institute of Certified Studies were trained in TV and radio production, audio recording, and call center operations at the Innovation Centre at Egerton University.
- 50 students (25 men, 25 women) from the Kisumu National Polytechnic (KNP) were trained in general agriculture (greenhouse farming, dairy production, swine farming and poultry production) at Egerton University.
- 29 youth (22 men, 7 women) were trained in pitching and digital marketing at Egerton University.
- 8 youth (4 men, 4 women) from different TVETs were granted internships at Egerton University (EGU) under the Internships and Workforce Development program.
- 168 youth-serving organizations (153 youth groups, 15 CBOs) were recruited across the six counties to assist in youth mobilization for diverse, planned program initiatives.
- 28 partnerships were brokered for further collaboration and mutual exchange of services for Quarter 3.

### **Work Plan for the Subsequent Quarter (Q3, Fiscal Year [FY] 2022)**

During the next quarter, the program intends to undertake the following key activities:

### **Objective 1: Increase Youth Economic Prospects**

- Select business skills TOTs and implementation of trainings to trainers in the six counties. Roll out of training at the community level for 18,000 youth to be trained, integrating gender inclusion principles in all sessions.
- Finalize of training content for selected agribusiness value chains (horticulture, dairy, poultry and tree planting); intention will be to train 5 groups per county.
- Develop a soft skills manual, train lead trainers for this topic, carry out TOT trainings, and disseminate training at the community level.
- Work with banks, SACCOS, village savings and loan associations (VSLA), and microfinance institutions (MFI) to link trained groups to financial services, credit, business mentorship, and incubation.



## **Objective 2: Build Kenyan Higher Education Institution's Capacity**

- Develop selection criteria and identify 38 HEIs across all six counties to partner with; establish MOUs with all selected HEI's.
- Fast track development of career counseling and soft skills manual to be ready for lead trainers in May 2022.
- Design and host interactive training of career counseling and training advisors from all 38 HEIs identified.
- Identify and convene the sector advisory committee (SAC).

## **Objective 3: Strengthen Youth-Serving Systems**

- Design and host CBF orientation meetings and interactive training in leadership; use these meetings to collect data on youth bunge status (active bunges, dormant bunges that need reviving, or new groups who are willing to join the CBF); identify agribusiness value chain groups for training and bunge economic activities.
- Design and host interactive meetings with national registration officials in Kisumu, Nakuru, Kakamega, Kiambu and Isiolo to plan for ID implementation in hard-to-reach areas; continue ID campaign that is ongoing in Mombasa.
- Broker partnerships at the national and county level with the Equity Foundation, SMEP Microfinance Bank, and Safaricom. The private sector engagement and partnerships specialist will visit counties starting with Kiambu, Kisumu and Kakamega and liaise with county teams and objective leads for relationship building and the memorializing of agreements.

## **Objective 4: Gender Equity and Social Inclusion/Case Management**

- Continue implementation of the Adolescent Girls and Young Women (AGYW) Empowered Girls Case Management Pilot with the recruitment, selection, and randomization of participants in May 2022.
- Embed gender equity and social inclusion responsiveness into TOT sessions and subsequent trainings.
- Enter into partnerships with county and sub county-level strategic actors, with priority given to Kisumu and Kisumu East sub county; priority will be placed on local NGOs and organizations that focus on adolescent girls, with the intention of forming working arrangements for collaboration on the case management pilot study.

## **Grants**

- Prepare RFA documents for targeted grants for 6 CBFs, Andy, and Light of the World.
- Hold orientation with CBFs on requests for applications.
- Conduct capacity assessment of NYBA and CBFs.
- Work with technical leads to develop a concept paper for the Enterprise Grants for Empowered Girls.

# **II. PROGRESS AND KEY ACHIEVEMENTS**

## **ACTIVITY PROGRESS (Qualitative Impact)**

### **Objective 1: Increase Youth Economic Prospects**

Objective 1 seeks to increase youth economic prospects by connecting them to relevant, stakeholder-driven, integrated skills training, placing them in job programs that are linked to industry needs in high-

growth sectors, offering youth entrepreneurial and business start-up assistance to create quality jobs, and increasing their access to financial services.

The first quarter focused on foundational activities aimed at understanding the workforce situation, as well as the sociocultural and economic environment in which youth live and work; there were also targeted efforts placed on identifying potential partners who can catalyze the achievement of youth development outcomes. Progress to date on the various sub-objectives are outlined below:

## **1.1 Landscape Analysis of Youth Dynamics and Economic Opportunities**

To ensure USAID Empowered Youth programming is evidence-based and grounded in the reality of the Kenyan context, a rapid assessment of youth dynamics, challenges and economic opportunities was initiated as a foundational activity in quarter one. The rapid assessment sought to develop a broad understanding of the workforce situation and the capacity of higher education institutions, focusing on supply and demand-side factors facing youth economic prospects in Kenya. Specifically, the assessment was guided by the following overarching questions: 1. Who is considered youth in Kenya? 2. What sociocultural, economic, and institutional factors are shaping youth economic opportunities? 3. What interventions should Empowered Youth implement to enhance youth economic opportunities, build HEI's capacity, and strengthen youth serving systems? 4. How should interventions be designed to ensure they are demand-driven, inclusive of youth voices, responsive to the needs, assets, opportunities, and challenges facing youth, relevant to the Kenyan context, and sustainable?

These questions formed the catalyst for the progression of the landscape assessment that took place in quarter two. Following delayed approvals from NACOSTI and Institutional Review Boards (IRB), the Empowered Youth team worked collaboratively with technical leads across the consortium, USAID, and the county focal leads to collect primary data in the six high-touch counties to supplement the literature review and analysis of secondary data conducted in quarter one. The data collection exercise, which lasted for three weeks in February 2022, allowed the Empowered Youth team to solicit inputs from key stakeholders regarding the youth employment landscape; participants engaged in this study involved youth and youth leaders, government officials at county, regional and national levels, leaders of HEIs, business leaders in the private sector, and donors and representatives from financial institutions. The exercise generated 277 completed focus group discussions with youth participants and key informant interviews with various stakeholders against a targeted 360 sample size, leading to a 78% response rate across the six high-touch counties.

The data collected has been analyzed and synthesized in six draft county reports and a consolidated report. Preliminary results were presented to the USAID EDY team at the end of March 2022. Sectors such as the service industry, the creative industry, agriculture, manufacturing, sports, ICT/IT, education, and general trading (MSMEs) were identified as primary areas of employment for youth. Sought after skills such as digital proficiency, business aptitude, financial management, soft skill and life skills (including innovation, creativity, communication, leadership, problem-solving, critical thinking, and decision-making) were also identified as core qualifications needed for success the job market. The USAID Empowered Youth is in the process of integrating the feedback from the USAID EDY project team to address important market-based research questions pertaining to information about emerging job opportunities in youth- friendly sectors, where such opportunities are located, internship opportunities, and competencies required by the job market across the six counties.

The landscape analysis report will be finalized in the next quarter; themes that have emerged from the assessment are expected to inform preliminary decisions related to 1.) market orientation, youth-friendly industries and sectors; business opportunities and career pathways; the associated challenges, costs, profit, wages, competition, work, and skill requirements, and 2.) partners for implementation, technical assistance, and PPPs - primarily for youth support services in the areas of TVET, business, finance, networks, access to information, regulatory and policy considerations, as well as gender dynamics in each of the counties. Interactive county-level workshops are being planned for the next quarter to share findings.

Against the backdrop of USAID Empowered Youth's stated research objectives, the field data collection exercise offered opportunities to build local capacity in research methods. For instance, data collection was preceded by two training sessions, in which participating data collectors learned about the USAID Empowered Youth project and best practices for conducting key informant interviews and focus group discussions. The county focal leads and field staff were also trained on data analysis at a workshop held at USIU from March 14<sup>th</sup> to 18<sup>th</sup> 2022 to equip them with the relevant skills necessary to support analysis of the primary data and report writing. The focal leads, with the help of field staff, analyzed the primary data and developed first drafts of the county reports, which were subsequently peer-reviewed by technical experts across the consortium.

The exercise also enabled the USAID Empowered Youth team to identify high-potential partners from HEIs, private sector actors, and the public sector to help catalyze the achievement of youth development outcomes. These contacts formed the initial basis of multiple formalized partnerships.

## **1.2 Train and Place Youth in Youth-Friendly Sectors with Economic Opportunities and Increase Access to Entrepreneurial and Business Start-Up or Expansion Training**

To ensure effective targeting of youth, skill training, and placement of youth in sectors with economic opportunities, activities were designed to build on the findings from the landscape analysis and leverage growth. Hence, following the findings that had emerged from the landscape analysis, Empowered Youth began preparations for trainings in identified areas of need. Understanding entrepreneurship skills as a strong area of prioritization, initial activities focused on launching workshops to equip youth in this realm, as outlined below:

### **1.2.1 Mobilize Youth Participants, Trainers, and Case Managers**

In collaboration with the National Youth Bunge Association (NYBA) and NCBA-CLUSA, USAID Empowered Youth embarked on the process of recruiting trainers who would train youth on business skills and case management across the various counties. In line with these efforts, USAID Empowered Youth created and advertised positions for entrepreneurship Trainer of Trainees (TOTs), and case managers. A total of 2,285 people applied for the entrepreneurship TOT position, and selection is in progress. USAID Empowered Youth intends to train two TOTs per ward, amounting to at least 100 TOTs in each county. In addition, a total of 21 lead trainers, tasked to train the TOTs, were recruited and underwent training from the first week of April 2022 as the first step to kick off the skills training program. Recruiting case managers for the Empowered Girls Case Management Pilot is also progressing steadily, as positions have already been advertised and the recruitment is ongoing.

### **1.2.2 Implement New and Improved Training Curricula for Target Sectors**

Strong progress has been made in adapting existing curriculum and developing new training manuals for skills development. Over the course of quarter two, USAID Empowered Youth developed and received approval for an entrepreneurship curriculum and training manual, as well as a case management training manual. In addition, a digital marketing skills module, photography module, as well as one-day training curricula on general agriculture (encompassing dairy production, horticulture, agribusiness, pest and disease management, and apiculture) and media (encompassing audio, video, TV, and radio production; photography) have also been developed.

### **1.2.3 Integrate Youth Employability Components in Technical Institutions**

USAID Empowered Youth has identified 38 TVETs to work with in Kiambu, Isiolo, Kakamega, Kisumu, Mombasa and Nakuru counties. These TVETs were specifically selected to allow capacity building and the strengthening of institutional development for skill acquisition and job preparedness.

### 1.2.4 Connect Youth to Skill Training Through Internship, Apprenticeship, and Mentorship

To enhance skill training among the youth, USAID Empowered Youth is currently hosting eight individuals as part of an internship program at Egerton University (EGU), under the Internships and Workforce Development program. Youth participating in this program were selected from different TVETs making in-kind contributions towards youth development by providing youth with stipends. Half of the individuals taking part in the program identified as male while the other half identified as female, promoting USAID Empowered Youth’s cross-cutting ideals.

### 1.2.5 Provide Life Skills, Leadership, and Livelihoods Training

Exploring various educational entities to further develop and expand institutional partnerships in quarter two, the Empowered Youth team initiated discussions with the Nakuru East African Institute of Certified Studies (EAICS) and the Kisumu National Polytechnic. As a result, the USAID Empowered Youth project hosted 35 students and one facilitator from EAICS at Egerton University. Youth in this cohort were trained on TV and radio production, audio recordings, and call center operations. The youth were able to appreciate and gain knowledge on camera operations and studio operations through these outlets. In addition, USAID Empowered Youth trained 50 youth and three trainers from Kisumu National Polytechnic (KNP) at Egerton University on March 10<sup>th</sup> and 11<sup>th</sup>, 2021, on general agriculture, for two days. The exchange enabled youth participants to glean new experiences and knowledge on key agricultural skills like greenhouse farming, dairy production, swine farming, and poultry production.

**Table I. Number of Youth Trained in Youth-Friendly Sectors with Economic Opportunities**

#	County	Dates	Male	Female	Total
1	Nakuru	Feb 11 and 17	19	16	35
2	Nakuru	March 10 and 11	25	25	50
<b>Total</b>			<b>44</b>	<b>41</b>	<b>85</b>



**Figure I. Students from the Kisumu National Polytechnic in a Greenhouse during a Practical Session at Egerton University.** Photo: EDY Staff





**Figure 2. EY Staff Training the Second Cohort of Students from EAICS on Video Production.** Photo: EDY Staff

Students from KNP and EAICS were also taken through a career counselling session by USAID Empowered Youth staff, where they participated in interactive trainings about the value of vocational courses and entry-level sector opportunities, as well as the viable career paths available after the completion of their studies. The success of these sessions has furthered conversations between the two institutions and resulted in a formal agreement with USAID Empowered Youth to facilitate more engagement with students to strengthen their skills.

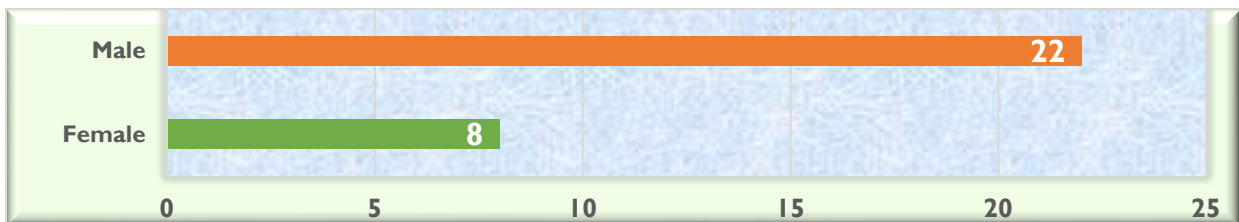
### **1.3 Incubating and Accelerating Youth-Led Startups**

USAID Empowered Youth's commitment to fostering growth for youth entrepreneurial endeavors was demonstrated through a variety of activities and events over the second quarter. On March 15<sup>th</sup>, 2022, USAID Empowered Youth trained 29 young people in Nakuru County on the art of pitching their business and digital marketing. Participants were trained on how they can refine their ideas to allow for streamlined business solutions. Youth were also trained on digital skills and how to build an online presence for their business.

19 startups were identified from this training and successfully registered as part of USAID Empowered Youth's incubation initiative.



**Figure 3. Student Entrepreneurs from Nakuru Triple Helix Platform Listening in during the Idea Screening Session at CoELIB, Egerton University. Photo: EDY Staff**



**Figure 4. Number of Youths Trained on Digital Marketing**

## **I.4 Enhance Financial Institutions’ Provision of Youth-Serving Products and Services**

### **I.4.1 Strengthen Strategic Partnerships**

In line with project objectives to systematically connect youth to financial services, build and strengthen low-cost VSLA models, and provide financial literacy education, USAID Empowered Youth has initiated processes to form strategic partnerships with relevant financial institutions. During quarter two, USAID Empowered Youth expanded upon quarter one activities and identified financial institutions that can partner with the program to offer financial solutions in Kisumu (Equity Bank), Nakuru (SBM Bank), and Kiambu (KCB Bank). Discussions are now at an advanced stage, and partnerships with each bank are expected to be memorialized through the signing of MOUs in quarter three.

### **I.5 Increase Receipt of Integrated Case Management Support Services for Vulnerable Adolescent Girls and their Families**

Preparations for the Case Management Pilot in Kisumu, which is expected to engage with 300 adolescent girls and young women (ages 15-19 years), and in some cases, girls and their families, has progressed well. The case management component will 1.) offer USAID Empowered Youth services and referrals aimed to mitigate adolescent girls’ vulnerabilities linked to Empowered Youth program

goals; 2.) track and evaluate what happens to selected benchmarks/indicators of vulnerability when case management is layered in USAID Empowered Youth program goals; and 3.) assess cost effectiveness of case management as an approach to mitigating various kinds of vulnerabilities adolescent girls face.

As part of the ongoing planning process, the Empowered Youth team and USAID team attended the adolescent girls and young women case management approach workshop in Kisumu County, held on February 22<sup>nd</sup>, 2022. The workshop afforded the Empowered Youth team an opportunity to interact with relevant youth-serving organizations and learn about existing programs targeting adolescent girls in the county. During the workshop, an overview of gender projects and investments in Kisumu was presented by DREAMS, USAID 4 The Child, Kenya Small Business Development Centers, and the Young Women's Christian Association. Areas of future collaboration were identified and discussions for referral services are ongoing. The recruitment of case managers and the successful enrollment of candidates are expected to be completed in quarter three.

## **Objective 2: Build Kenyan Higher Education Institution's Capacity**

The quarter two period allowed for the completion of the landscape analysis in the six high-touch counties and the establishment of new partnerships across HEIs to increase training relevance and quality. This period provided a great opportunity for the Empowered Youth team to present the program to educational stakeholders of interest such as regulators, curriculum developers and examiners, and gain new insights to inform programming for the project.

Discussions with the Technical and Vocational Education and Training Authority (TVETA), in particular, brought about useful ideas that USAID Empowered Youth can jointly leverage to empower Kenyan youth, such as supporting existing placement and career services offered to the youth, and the enhancement of access to higher education by girls, vulnerable boys, and youth with disabilities. In addition, county directors of TVETs and education, as well as national government officials and heads of institutions working in the higher education space contributed ideas that laid the foundation in advancing activities through select sub-objective areas, as described below:

### **2.1 Strengthen Capacity of HEIs to Innovate, Test, and Build Evidence to Inform Decision Making, Adapt to Shifting Contexts, and Scale Youth Programs**

#### **2.1.1 Co-create Approaches and Solutions: USAID Empowered Youth Think Tank (TT)**

**Think Tank:** In consultation with USAID, consortium partners re-designed parameters for the proposed think tank framework to a steering and coordinating committee (SACC). The results of these discussions allowed for a revisioning of how private sector agencies and government officials will leverage on the SACC platform to link and engage with key players in HEIs to identify and implement interventions for empowering the Kenyan youth. SACC's scope and implementation framework has been developed and will be validated during the next reporting period. Preliminary findings from the landscape analysis indicate high interest from identified key informants to support the SACC's agenda.

#### **2.1.2 Use Grants to Build the Capacity of Training Institutions**

The USAID Empowered Youth team initiated partnership discussions with 55 institutions from Vocational Training Centers (VTC), Technical Vocational Colleges (TVC) and National Polytechnics (NP) across the six counties. This outreach was necessary to assist in the identification of universities and technical institutions that will be most fruitful for Empowered Youth's mutual engagement. USAID Empowered Youth will be signing MOUs with 15 institutions in the six counties – Kiambu (3), Mombasa (2), Kisumu (2), Kakamega (4), Isiolo (3) and Nakuru (1). This number is expected to increase as more HEIs become aware of the Empowered Youth program and the benefits offered. The partnership

shall facilitate and support HEIs with the following areas:

- Training of instructors to use modern approaches in teaching
- Offering entrepreneurship training to youth
- Providing county linkages with public and private sectors
- Developing internship/apprenticeship and career development programs
- Providing resource mobilization training
- Leveraging data-based evidence to develop and review curricula

### **2.1.3 Build Capacity in HCD across HEIs**

Significant progress was made to advance the goal of developing HCD-led criteria to facilitate decision-making identification, and implementation of interventions. Working collaboratively with teams across the consortium, USAID Empowered Youth developed a draft curriculum intended for phased implementation. The first phase will involve training-select project implementation staff at EGU and USIU as trainers of trainers for HCD and advocates of its principles, which will be cascaded to the identified HEI's.

### **2.1.4 Establish Self-Sustaining Partnerships Between and Among Kenyan HEIs**

Foundational activities are in process to enhance partnerships among Kenyan HEIs to allow for sustainable engagement and relationship building.

## **2.2 Improve Capacity of HEIs to Train and Provide Technical Guidance to Youth Networks and Counties on Youth Development Interventions**

The project plans to reflect and capture insights gathered from the co-creation meetings and landscape analysis to inform subsequent programming which builds the capacity of HEIs to conduct research and leverage on sound evidence.

### **2.3 Establish Partnerships Between HEIs and the Private Sector to Increase Training Relevance and Quality - Improve Practical Training: Internship, Apprenticeships and Workplace Programs**

USAID Empowered Youth has facilitated the development of skills-based trainings at EGU to advance the program's aim of providing tangible learning opportunities for those interested in agriculture and media. This center has served as an internship, apprenticeship, and resource hub for TVETS, VCTs and other institution from high- and low-touch counties. The USAID Empowered Youth program is currently hosting 8 interns at EGU through the Internships and Workplace program where they are receiving job readiness training and mentorship. USAID Empowered Youth also hosted 50 youth from the Kisumu National Polytechnic for practical skills development in general agriculture. Through these opportunities, youth gained new experiences and knowledge pertaining to various agricultural skills in greenhouse farming, dairy production, pig production, and poultry production. In media, the Empowered Youth program hosted 35 students from EAICS for skill development in TV and radio production, audio recording, and call center operations. Participating youth were also able to appreciate and gain knowledge on camera operations and studio operations through these mediums.

### **2.4 Establish Partnerships Between HEIs and Public Sector Partners such as National and County Government to Better Connect Youth to Essential Services and Opportunities**

Foundational activities are in process to enhance partnerships among national and county government – these activities include conducting outreach for engagement to build relational ties and mutually-agreeable networks, and gauging areas of opportunity for career pathways through in-depth county level analysis conducted by the labor market assessment, which will take place over the course of quarter three.



### Objective 3: Strengthen Youth-Serving Systems

#### 3.1 Landscape Analysis of Youth Dynamics and Economic Opportunities

USAID Empowered Youth conducted a youth landscape analysis of youth dynamics and economic opportunities across the program's six high-touch counties. Through the data collection process, the team was able to garner context-specific information regarding sectors of high value from entities including the national government, county youth departments, and the private sector. The networks that were formed during this period will be resourced for future planning and implementation.



**Figure 5. Participants in Focus Group Discussions in Shanzu, Mombasa County**  
Photo: EDY Staff



**Figure 6. Participants in Focus Group Discussions in Ikonyero, Kakamega County**  
Photo: EDY Staff

### 3.2 Identify, Recruit/Establish Youth-Serving Organizations and Networks

During the quarter two period, USAID Empowered Youth continued to engage county youth bunge forums in fostering networks with youth-serving organizations across the six counties. 168 youth-serving organizations (153 youth groups, 15 CBOs) were recruited during this time, with promising agreements initiated for further signing. The organizations identified through this outreach will support the program with youth mobilization for ID registration activities and the implementation of other youth events.

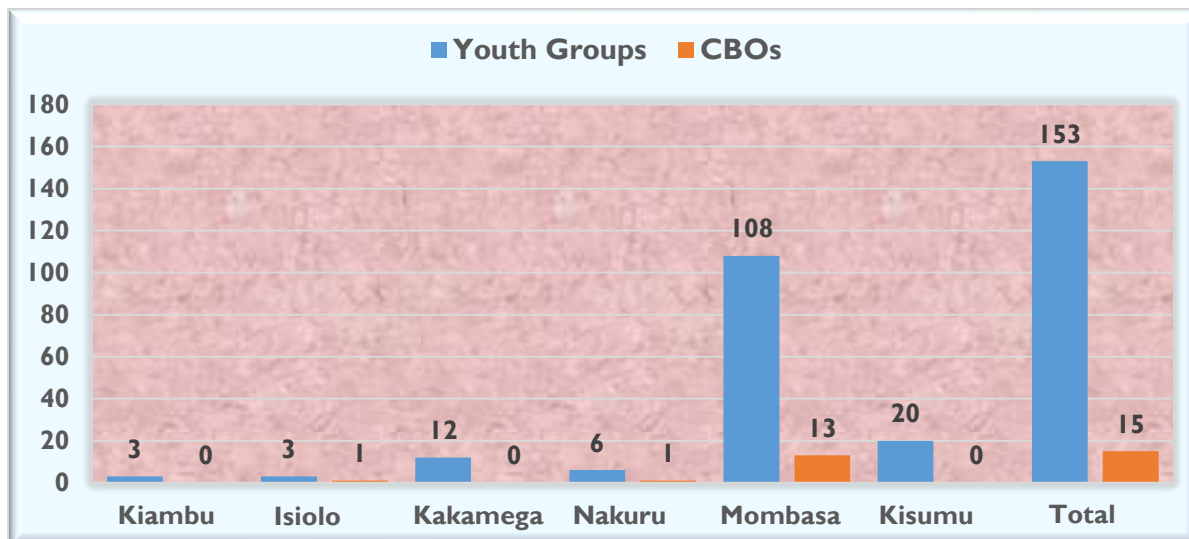


Figure 7. Number of Youth-Serving Organizations Recruited by County

### 3.3 Convene County Bunge Forum Orientation Meetings

USAID Empowered Youth maintained their engagement with youth groups throughout the quarter, holding multiple orientation meetings with high turnouts at county-based CBFs. In Mombasa County, for example, the Empowered Youth project hosted a meeting where 27 CBF participants (9 female, and 18 male) were able to attend. The purpose of these orientation meetings was to introduce the program to youth members and deliberate on how youth can work together on the execution of planned activities. Attending these orientations was also the national government county youth director, who shared information on youth affirmative funds access available in the county.



**Figure 8 and 9: The County Director and NYBA Representatives Sharing Information with CBF Members during the Orientation Meeting. Photo: EDY Staff**



### **3.4 Support the NYBA National Identification Registration Campaign**

#### **Activity 3.4.1 Stakeholders Planning Meeting**

USAID Empowered Youth facilitated a stakeholders meeting in Mombasa County in efforts to bring together aligned actors for collaborative planning. Participating members included officers from the County Registration Bureau, CBF representatives, and program staff. The meeting was chaired by the regional deputy director for registration who emphasized that



there were 14,000 uncollected identification cards and approximately 4,000 youth who needed to be registered. The meeting was fruitful in sparking the development of a comprehensive ID outreach plan, which comprised of 13 outreach events, as well as phone calls and SMS messages to the owners of uncollected identification cards.



**Figure 10: Participants during the ID Registration Stakeholders Meeting**  
Photo: EDY Staff

### **3.5 Staff Governance and Leadership Training**

A governance and leadership training was held with 22 staff representatives from each of USAID Empowered Youth's six high-touch counties. The purpose of this training was to equip staff with governance and leadership skills to enable them to disseminate their knowledge to youth members at the county level. Participants involved in these sessions were provided with an introduction to youth associations, learn about the qualities of successful leaders and their roles in youth associations, group establishment and formalization, information on how to run a youth association, as well as the ways in which to conduct regular meetings and basic record keeping practices.

## **4. Partnership and Sustainability**

### **4.1 Carry Out Private and Public Sector Mapping and Rapid Partnership Assessment Meetings**

The youth landscape analysis conducted over quarter two offered an ideal opportunity for USAID Empowered Youth to identify and engage partners from the private sector, county and national government, donor-funded programs, and youth-serving organizations. Meetings with the county government county secretary offices provided entry points for USAID Empowered Youth to facilitate further engagements with the Department of Finance and Economic Planning, Agriculture, Livestock and Fisheries, Youth, Culture and Social Services, Trade, ICT, Public Administration, and Education. Each department provided relevant, contextual information highlighting different resources for youth empowerment, including youth-friendly government services and targeted programs for young people at the national and county government level.

#### 4.1.1 County-Level Partnership Meetings

Multiple county-level partnership meetings took place over the course of quarter two to strengthen collaboration, gather youth-specific information, and identify areas of opportunity. Mombasa County, for example, engaged the National Government Department of Youth during a CBF orientation meeting, where information about the Uwezo fund, Youth Fund, and Vijana Vuka na Afya (VIVA) program was shared. Partnership development meetings were also held with Young African Works (a Kenyan TVET program funded by the MasterCard Foundation), LVCT Health, the Global Development Incubator and Global Opportunity Youth Network, Samba Sport, and the SINAPIS Boost Your Business Incubator/Close the Gap Hub. MDF Training and Consultancy, the Mombasa Chamber of Commerce, the Jua Kali Association, Severin Hotel, Pride Inn, and Ananda Marga Relief Team (AMURT) were among other partners engaged. Through these discussions, the program was able to identify areas of collaboration with several organizations, and consequently moved into joint agreements in 17 wards.

Partnership development meetings also continued in Isiolo County, where the program conducted outreach to aligned stakeholders identified from the landscape analysis. These partners included Action-Aid Kenya, the Nawiri Project, the Merti Integrated Development Program (Mid-p) and Mercy Corps. Results yielded from these discussions led to furthered commitment of shared values and engagement. For example, with the Nawiri Program, the initial meetings that were held resulted in the formation of a steering committee which was tasked with developing thematic areas highlighting opportunities for collaboration between the two programs.

In Kiambu County, the program continued to work with county and national government to map stakeholders implementing youth activities across various sectors, with the aim of streamlining and leveraging resources from various organizations. This mapping initiative resulted in the formation of a technical working group which was tasked with identifying opportunities to increase youth economic prospects through skills training, employment access, market expansion, youth-friendly business avenues, and linkages with other entrepreneurs. USAID Empowered Youth also engaged several youth group and youth-serving organizations offering skill training for youth, which led to joint agreements to collaboratively implement youth workforce development plans.

In Kisumu County, USAID Empowered Youth held partnership development meetings with Blue Cross CBO, Nyalenda Young Turks, Youth Alive Kenya, Amazon Theatrics Ensembles, United Destiny Shapers, the National Council of Population and Development, the Community Mentorship and Empowerment Initiative (COME) Initiative, the Tinada Youth Organization, the Organization of African Youth Kenya, the Deutsche Stiftung Weltbevölkerung (DSW), and the Equity Foundation. Over this time, USAID Empowered Youth representatives also participated in a stakeholders meeting held in Kendu Bay, in collaboration with the county government directorate of vocational education and training, where partners engaged in the development of a policy that would guide service delivery and operationalization across all vocational centers within the County. The event was sponsored by the Education for Life Project, implemented by Action Aid, Leonard Cheshire, and Voluntary Service Overseas (VSO). USAID Empowered Youth also held several partnership meetings with Agri-Jobs 4 Youth Initiatives with the aim of developing a strategy that would create employment for young people in agriculture by identifying profitable value chains.

In Kakamega County, the USAID Empowered Youth team held meetings with county government and national government, civil society organizations, and financial institutions such as Faulu Bank, Kenya Women Finance Bank, the Equity Group Foundation, and Family Bank. Civil Society Organizations that participated in these discussions included, Amref Health Africa, Youth Alive Kenya, Deutsche Welthungerhilfe, USAID 4 the Child, Path International, and Kamadep, a local NGO that has worked in the county for over 20 years. Other partners engaged in these meetings included Khetia's chain of supermarkets, which provides markets

to rural farmers and also offers direct employment to the youth, Golf Hotel Kakamega, which provides opportunities for youth to carry out internship and employment opportunities, not only in Kakamega, but for those in neighboring counties, and the Sarma Hair and Beauty Salon, which provides internship and training for youth both men and women interested in the hair business.

In Nakuru County, entities such as Balloon Ventures, Nakuru Box, Love and Hope, the Nakuru Chamber of Commerce, the Kenya Association of Manufacturers, and Nakuru Business Association were among partners identified during the landscape analysis. Partnership engagement meetings were held with the Kenya Association of Manufacturer's Representative and Youth Bila Noma, a local NGO working in collaboration with Young Cities to begin the formation of joint agreements for quarter three.

## **4.2 Staff Partnership Training**

USAID Empowered Youth conducted a one-day partnership training to inform staff on the practice of effective business relationship development with key county and national actors; 22 field staff from all six counties participated in this event. Staff were taken through core topics such as the principles of successful partnerships, the alignment of interests between business and development perspectives, building blocks of a successful partnership, value creation, the life cycle of a partnership, and tools to facilitate the partnering journey. The intended outcome of this activity was to equip staff with the skills necessary to enable them to identify potential partners, broker meetings, formalize working relationships, and enable collaborative approaches for activity implementation to ensure sustainability and increased referral systems for youth in the program.

## **4.3 Drafting of Mobilization Strategy for the Project**

A mobilization strategy was created for the project to explicitly describe the modalities of community mobilization for target youth cohorts, and channels that can be utilized in developing teams for further action and implementation. The strategy was developed to help standardize activities across the team and provide a strong reference point with which to engage and cultivate youth participation.

# **III. CHALLENGES, OPPORTUNITIES AND LESSONS LEARNED**

## **Challenges**

- Field data collection for the landscape analysis survey was delayed due to difficulties securing research permits from the Institutional Ethics Review Board (IRB) and National Commission for Science, Technology and Innovation (NACOSTI). When conducting the analysis, prolonged response times, especially from county government officials who were away on voter sensitization visits, affected the exercise and some respondents declined project team member's requests for interviews, citing information confidentiality.
- Additionally, the political atmosphere in the country caused youth to gravitate towards attending political rallies and receiving payment for this participation, rather than attending events held by USAID Empowered Youth.
- Unforeseen delays on the Adolescent Girls and Young Women (AGYW) Case Management Pilot tools led to unmet timelines. The Gender, Equity and Social Inclusion Case Management Team is working with Empowered Youth project management to ensure that planned activities throughout all objective areas have been reviewed with an eye towards gender equity and social inclusion. This includes training manual preparations, locations, time-of-day, and social constraints that may prevent girls and young women, PWDs and other minority groups from fully participating.

## Opportunities

- Some of the activities (e.g., skills training, and entrepreneurship curriculum development) were identified as independent events from the landscape analysis. This presented an opportunity for the launching of multiple, simultaneous activities, thus increasing program activity and youth reached.
- Potential partners identified during the landscape analysis were willing to collaborate with the program, to support youth empowerment activities; initial relationships formed from this exercised were leveraged and deepened over the quarter period, allowing for partnership discussions to be arranged and collaborative planning to be put in place.

## Lessons Learned

- Given the different capacities of counties, a contextualized approach to programming is necessary to address youth empowerment matters; this includes heightened intentionality towards seeking an in-depth understanding of the varying socioeconomic factors and market environments that may affect youth in joining the workforce.
- Equitable partnerships within USAID Empowered Youth and among partners and stakeholders at county levels create a conducive environment for the implementation of the program's objectives and cross-cutting initiatives.

## IV. PERFORMANCE MONITORING

Monitoring and Evaluation (M&E) staff from USAID and USAID Empowered Youth made contact with their counterpart M&E staff from the six high-touch counties to refine and finalize the draft plans and budgets that had been developed during the co-creation meetings held in the last quarter. The final documents were submitted to USAID during this period. Meanwhile, the Activity Monitoring and Evaluation Plan (AMELEP) was approved during the second quarter.

## V. PROGRESS ON GENDER STRATEGY

The USAID Empowered Youth project continues to implement its gender equity and social inclusion (GESI) strategy in the six high-touch counties. The program is currently rolling out a case management pilot intervention with 300 adolescent girls and young women (ages 15-19) in Kisumu County. The program is expected to run for eight months (i.e., between April and December 2022). The study will use a pre-post control group design. Recruitment of adolescent girls and young women (AGYW), case managers and a case manager supervisor and documentation officer in Kisumu County has already been undertaken, and training on engagement is currently ongoing.

To further promote gender integration and social inclusion, USAID Empowered Youth is progressively fostering stakeholder engagement and brokering partnerships with county-level strategic partners among local NGOs. While developing the Adolescent Girls and Young Women Case Management Pilot in Kisumu County, the GESI team is in the process of initiating partnerships with county-level actors, including the Nyanza Initiative for Girls Education and Empowerment (NIGEE), Jiu Pachi, the Young Women's Christian Association (YWCA), the Small Business Development Centre (SBDC), and the Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe (DREAMS) program with the aim of forging partnerships, generating working arrangements for collaboration on the case management pilot study, and reflecting on lessons learned from their experience implementing programs dealing with adolescent girls and young women in Kisumu.

In Mombasa County, USAID Empowered Youth brokered a partnership with USAID's "Jitegemee" DREAMS program which supports vulnerable girls by granting access to health services, technical skills training, and livelihood activities. This partnership will enable DREAMS beneficiaries to access USAID



empowered youth opportunities to improve their lives, and also help in mitigating economic-related gender issues affecting young girls in the county.

Gender specialists from USAID Empowered Youth also facilitated gender-focused sessions to field staff during Empowered Youth’s leadership and governance training to equip participants with the skills necessary to integrate gender equity and inclusion strategies as they implement activities across their respective counties.

## VI. ENVIRONMENTAL MITIGATION AND MONITORING

During the second quarter, USAID Empowered Youth complied with environmental protection laws, regulations, policies, and other requirements of the Government of Kenya and USAID to ensure no harm to the environment was caused.

One example is the Mwangosi Youth Bunge in Mombasa County, which is investing in waste management by providing an economic opportunity to youth by collected garbage from 450 households, sorting waste papers, metallic and plastic components that might cause environmental degradation, and selling them for recycling. This group, in collaboration with the county government, is also sensitising the community and other youth groups on how to identify and mitigate environment issues through their own agency. USAID Empowered Youth will continue to encourage local partners and service providers (including county government, training centers, and material providers), to strengthen their capabilities in demonstrating awareness, and effectively evaluating potential environmental impacts during the implementation of the activity.



**Figure 11 and 12: Mwangosi Youth Bunge Members at their Waste Management Site in Changamwe Sub-County sorted for Recycling**  
Photo: EDY Staff





## **VII. COORDINATION WITH RELEVANT USAID COUNTY LIAISON TEAMS (CLTS)**

USAID County Liaison Teams (CLTs) continue to play a key role as the USAID Empowered Youth project advances activity interventions throughout various regions. Field teams located in each of the counties are identifying strategic partnerships with relevant government and non-governmental stakeholders, with the support of USAID CLT's. The USAID team also continues to support the program in identifying contact persons at the county level who can assist with the implementation of trainings, workshops, and other program interventions, and generally support the establishment of a positive working relationship between the program and county governments.

## **VIII. PROGRESS ON LINKS TO OTHER USAID PROGRAMS**

During the reporting period, USAID Empowered Youth worked on identifying partnerships with USAID-funded programs in different capacities and implementing counties. USAID Empowered Youth staff had the opportunity to attend a co-creation session with the Nariwi program in Isiolo County, to identify areas of common interest and ways we can share existing resources and experiences on program implementation. The GESI team also made contact with the Nyanza Initiative for Girls Education and Empowerment (NIGEE) Jiu Pachi, SBC/Strathmore, the Young Women's Christian Association (YWCA), and the Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe (DREAMS) program in Kisumu County with an aim of forging partnerships and reflecting on lessons learned from their experience implementing programs dealing with adolescent girls and young women in Kisumu. Finally, the program formed a mutually beneficial agreement with the USAID DREAMS program in Mombasa County.

## **IX. PROGRESS ON LINKS WITH COUNTY GOVERNMENTS**

Several opportunities for engagement with county governments were maximized during the second quarter. The youth landscape analysis activity provided an opportunity for strengthened ties with county government departments. County liaisons played a very important role in establishing entry points through the office of county secretaries, who linked Empowered Youth data collection teams with the Departments of Finance and Economic Planning, Youth, Social Service and Culture, Agriculture, Livestock, Fisheries, Trade, Public Administration, ICT, and Education. The departments' representatives were key informants during the survey and continued to offer support and useful information to the program, even after the survey.

In Kisumu County, the Empowered Youth program participated in a stakeholders' forum organized by the directorate of vocational education and training, where participants worked on developing a policy to guide the operation of service delivery at all vocational centers countywide.

In Mombasa County, the Empowered Youth senior management team held a courtesy meeting with the county government team that was led by the chief officer for education; other departments that participated in this meeting included the Youth, Agriculture, ICT, Gender, and Legal Office. The objective of the meeting was to share program activities and planned implementation, while the county government offered information on progress of activities and areas of collaboration.

In Kiambu County, the Empowered Youth program continued to participate in county stakeholder forums that identified youth economic opportunities and mapped out other partners to collaborate with that are addressing youth issues.

In Kakamega County, the Ministry of ICT and Youth Affairs had a meeting on how to strengthen youth programming. Meanwhile, the GESI team has maintained close linkages and communication with county government departments with a view of enhancing the relationships created during the county co-creation activities.

## **X. PROGRESS ON LINKS WITH GOVERNMENT AGENCIES**

In line with the development of new and improved training curricula that meets the principles of the CBET model of quality, short, demand-driven, experience-based trainings, USAID Empowered Youth engaged government regulatory bodies on education including the Commission for University Education, Kenya National Qualifications Authority, National Industrial Training, TVETA, Kenya Association of Technical Institutions, Curriculum Development Assessment and Certification Council, Kenya Universities and Colleges Central Placement Services, and the Kenya National Examination Council.

During the landscape analysis, such engagements informed discussions surrounding the co-designing process of curriculum reforms, best practices, and accreditation processes of new curricula. In the next quarter, further engagement of government regulatory bodies will be done as curriculums are developed to ensure this includes current technology and meets the principles of the CBET model. The program also engaged the National Council on Population Development to support the identification of all partners working in Kisumu County.

## **XI. PRIVATE SECTOR ENGAGEMENT**

To build on the momentum initiated in the previous quarter on the engagement with KCB Groups, USAID Empowered Youth conducted an assessment on the status of access to financial facilities for youth across all six counties during the landscape analysis. Discussions are currently in progress with KCB to identify youth groups and value chains that could benefit from the KCB Foundation. Over the course of the quarter, USAID Empowered Youth onboarded a Private Sector Engagement and

Partnerships Specialist consultant to lead private sector engagement for these purposes. The Private Sector Engagement and Partnerships Specialist was critical in brokering national level partnership opportunities with organizations that have a countywide branch infrastructure that county teams can leverage. Key partnerships that were initiated over the second quarter involved the Equity Group Foundation, the Safaricom Foundation, and the Micro-Enterprises Support Program (MESPT).

USAID Empowered Youth was able to come to an agreement with the Equity Group Foundation to work on a joint partnership emphasizing the convergence and alignment of shared values and common objectives. Areas of collaboration will include, but are not limited to, business skills training, digital literacy training, mentorship and coaching, financial education/literacy; social protection; and business loans/credit.

Contact with the Safaricom Foundation has already been made and positively received; the inaugural meeting is set to take place in quarter three for both parties to agree on the way forward. The Foundation presents an ample opportunity for USAID Empowered Youth to form linkages with their existing programs in the youth employment and vocational training sector; the Foundation's involvement in the United National Global Compact project represents a good entry point for the alignment interests as a basis for partnership with USAID Empowered Youth.

The MESPT is a development organization with a purpose to grow smallholder farmers and Agri SME's to increase productivity, income and enhance competitiveness for job creation especially for youth and women. A meeting has been arranged for quarter three to discuss viable opportunities for partnership in this respect.

At the county level, a joint agreement has been established with Samba Sports, a youth-led and youth-focused CBO operating in the coast region and whose aim is to influence healthier behaviors. The CBOs have very strong networks, infrastructure, and partners within and outside the region that USAID Empowered Youth plans to leverage.

## **XII. PARTNERSHIPS AND SUSTAINABILITY/EXIT STRATEGY**

Equitable partnerships within USAID Empowered Youth and with external partners have been developed and strengthened over the course of quarter two. The program has progressively identified key sustainability factors including engaging strategic partners and developing their capacity (where needed), securing societal benefits and political goodwill, developing sources of sustainable financing, and creating an enabling policy environment. Frequent internal reassessment and adaptation of sustainability initiatives against changing external environments have been conducted. There has also been a progressive building of ownership among key partners and stakeholders through all stages of implementation.

USAID Empowered Youth is continually co-working with counties in work plan preparation by sharing expectations and assessing their interests in carrying out activities. Intentionality has been a driving factor to assess how USAID Empowered Youth will engage hard to reach groups as activities are implemented in the counties. Such discussions and strategic planning will build sustainability into USAID Empowered Youth's ongoing work.

## **XIII. COLLABORATION, LEARNING AND ADAPTING (CLA)**

Over the past quarter, several practices have helped USAID Empowered Youth to improve its development effectiveness. Following the county co-creation workshops held in the previous quarter, team members acquired design-led data collection skills and were able to contribute to the process for enhanced outcomes during the landscape analysis that was held early in January.

To effectively collaborate, thoughtful identification of areas of shared interest with other USAID programs, county governments, government agencies and the private sector were, and continue to be, pursued. This approach has helped to reduce duplication of efforts and promote knowledge sharing across sectoral and institutional boundaries. The landscape analysis provided grounds for learning across the team and what areas USAID Empowered Youth might continue to explore further. Additionally, concurrent engagement with aligned implementing programs, like DREAMS and the Nawiri program, provided learning opportunities to be considered for future program implementation. Following lessons from collaboration and learning, USAID Empowered Youth is adapting by adjusting programmatic approaches during its implementation phase to drive desired, long-term impacts.

## **XIV. FINANCIAL INFORMATION**

USAID Empowered Youth has worked through a prolonged startup of activities and hiring of key personnel, both at MSU, and in country, through the first quarter of the project. The program is underway with great enthusiasm and momentum entering into the new year. All implementing partners have been contracted with an expectation of two capital purchases of vehicles to occur in early May 2022. USAID Empowered Youth continued to work on filling all open positions, rounding out hires in spring 2022.

## **XV. ACTIVITY ADMINISTRATION**

**Table 2. New Staff Hires During the Quarter**

<b>#</b>	<b>Position</b>	<b>Location</b>
1	Finance Officer	Nairobi
2	County Liaison Officer	Kakamega
3	County Liaison Officer	Isiolo
4	County Liaison Officer	Mombasa
5	Graduate Research Assistant	Nakuru
6	Graduate Research Assistant	Kisumu
7	Graduate Research Assistant	Kiambu

## **XVI. GLOBAL POSITIONING SYSTEM (GPS) INFORMATION**

(The Global Positioning System Information is submitted as a separate attachment as Annex 2.)

## **XVII. SUCCESS STORIES**

Success stories will be developed and included for the next quarter.

## **ANNEX 1: PERFORMANCE DATA TABLE**

(The Performance Data Table is Submitted as a separate attachment as Annex 1.)

## **ANNEX 2: GLOBAL POSITIONING SYSTEM (GPS) INFORMATION**

(The Global Positioning System Information is submitted as a separate attachment as Annex 2.)

## **ANNEX 3: FINANCIAL MANAGEMENT**

Cash Flow Report and Financial Projections

## ANNEX 4: SCHEDULE OF UPCOMING EVENTS

Date	Location	Activity
April-May 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Selection of business skills TOT's and implementation in the counties.
May 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Finalize training content for selected agribusiness value chains (horticulture, dairy, poultry and tree planting), training of 5 groups in each county.
May-June 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Develop a career counseling and soft skills manual, train master trainers and roll out trainings at the community level.
April-May 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Hold meetings with national registration officials in Kisumu, Nakuru, Kakamega, Kiambu and Isiolo to plan for ID implementation in hard to reach areas.
May-June 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Work with banks, Sacco's, VSLA's, and MFI's to link trained groups to financial services, credit, business mentorship and incubation.
April-May 2022	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Select 36 HEIs in all 6 counties, hold deeper discussions and the signing of MOUs with all selected HEIs.
April-May-June	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Broker partnerships at the national and county level with the Equity Foundation, SMEP, and Safaricom.
April-May 2022	Kisumu County	Hold meetings with the CEC gender and county commissioner to introduce the Empowered Girls program; hold a workshop to map out referral services from county and national government.
May 2022	Kisumu County	Case Management Pilot begins.
April-May 2022	Kisumu County	Commence recruitment of participants for the Empowered Girls pilot; finalize tools and training manual and package services for the girls and their households.
April-May-June	Isiolo, Kiambu, Mombasa, Kisumu, Kakamega, Nakuru	Prepare RFA documents for targeted grants for six CBFs, Andy, and Light of the World.

## ANNEX 5: LIST OF DELIVERABLES

The United States Agency for International Development (USAID) approved the following deliverables for the EY Program during the reporting period:

- (1) Year I Activity Monitoring and Evaluation Plan (AMELEP)