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KENYA YOUTH EMPOWERMENT AND EMPLOYMENT INITIATIVE

# FINAL REPORT 2010-2012



Kenya Youth Empowerment and Employment (KYEEI) FINAL REPORT  
Ref: Cooperative Agreement Number AID-623-A-10-00021 APS  
Number M/OAA/GRO/EGAS-10-000001  
Global Development Alliance for Yes Youth Can Program  
August 24 2010 to August 24 2012 – Dec 23 2012.



Kenya  
**youth**  
empowerment and  
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We acknowledge with gratitude the role played by a team of initiators and thinkers behind KYEEI because of their concern for the need to address challenges youth in Kenya are experiencing due to joblessness and inadequacy of existing systems. This team went a step further to help address these challenges by initiating the platform for starting KYEEI. This team comprised of Mr. Mutuma Marangu of MM Services Kenya Ltd, Prof Leah Marangu, Vice Chancellor, Africa Nazarene University, Dr. James Copple of Strategic Applications Inc, (USA), Dr. Jerry Lambert, Chancellor, Africa Nazarene University and Kibby Kariithi of Investment Bank. It is through their efforts that both public and private sector, including government agencies, corporations, higher education, faith-based and community organizations and youth were mobilized to attend the KYEEI summit in March 2010.

Thanks to United States government through USAID for providing funding through a Global Development Alliance (GDA) in support of KYEEI for two years. Thanks to Africa Nazarene University and Strategic Applications International/ Servant Forge for generously providing the bulk of required in-kind support to match funding provided by the GDA.

We owe our gratitude to all our stakeholders who were very supportive through generous contributions of financial and in-kind resources and their time to support projects. Special thanks go to Dr. James Mwangi, CEO, Equity Bank and Chairman,

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Our appreciation goes to the Vice-Chancellor of ANU, Prof Leah Marangu for always being available to support and mentor youths at each and every forum whenever she was invited. Thanks to Dr. Jerry Lambert, Chancellor of ANU, Dr James Copple, Mrs. Colleen Copple, Prof. Rodney Reed, Deputy Vice-Chancellor, ANU, all senior management and staff at ANU for their tireless support for the youth through KYEEI. Dr. Copple and Mrs. Copple went out of their way to help strengthen the skills of our youths in preparation for the world of work. Thanks to all our stakeholders and partners for finding time to work with the youths and for helping many of these youths realize their dreams.

We can't forget to thank youths both as individual and groups. The youths in KYEEI provided key in-kind resources through their volunteering spirit and especially in helping others through youth-led initiatives. Finally, thanks to KYEEI Secretariat staff; Prof. Linda Ethangatta, John Opiyo, Cassandra Bixler seconded to KYEEI by SAI, Wanjiru Nderitu and Melody Opiyo, for their total commitment and exchanging with youthson a day-to-day basis to keep the youth engaged and confident.



# ACRONYMS

AIC	Africa Inland Church
AIDS	Acquired Immune deficiency Syndrome
AIM	Africa Inland Mission
ANU	Africa Nazarene University
ATC	Agricultural Training Center
AYT	Africa Youth Trust
BBIT	Bachelor of Business and Information Technology
BCOM	Bachelor of Commerce
BSC	Bachelor of Computer Science
CCI	Character Competencies Initiative
CBO	Community Based Organization
CDD	Centre of Study and Practice for Direct Democracy
CEO	Chief Executive Officer
COP	Chief of Party
DRM	Dryland and Resource Management
EGF	Equity Group Foundation
EASEN	East Africa Social Enterprise Network
EAWS	East Africa Wildlife Society
FFK	Future Farmers of Kenya
FBO	Faith Based Organization
GDA	Global Development Alliance
GPFF	Global Peace Festival Foundation
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology
IT	Information Technology
KICC	Kenyatta International Conference Centre
KYEEI	Kenya Youth Empowerment and Employment Initiative
JKUAT	Jomo Kenyatta University Agriculture and Technology
KCPE	Kenya Certificate of Primary Certificate
KEMU	Kenya Methodist University
KIPI	Kenya Industrial Property Institute
KNATCOM	Kenya National Commission for UNESCO
KU	Kenyatta University
KPUC	Kenya Polytechnic University College
KRA	Kenya Revenue Authority
KWS	Kenya Wildlife Services
KTI	Kenya Transition Initiative
MC	Master of Ceremony
M & E	Monitoring and Evaluation
MOHEST	Ministry of Higher Education, Science and Technology

MOA	Ministry of Agriculture
MOE	Ministry of Education
MOU	Memorandum of Understanding
MOYAS	Ministry of Youth Affairs and Sports
MMUST	Masinde Muliro University
NACADA	National Authority for Campaign Against Alcohol and Drug Abuser
NCMI	Nazarene Compassionate Ministries, Inc.
NETFUND	National Environmental Trust Fund
NESC	National Economic and Social Council
NSSF	National Social Security Fund
N/W	Network
PMM	Performance Monitoring Matrix
PPP	Public Private Partnerships
SACCO	Social Credit Cooperative Society
SAI	Strategic Applications International
SEA	Strategic Enterprise Areas
SIFE	Students in Free Enterprise
SII	Social Impact Institute                      Strategic Enterprise Area
SMEP	Small and Medium Enterprise Program
SNEP	Special Needs Enterprise Program
SNU	Southern Nazarene University
SUDIC	Sustainable Development Initiatives Centre
SWOT	Strength Weakness Opportunity Threat
UNIDO	United Nations Industrial Development Organization
UNESCO	United Nations Education, Social and Cultural Organization
TIVET	Technical Industrial Vocational and Entrepreneurship Training
USA	United States of America
USAID	United States Agency for International Development
USIU	United States International University
YEDF	Youth Enterprise Development Fund
YYC	Yes Youth Can

# FOREWORD

The Kenya Youth Employment and Empowerment Initiative (KYEEI) has played a critical role in mobilizing the youth of Kenya for the world of work. Born out of the post-election violence of 2007-08, KYEEI set on the task of preparing Kenyan youth for the world of work and facilitate job creation. The design was to organize around five Strategic Enterprise Areas- Agriculture, Health, Environment, Infrastructure, and IT sectors to encourage job readiness and job creation in the economy. The goal was lofty and the challenges significant, but the organizers of KYEEI stayed true to its mission. The political, economic, and social security of a nation often depends on the ability of that nation to provide meaningful employment.

Approximately 750,000 Kenyan youth graduate each year from secondary school, but only 250,000 will find employment. The remaining 500,000 either seek university education or join the ranks of the unemployed. This has always been a tender box for violence, despair, and frustration. For the past four years, government, NGOs, educators, and youth advocates have been searching for ways to mitigate the threat of violence. However, all these efforts must lead to employment. Each day a young person wakes up on a new day with no possibility of work, the greater the threat to the economic stability of the nation.

KYEEI, anchored in the work of Africa Nazarene University and facilitated by Nazarene Compassionate Ministries, INC., has focused on the conditions that make it possible for a young person to find employment. Whether it was financial literacy trainings in partnership with Equity Bank, or substance abuse prevention trainings in partnership with Strategic Applications International (SAI), the Secretariat at ANU has taken these programs and projects to the communities throughout Kenya.

USAID and YES YOUTH CAN provided funding through the Global Development Alliance (GDA) with in kind contributions from ANU, NCMI, SAI, Servant Forge, Equity Bank and numerous others.

These organizations have invested in the future of Kenya by investing in youth. We were often reminded in this process that this investment was not only an investment in the future, but an investment in the present. The young people involved in KYEEI are exercising leadership, commitment, and demonstrating hope in Kenya. They alas, are VISION 2030.

The document that follows, chronicles the story of KYEEI and its effort to provide a vision that focuses on employment. Jobs and the opportunity to prepare for work is the hope of Africa - we were honored to be a part of building that hope.

**James E. Copple**  
**Strategic Applications International**

# PREAMBLE

## **Two years and nine months since the launch by Prof. L.T. Marangu, Vice-Chancellor, Africa Nazarene University (ANU).**

The Kenya Youth Empowerment and Employment Initiative (KYEEI) idea was hatched when ANU chancellor, Dr Jerry Lambert and together with Mr Mutuma Marangu, Mr Kibby Kariithi and I visited Rwanda. At Rwanda, we met Dr. James Copple, Nazarene Compassion Ministries International (NCMI), and Global Development Director who was conducting a summit on Public Private Partnerships there.

Mutuma Marangu hosted a dinner where he invited Whitehouse private participants. During that dinner, Mr. Mutuma and Mr. Kariithi engaged the Global Development Director with the problem of youth employment bulge. That meeting resulted in the two day Summit which was successfully held on 2nd and 3rd March at the Safari Park Hotel, Nairobi. It was officially launched by His Excellency the President of the Republic of Kenya, Honourable Mwai Kibaki and the then USAID ambassador to Kenya, the Honourable Dr Michael Rannenberger. In his official address His Excellency, the President committed to support the Initiative through Ministry of Youth Affairs and Sports (MOYAS). The occasion was sponsored by among other the Africa Nazarene University (ANU), USAID, Nazarene Compassion International Ministries (NCMI) and the Ministry of Youth Affairs and Sports (MOYAS).

***The objective of the summit was to find out how to prepare youth for work and how to sustain them in jobs. The summit entailed both plenary and group discussions in an effort to identify barriers and solutions to job creation and empowerment.***

Over 400 leaders from government, business, private sectors, education, faith and community based organizations and young people from across

the nation participated in the two day summit. The outcome from plenary presentations was reported by key sector leaders and participants' discussions. These were developed as a Blue print for Action that includes accountability.

KYEEI whose theme is "Moving Young People into Education and Jobs- Transforming and Preserving a Nation" is an organ for promoting education, job training, job creation and moral development in the support of goals of Vision 2030.

***Why this Initiative?*** We realize that each year, our schools and other tertiary institutions graduate approximately 750,000 students. Only 250,000 will find jobs. Only ten percent of the remaining students get employment. With 14 million young people under the age of 30, Kenya faces an employment crisis that could contribute to the economic and political vulnerability of the nation.

Therefore, the challenge facing Kenya today is to ensure that this large section of the society is engaged in productive activities that will improve their well-being and contribute to the productivity of this country. Such improved productivity will enhance the quality of life of all Kenyans.

Africa Nazarene University is the secretariat for KYEEI. ANU has worked and continues to work closely with both private and public sectors and individuals as the link between KYEEI partners and stakeholders.

### ***Why should the private sector join this Initiative?***

As Oliver Wendell Holmes once said "A mind once stretched by new ideas never regains its original dimensions." We need to partner with our government, invest more energies and resources in creativity, research, and new technology so that new jobs, new industries and opportunities are created.

This will ensure that as the youth finish their formal education they can transit into a more purposeful life.

**Where are we two years after?** We have already come up with actionable plans to transform the unemployed into pillars of successful self-employment, entrepreneurship, internships, temporary jobs, professionals - all within the framework of positive empowerment and nationally focused work ethics across the country. Over three thousand youths have been trained in financial literacy, business plans formulation and entrepreneurship skills. As a result, these young people have successfully started their own projects through partnerships with SMEs funding systems and have created jobs for themselves and others. To date, data collected through KYEEI's joint partnership monitoring and evaluation (M and E) network indicate that over 50,000 youths have obtained jobs created by themselves or the participating PPP stakeholders. These are mainly informal sector and small scale jobs. However, the jobs engage the youths' creativity. They also keep them busy and productive to provide small incomes for themselves and significant others in their lives. Additionally, the youths affiliated with KYEEI say they have been transformed as individuals through adherence to characteristics of leadership, integrity and

ethics as emphasized in KYEEI trainings.

Our gratitude goes to MOYAS, USAID, NCMI, Equity Bank, DTV, Uchumi, NSV, the late Mr. Nelson Muguku and others for their support this far as we welcome other like minded organizations and individuals to join us.

***I am convinced that KYEEI will go down in history as one which solved youth problems as young people are Kenya's greatest human capital.*** I therefore urge all KYEEI stakeholders to continue working together in order to be part of a solution that will serve as the foundation for both peace and justice in our community and nation. Only by working together will we make real progress.

**Prof. Leah T. Marangu. Ph.D.**  
**Vice-Chancellor, Africa Nazarene University.**

## Purpose of the Cooperative Agreement

The Global Development Alliance (GDA) was to provide support for the Yes Youth Can (YYC) program. YYC has a focus part of which is building a solid foundation among the youth (18-35 years) with the purpose of promoting youth agenda including youth leadership, entrepreneurship and a sense of accountability to their numbers. USAID, NCMI and ANU signed a Memorandum of Understanding (MOU) based on the common interest of all three partners in preparing the youth for the world of work and creating jobs through KYEEI.

# EXECUTIVE SUMMARY

## **Accomplishments in achieving results:**

The goals and objectives of KYEEI were under the platform of Public, Private Partnerships (PPP). The Secretariat was charged with the responsibility of mobilizing and engaging more than 90 stakeholders in four sectors (government, higher education, business and faith-based/ community organisations) across five Strategic Enterprise Areas to execute the Blue Print for Action to implement Kenya's Vision 2030 strategies to increase youth empowerment and employment.

The key achievement in KYEEI strategic objectives was that in the two years of the project, 10 stakeholder meetings were held. The stakeholder meetings provided the platform to coordinate stakeholder efforts to implement the recommendations in the KYEEI Blueprint for Action. Partners shared current and future plans, identified opportunities to work together, developed new public private partnerships in the five Strategic Enterprise Areas, kept the stakeholders informed and involved and maintained the energy and momentum for the KYEEI GDA.

Examples of how the stakeholders engaged include youths being mentored by senior corporate partners such as Dr James Mwangi, CEO Equity Bank and Chairman of Equity Group Foundation. Dr. Mwangi officiated at the graduation of youths who had been trained in Financial Literacy. Other CEOs who supported KYEEI and/or mentored the youth include Mr Mutuma Marangu of MM Services Kenya Ltd who mobilized the private sector to make commitments in support of KYEEI, Mr. Ken Njiru of *Uungwana* Initiative, Mr. Sam Owen, Mr. Shep Owen both philanthropists, Prof Leah Marangu, Vice Chancellor ANU, Prof. Peter Ngure, Dean School of Science, Engineering and Health, Daystar University. and Dr. James Cople of SAI and Servant Forge. The youth who have been mentored in all the sectors have been greatly empowered and have created employment for

themselves and others as will be shown in this report. Leaders attending stakeholder forums from all various enterprise areas (Business and Technology, Agriculture, Health, Infrastructure, Environment and many cross – sectional enterprise areas) have opened opportunities for youths in KYEEI.

Youths have initiated projects in many sectors through this process of capacity building, mentorship supported by key stakeholders through PPP approach. Over three thousand youths have been trained in financial literacy, business plans formulation and entrepreneurship skills. As a result, these young people have successfully started their own projects through partnerships with SMEs funding systems and have created jobs for themselves and others. To date, data collected through KYEEI's joint partnership monitoring and evaluation (M and E) network indicate that over 50,000 youths have obtained jobs created by themselves or the participating PPP stakeholders. These are mainly informal sector and small scale jobs. However, the jobs engage the youths' creativity. They also keep them busy and productive to provide small incomes for themselves and significant others in their lives. Additionally, the youths affiliated with KYEEI say they have been transformed as individuals through adherence to characteristics of leadership, integrity and ethics as emphasized in KYEEI trainings. The importance of soft skills including character, leadership, integrity and ethics cannot be overemphasized because traits and qualities embedded in values have strengthened the hard skills in business and entrepreneurship.

## **There are several areas of need of assistance in KYEEI.**

Leadership for development is one area that can help youths bring change among themselves and their communities as well. Realization of level playing ground for youths is dependent on PPP that opens opportunities accompanied by provision of resources



that offer practical skills and know-how. Youths are highly charged in everything they undertake. Resources are needed to re-direct youth energy and innovativeness towards positive growth. Youth in Kenya have taken entrepreneurship very seriously but are hampered by lack of start-up capital and collateral. Youth in KYEEI have demonstrated that by forming groups they can mentor each other, provide leadership and with just small seed capital they could achieve great things. In such projects, youth voices and leadership opportunities will be visible as youths will show that they can be responsible and can be held accountable.

### **Conclusions about areas of need and future assistance:**

The success of KYEEI is Public Private Partnerships (PPP) Youth in KYEEI have embraced PPP as a sustainable approach to empowerment in particular. Through PPP youth have developed technical skills

in all sectors. This includes ICT, agricultural related value chain skills, infrastructure and technology, communication particularly on issues linked with creative arts and entertainment. Additionally, KYEEI youths have been equipped with skills in character, mentorship and competence. Leadership skills have been developed to some extent as well.

# 1.0 OVERALL DESCRIPTION OF THE PROJECT

## 1.1 Introduction

The United States Agency for International Development (USAID), Nazarene Compassionate Ministries, Inc. (NCMI) and Africa Nazarene University (ANU) have a common interest in preparing youth for the world of work and creating jobs through the Kenya Youth Empowerment and Employment Initiative (KYEEI). The project was developed by Strategic Applications International, Inc (SAI) on behalf of Nazarene Compassionate Ministries International, Inc. (NCMI) in Africa and Africa Nazarene University.

The purpose of this initiative was to address the growing and urgent need to empower and employ youths specifically in response to post election violence experienced in Kenya in 2007/2008. Over 400,000 youths graduate from high school each year and over 750,000 graduate from primary school each year. These youths join many others who have no jobs and do not have skills necessary for entering the job market. Unemployment and underemployment continue to be destabilizing factors in Kenya.

Between August 2010 and December 2012, KYEEI has made great efforts to mobilize key stakeholders in four domain areas (Education, Private Sector/Corporate, Government and Faith/Community) to work together to prepare young people (ages 18-35 years) for the world of work and to create jobs. After a series of stakeholder meetings, the concept of the Kenya Youth Empowerment and Employment Initiative (KYEEI) was firmed up. Leaders from government, business, FBOs, CBOs, NGOs, education and community sectors expressed their support and commitment of time and resources to move the initiative from concept to reality. Africa Nazarene University and the Ministry of Youth Affairs and Sports (MOYAS) formally launched a partnership helping secure essential government support and full participation by public and private sector in Kenya. Many other organizations thereafter

made commitments to be partners in the KYEEI goals and aspirations.

In March 2010, the Initiative was officially launched with full support of Kenya's President His Excellency Hon. Mwai Kibaki and the Honourable Michael Rannenberger US ambassador to Kenya. Over 350 attendees participated in the two day event where national leaders presented their vision and progress toward employment of Kenya's youth. During the launch, over 350 participants then took part in professionally facilitated sessions to address the barriers and gaps to Kenya youth employment. At the end of the two days summit, the participants developed strategies for addressing the identified challenges.

At the end of the two days summit, the participants developed strategies for addressing the challenges existing in five areas deemed to have potential to expand employment among the youth. The five areas addressed include Agriculture, Business and Technology, Health, Infrastructure and Environment. These strategies proposed formed part of the content of the KYEEI Blueprint for Action, produced later on in the year. The Blueprint for Action acted as a guide to the Initiative and its partners in their work.

### 1.2. KYEEI Vision and Mission statement

**Vision:** A youth that is empowered through education and character building to resist influence leading to tribalism, corruption, nepotism, greed and equipped to create a better working environment for self and society.

**Mission:** To create linkages with private public sectors to advocate and implement strategies that address social, economic and development challenges affecting the youth and national development.

### 1.3. KYEEI Key Principles

- **Partnership:** Build inclusive partnerships that promote collaboration with all stakeholders—Government, Business, Education and Civil Society (FBO, CBOs and NGOs) and Strategic Enterprise Areas (Agriculture/Livestock, Business and Technology, Environment, Health, Infrastructure).
- **Youth Empowerment:** maximizing full potential of youth through participation in the development process, initiating youth led activities and facilitating leadership.
- **Inclusiveness and Voice:** Involving youth at all levels of decision making.
- **Transparency:** Full and public access to documents, open forum discussions.
- **Ethical and Moral compass:** exemplify ethical conduct, integrity, governance.

### 1.4. Key Goals and Objectives

- A. Mobilize and engage key stakeholders in four sectors to execute the Blueprint for Action to implement Vision 2030 strategies to increase youth empowerment and employment.
- a. Develop and maintain 5 working committees that meet monthly in each strategic Enterprise Area (SEA) based on the specific, executable strategies developed from the Summit as outlined in the Blueprint for Action.
  - b. Engage strategic alliance partners, both KYEEI launch participants and prospective new members, to respond to Blueprint for Action through quarterly stakeholder meetings.
  - c. Develop and implement at least one major youth employment effort in each SEA and with GDA partners to address preparing youth for work, creating a culture of integrity and civic-responsibility, and creating jobs and job markets.
  - d. Involve youth in leadership positions in the Secretariat and in each committee through out the initiative to encourage and promote their ideas and engagement

- B. Establish a suitable mechanism (Secretariat) to convene the key stakeholders from each of the four sectors to ensure execution of the Blueprint for Action
- a. Build capacity at ANU to serve as the Secretariat to convene, mobilize, and engage the key stakeholders over the two years of the Initiative through staffing, training, monitoring and supervision.
  - b. Establish a Centre for Excellence for Public Private Partnerships to Promote Youth Employment and Empowerment to provide the training and technical expertise to form Public Private Partnerships in each of the SEAs.
  - c. Develop a communication/media strategy to disseminate and report progress of the Blueprint for Action and overall KYEEI outcomes.
  - d. Develop a governance group structure with GDA partners that will include youth involvement and leadership to implement the Blueprint for Action.
  - e. Establish a monitoring and evaluation structure to measure and report on KYEEI outputs and outcomes.

### 1.5. KYEEI Public Private Partnerships

The main goal of the GDA was for KYEEI to mobilize and engage stakeholders to execute the Blueprint for Action to implement KYEEI strategies to increase youth empowerment and increase youth employment. KYEEI engaged partners from the private and public sectors as well as NGOs, FBOs, youth groups and community based organizations in line with the Blueprint for Action. Quarterly Stakeholder Forums and monthly SEA meetings facilitated the opportunity to network and mentor youths in both hard and soft skills. Hard skills are those strongly providing technical know-how such as in ICT, Agriculture Value chain, Product processing, Business and technology among others. Soft skills encompassed ethics and moral compass. These soft skills included in trainings and mentorship programs helped to realize ethical character attributes, visionary leadership and integrity in our youth.

KYEEI partners engaged at different levels: For example, corporate level mentorship and experienced youth mentorship of younger youths both in school and out of school.

The following is an overview of KYEEI partners and stakeholders that provided opportunities for youth empowerment and job creation within KYEEI SEAs since its launch in March 2010:

- **Universities (Private):** Daystar, United States of America International University (USIU), Strathmore University, INOORERO University, Africa Nazarene University.
- **Universities (Public):** Kenyatta, Masinde Muliro, Egerton, Nairobi, Moi, Polytechnic, Multimedia, Jomo Kenyatta University of Agriculture and Technology (JKUAT)
- **Public Sector:** Ministry of Youth, Sport Affairs (MOYAS), Ministry of Trade, Ministry of Agriculture through ATC Ngong, Ministry of Education, Ministry of Higher Education Science and Technology, Ministry Gender and Social Services, Ministry of Environment and Forestry Services, Ministry of Information and Technology, Ministry of Trade, Kenya Wildlife Services (KWS), Youth Development Fund, Kenya Revenue Authorities, Kenya Industrial Properties Institute (KIPI), Office of the Prime Minister (OPM), NESC-Office of the President.
- **FBOs and NGOs:** Africa Inland Church (AIC), Karura Community Chapel, National Council of Christian Churches, Global Festival Peace Foundation (GPFF), Nazarene Compassionate Organisation Kenya, Strategic Applications International (SAI), SNV, and International Justice Ministry (IJM), EASEN, East African Wildlife Services (EAWS), Kenya Forestry Working Groups (KFWG), Africa Youth Trust (AYT), E-mentoring Africa, Yes Youth Can (YYC) (Regional and National), Kenya Transition Initiative (KTI), Center of study and practice for Direct Democracy (CDD), Kenya National Commission for UNESCO (KNATCOM-UNESCO).
- **Corporate sector partners:** Equity Foundation, Mutuma Marangu Services (MMS), DTV Activate, Media Max Network Ltd (K24), Standard Media Group, Shimica and Eddie Kennison, Sam and Shep Owen, Standard Media Group, Nation Media Group, Kenya Privisa Sector Association (KEPSA), Small and Medium Enterprise Programme (SMEP of NCCK).
- **Private sector:** Social Impact Institute, Makao Capital, Crystal Edge Advantage.

These partnerships have tremendously boosted youth empowerment efforts. In addition, a good rapport between the youths and institutions has been created. As a result, youth activities will be sustained. Youths within various groups have been able to obtain mentors, who have provided guidance and support in their various activities under the SEAs stipulated in the KYEEI Blueprint.

According to the GDA and MOU between the supporting “parties”, it was found necessary for the parties to outline the understandings and intentions with regard to shared goals. Each party or partner was to share strengths, experiences, technologies, methodologies and resources (human, in-kind and monetary) in order to achieve the set goals.

In real life situations, sectors do not implement in a vertical direction but work inter-sectorally and generate success through linkages and partnerships. It also emerged that there were some aspects of youth empowerment that cut across the five SEAs that were necessary for the youth to be empowered holistically. Concepts such as mentoring and peace initiatives were incorporated within the five areas to cater for moral development in the youth to think beyond themselves and ensure that the society was a conducive place to live in.



**Linet Arisa, a senior representative of Youth Enterprise Development Fund (YEDF) addressing stakeholders in one of the meetings.**



**Wanjiru Gathira, Director, Social Impact Institute (SII) sharing with the stakeholders on the PPOA opportunities existing for the youth in one of the stakeholders meetings.**

### 1.5.1. KYEEI Quarterly stakeholders Meetings

One of the biggest catalysts of the public-private partnerships was the quarterly stakeholders meetings organized by the Secretariat at ANU. A total of 10 stakeholders meetings were held in the two year tenure of the project. Stakeholders drawn from both the public and private sector and youth representatives interacted, formed partnerships and harmonized their strategies towards youth empowerment.

KYEEI secretariat used these forums to disseminate its progress towards the goals of preparing the youth for the world of work and facilitating job creation. Each meeting concluded with a way forward concerning youth interventions.

#### **Key achievements noted from the stakeholders meetings: New partnerships nurtured**

The quarterly stakeholders meetings served as an eye opener to many of the KYEEI partners on their various youth interventions to the institutions as well as youth representatives. The participants were able to know what other partners were doing in empowering the youths.

In addition, new partners were brought on board as a result of the initial linkages with existing partners. Some were given the opportunity to share their

projects with the stakeholders with the hope that new opportunities for youth to youth mentorship and partnerships would emerge. Through this, KYEEI PPP partnership base continued to broaden enabling the Initiative to effectively empower youths.

Among the key stakeholders that provided an opportunity for partnership with youths in various fields was Social Impact Institute (SII). SII gives advisory services, project management support, technical assistance for project-based work including strategic and knowledge management in the social, economic and environment sectors in Kenya and beyond. During this stakeholders meeting, the resource person informed youths on Public Procurement Oversight Authority. This was a directive from the President; the Honour Mwai Kibaki; on government tenders in which 10% should be allocated to the youths. It was assumed that more youths would get opportunities to engage in productive work.

Another key stakeholder on youth to youth mentorship is the Janibichi group based at Rongai, Kajiado North County, that is engaged in Agriculture SEA. Their key activity is Oyster mushroom growing and peanut butter processing. They have conducted youth to youth mentorship through mushroom growing and marketing- trainings in various youth forums. There is increased consumer awareness about the nutritious value of mushrooms which has in turn prompted the demand of enhanced supply.





**Oyster Mushroom grown by janibichi youth group**

The stakeholders meetings offered the youth a much needed platform to showcase their projects and share their activities. In turn, they were offered guidance and a helping hand by partners. One of youth to youth partnership that budded from the stakeholders meeting was the Slumcode youth group-Opinion Kenya partnership. Slumcode welcomed Opinion Kenya to assist them in upgrading their ICT skills. Opinion Kenya also featured in the Slumfest six festival (a series of annual festivals have been held in the past) as part of the organizing team where online



**Martin Njuki; Founder of Opinion Kenya Youth group that offer online mentorship to youths demonstrates to stakeholders how online memtoring works.**

skills were demonstrated to the participants. Other partnerships that have grown from the stakeholders meeting include the Monitoring and

Evaluation (M&E) component on youth projects. This partnership resulted in a joint field visit to various youth empowerment spots in designated places in the country. Organizations that participated in these evaluation visits include AIC Kenya, EGF, YEDF, YYC Projects in Nairobi, Western and Rift Valley. Collectively, they harmonized an M & E framework on youth projects to form the basis of a joint evaluation where projected key indicators were particularly noted during the joint field verification exercise. In July 2012, KYEEI reached out to other M & E officers from the public and private partners spearheading youth empowerment activities to discuss and share notes on the experiences, success stories and way forward regarding youth empowerment efforts.



**Some of the Monitoring and evaluation officers that teamed up as partners from various youth initiatives discussing issues on youth empowerment activities during a youth interventions Indicators meeting that was facilitated by KYEEI at Africa Nazarene University, town campus.**

**Table I: Result Based Matrix as proposed by the M & E officers for future results evaluation**

Partners	Strategic Enterprise Areas/Cross cutting areas	Key Performance Indicators	Outcome/Output Indicators	Lessons learnt
Africa Inland Church (AIC)	Environment/ Agriculture/Health/ Infrastructure/Business and Technology  Leadership and Governance	Linkages and Networks	No. of Tree planting events/trees planted	Public Private partner- ship building is effective and should be encour- aged amongst the youth as a vehicle towards collective achievement of results
Inuka Kenya Trust (YYC Nairobi)			Number of joint initiatives/projects with public and private partners	
Mercy corps (YYC National/Rift Valley/ Central region)			Government agencies and partners setting aside resources for KYEEI activities	
Winrock ( Western)			Governance and Leadership forums	
Equity Group Foundation			Character Education training	
Youth Enterprise Development Fund (YEDF)	Business and Technology	Access to financial services (loans, bank accounts, MFIs)  Linkages and networks	Number of people able to access financial services	Financial literacy is es- sential to youths before any capital support.  Social media is an ef- fective communication tool with youths which should include Media especially on financial products in the market readily available; in Public and Private sectors in Kenya
Center for Kenya Youth Empowerment and Employment Initiative (KYEEI)			Number of successful businesses after trainings	
			Number of new businesses emerging	
			Number of bank accounts recorded	
			Number of successful loans and repeat borrowing	
			Number of youths coming together to form youth groups	
			Number of trainings conducted in an area	



### 1.5.2. KYEEI and YYC Programs

From the beginning, KYEEI has been keen on working together with YYC initiatives that are also engaged in youth empowerment. The Chief of Party meetings hosted regularly for YYC programs provided a good platform for the Initiative to interact with them and share on their experience in empowering the Kenyan youth.

In May 2012, KYEEI was invited to participate in the Garissa Youth Action Summit that was held in Garissa town by Garissa Education Centre. Key objectives of the event were to foster dialogue with key sectors, support the establishment of youth networks, enhance relationships with elders as well as provide linkages to livelihood and other opportunities for all Garissa youth. Local administration, Dujis Member of Parliament, Hon. Aden Duale and Chief of Party representatives were also present in the summit.

Early May 2012, the team visited Winrock International, YYC Western Kenya project in Kakamega during their Western Kenya tour with AIC church. The purpose of the visit was to deliberate on possible collaborations towards youth interventions for enhanced synergies for effective results.

Through the visit, the KYEEI team got an opportunity to visit some of the village bunge that the project works with. Youth bunge visited engaged in activities such as Fish farming, Agrobusiness, eco-tourism, environmental



**A fish farming project of Lubao Youth Bunge, one of the youth bunge visited by KYEEI.**

conservation efforts, ICT hubs and enterprise development activities. One youth bunge visited during this visit was Lubao Youth bunge. Members of the bunge engage in tree planting and fish rearing. By the time of the visit, the group reported to have over 1000 tilapia fish in the pod which they use for commercial and consumption purposes. The youth bunge reported that they received a grant from Winrock to boost their livelihood. Over 100 youths continue to benefit from the environmental & agricultural intervention.

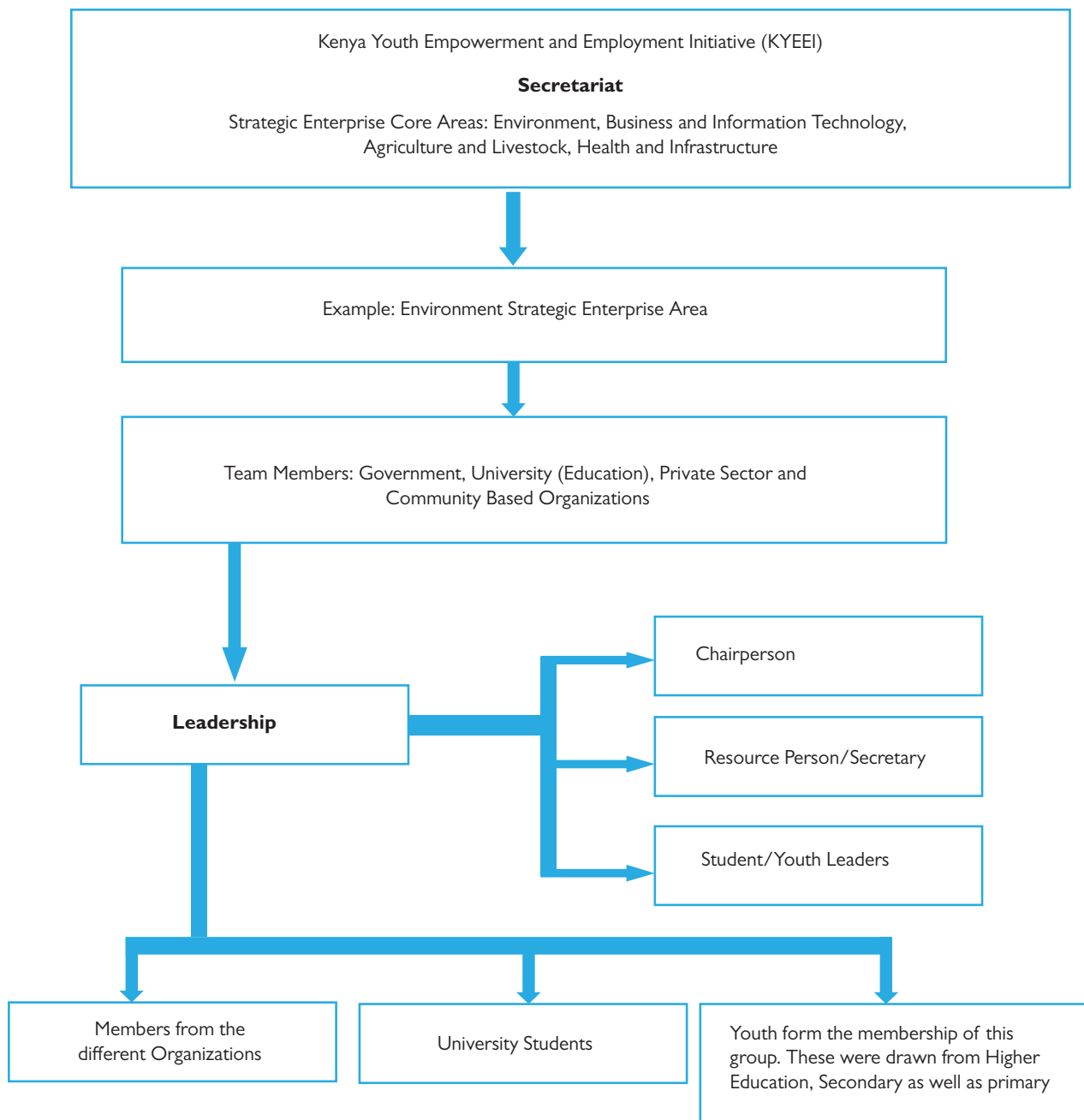


**Members of Lubao Youth Bunge, in their tree nursery farm.**

Linkages and networks were realized as a result of this visit. Winrock became part of a joint participatory monitoring and evaluation field visit to selected youth project sites done in five regions in Kenya. They have also participated in KYEEI stakeholders meetings held every quarter.

Other YYC programs that KYEEI engaged with in the course of the project include Inuka Kenya, YYC Nairobi and Mercy Corps, YYC Rift Valley and Central. The two were also part of the joint Monitoring and Evaluation field visit done later in the project. Inuka Kenya has participated in two of KYEEI stakeholders meetings and has engaged some of the youths in KYEEI facilitated Agricultural training in ATC Ngong.

## 2.0 REPORT ON KYEEI BLUE PRINT STRATEGIC ENTERPRISE AREAS



**Figure 1: SEA structure: This structure enabled youths lead in all Strategic Enterprise Areas**

Working groups in each Strategic Enterprise Areas comprised of a chairperson (who was a designated mentor) and an elected sub-chair who was a youth. The sub chairs were the most active and were responsible for initiating ideas and moving them forward. Whenever the sub-chairs needed support, they linked up with KYEEI secretariat in consultation with their chairperson

## 2.1. AGRICULTURE AND LIVESTOCK SEA

The SEA successfully identified and replicated best practices that stimulates and creates jobs from production to distribution as stipulated in one of its strategies in the KYEEI Blueprint since its operation in July 2010. These was done through:

- Assessing viable domains in Agriculture and Livestock that have potential to national and international markets.
- Working with business representatives in those domains to assess capacity expansion through current training initiatives in Agriculture and Livestock.
- Creating appropriate polytechnics to respond to the need or demand to train in-school and out-of-school youth in agricultural and entrepreneurship skills through the 4-H model, Future Farmers of Kenya (FFK) and exchanges between working youths and those under training.

Trainings were launched to expose the youths to available opportunities of self-employment in the SEA. Some of the trainings were facilitated by KYEEI while others were facilitated by partners. Youths were actively involved in the organization and implementation of these activities.

### Agriculture value chain workshops

Approximately, 500 youths have been reached through the activities of the working groups, with over 300 youths trained on Agriculture value chain products directly facilitated by KYEEI. The trainings include:

- Tomato jam making.
- Mushroom training with youths in Kajiado county and Kitengela.
- Yoghurt making training coupled with urban farming and poultry keeping with youths from YYC Nairobi, Equity Bank and Janibichi youth group.
- Beekeeping and its value chain products with Isinya youth polytechnic.

The trainings not only provided the youths an

opportunity to learn new skills, they also provided them with knowledge on accessing resources and available market opportunities for the products. After each training, the youths were issued with certificates of participation.

Key partners who have collaborated in organizing and facilitating the above trainings include: MOYAS, MOA through ATC Ngong, Cshep, Equity Bank, Inuka Kenya (YYC Nairobi), YEDF, ANU through the department of Arid Lands Natural Resource Management.



**Youths preparing tomato jam during the value chain training at ANU Main campus**



**Youths participating in processes for the growing of Mushrooms at the Ngong Agricultural center**



Yogurt was identified by the youths as a quick means towards improving livelihood both in consumption and commercial purposes. It is upon this request that ATC Ngong in collaboration with KYEEI conducted a joint training to over 90 youths. During that day, the youth were also trained on poultry keeping and urban farming, particularly on the theory aspects pertaining these forms of livelihood.



**Mr. David Mayuoka, ATC yoghurt expert explains the procedure of making yoghurt to over 90 youths during a yoghurt making training at ATC Ngong. Yoghurt is one of the dairy products within the Dairy product value chain that is being explored to create jobs for the youth**

### Green-house farming

Early in 2011, Janibichi Youth group members comprising of ANU students, engaged the University to assist them seek funding for their green-house pilot project. The purpose of the project was to help develop sustainable structures, exercise cost analysis and create a training model for youth groups.

After deliberations with the institution, ANU donated a portion of land to the group to commence the "Topsy tunevy," project-a green-house project. The project is an upside-down tomato garden. Agrotunnel International, a partner with ANU assisted in putting up the green house and provided needed resources to kick off the project.

Through the KYEEI partnership with JKUAT, under the leadership of Joseph Macharia, 150 youths from Maganjo Youth Radio Farmers, Juja Polytechnic and

Muruguru PCEA, youth received training on green house farming technology and were assisted to set up green house farms. Two of the groups were able to harvest and sell their products in the local market.

In addition, youths from Maganjo Youth Radio Farmers were linked with Bayer Chemicals who provided technical advice on the best pest control methods as their tomatoes were initially affected by pests. This enabled them to have a good yield at the end of the season.



**A Youth harvesting tomatoes for her green-house shamba in Murang'a county.**

In addition, one youth was assisted in successfully writing a proposal to develop a radio program on best practices in coffee farming. The program was set to feature in Coro FM for 8 months. Youths under this SEA continued to engage in various activities to empower themselves.

A notable highlight on youth activities includes youth engagement with the media to feature one of their ongoing activities.

In 2012, Janibichi youth group, led by James Thuo, featured on NTV news for their mushroom growing venture. The feature took the audience through the process of growing mushrooms for business. Watch the video clip from KYEEI website: [www.kenyayouth.org](http://www.kenyayouth.org)

## 2.2. BUSINESS AND INFORMATION TECHNOLOGY SEA

Under this SEA, key partners such as ANU, USIU, YEDF and Equity Bank have been at the forefront

in facilitating trainings and workshops for youths on Financial Literacy skills, entrepreneurship skills as well as grant writing. Approximately 3000 youths have undergone the Equity Financial literacy training as a result of the partnership between KYEEI and Equity Bank.

### Key Activities

#### Equity Financial Literacy Training for the youth

KYEEI in collaboration with Equity Bank facilitated financial literacy training for over 100 youths representing various regions in the country as well as the East Africa region at ANU Main campus in March 2011. The modules taught during the trainings included savings, budgeting and debt management. The youths were also trained in preparing business plans and were



**Trainees engaged in a practical lesson on Financial Literacy training at ANU. Mrs. Chumo of EGF facilitating the session.**

mentored in developing their own businesses and can get access to micro finances.

Out of the six weeks program, successful youths graduated and were awarded certificates by ANU Vice-Chancellor, Professor Leah Marangu and Equity Bank, CEO, Dr. James Mwangi.

Youths groups such as Light and Power youth group headed by Gabriel Odhiambo, who came on board in 2012, have also benefitted from these trainings, thanks to the linkages provided to them by KYEEI. Ten youths participated in the 10 week training at the Light and

Power center in Gatina Village, Kawangware. A change of attitude was noted from some of the participants. Some became interested in opening bank accounts while others adopted the saving plan shared by the Equity team.

The Initiative continued to receive requests from various parts of the country such as Kisii, Migori, Kiambu and Nyandarua counties to organize these trainings for the youth. In response to this request, EGF, through its training team, agreed to continue with the trainings in all counties where youths were they were required.

KYEEI has also been keen to empower youths through linkages with other young entrepreneurs and mentors in the business world. In July 2011, KYEEI facilitated for 45 ANU students to participate in the USIU Entrepreneurship seminar. Here, the youths interacted with other young entrepreneurs and aspiring



**Danibella, an ANU student from Burundi receives a certificate from Professor Leah Marangu during the Equity Financial training graduation. Looking on is Equity Bank CEO, Dr. James Mwangi and ANU, Deputy Vice-Chancellor, Prof. Rodney Reed**

entrepreneurs and also got the opportunity to listen to established business women such as Esther Passaris, CEO of Adopt a Light and a representative of Mega Skills Training Company

#### Partner intervention on youth empowerment

Youth Enterprise Development Fund (YEDF) organized a youth fair dubbed Plan Poa on 30th June to 2nd July 2011. The fair was a blend of business, music, drama and friendship. Hundreds of young entrepreneurs drawn from across the country gathered at the KICC

Comesa grounds to showcase their products and services. ANU students attended the trade fair with the support of KYEEI. Through the event, young entrepreneurs were exposed to the market and to large enterprises that may want to do business with them. The fair also served as a platform of encouraging other youth to engage in entrepreneurship. The event was also open to all members of the public. Over 6,000 guests who included interested public, youth and YEDF partners attended the occasion.



**Plan Poa trade fair at KICC grounds**

### **Championing for Women Youth: “Empowerment among Samburu women”**

Empowering youths in marginalized communities has been part of KYEEI’s vision from the beginning. As a result, the initiative reached out to several Samburu women with its message of empowerment. This was done in collaboration with Celina Arames, an ANU graduate of class 2011. She assists the women empower themselves through the Naisherua Women group.

Celina Arames studied Bachelor of Commerce at Africa Nazarene University (ANU) main campus. She is the last born in a Samburu family of five. Like many in the Kenyan society, accessing education at any level has not been easy. She joined school in 1994 with the consent of her father who passed on later that year. Unfortunately, her siblings did not receive this golden opportunity to go to school as it was considered valueless by her Samburu community. Even today, many in her Samburu community strongly hold onto this belief.

Celina was fortunate to receive a scholarship for

primary school through a program run by the Catholic Missionaries. After completing the K.C.PE exams in 2001, Celina joined St. Teresa’s Girls Wamba Secondary School. Two different individuals sponsored Celina throughout the four years. Celina showed such promise that her primary school sponsor continued supporting her financially in secondary school. The headmistress for St. Teresa paid the other half of Celina’s tuition. Despite this ray of hope, many challenges came her way. There were several occasions where Celina felt she would have to drop out of school. The issue of her family marrying her off to any man who had enough cattle and goats was very present. Later, out of desperation and to save her education, her mother met with a man who “pretended” to marry Celina and paid her bride price so that she could continue with school uninterrupted. She later married him and after form four she went to Nairobi and this paved way to ANU.

Even before joining ANU, Celina felt that she wanted to do something that would uplift and give a voice to the women of her community. In fact, there were many occasions when she helped girls who were subjects of the demeaning culture find new direction. For example, in August 2003, she saved a child who was supposed to be killed because the father was not from the right clan and the mother had not been married. In September the same year, she rescued a girlfriend whose education was to come to a halt because her father wanted her out of school in order to give her away for marriage in a very tender age. This happening led to the birth of Naisherua.

Naisherua is a result of her decision to do something for the women in her community. The group was formally registered as a self-help women’s group in December 2010. Its aim is to:

- Give women a say, change their attitudes and empower them for leadership positions.
- Create small and sustainable micro enterprises to empower and enable them make substantial decisions.
- Mobilize them to unite and contribute towards their own welfare, that of their community and the country.

With a membership registration fee of KES 500, the women opened a general shop that mainly sells food to the community. This shop assists in curbing food



insecurity in this remote area and is guided by the vision and mission of Naisherua.

There are many challenges for the girl child and women in the Samburu community. Women marry and become mothers very early in life denying them their youth. They are expected to participate in strenuous activities like building houses. Further, they walk long distances to look for firewood, water and other necessities. Receiving youth friendly health services is also a challenge specifically around reproductive health services, which has resulted in high prevalence of HIV / AIDS in Samburu and high infant mortality.

Celina said, ***“A woman goes through many challenges, demeaning and heartbreaking situations, but the good news is we are the source of hope and life to our families, children and the society in general. For this reason, God gave us a special will-power and with it nothing is impossible”***. Despite the above challenges, Celina is determined to be a source of inspiration to the women of Naisherua.

Celina's hands are not full yet. As one of the emerging leaders in her county, she believes the youth's contribution to social-economic development of a country counts. She has started a youth project called Malebo Sports Team that began around the same time as Naisherua. Malebo provides an avenue for economic empowerment activities through sports. On April 2011, Malebo in conjunction with ANU groups-Wildlife Club, Counseling Club, SIFE and Christian Union-organized a successful sports activity for the community. This was a rare treat for the community members. The activity a sense of team spirit among the participants.

Celina's advice to the youth is; ***“never ever procrastinate as I did several times before I finally made a firm decision to begin this project. At times we have brilliant ideas that we sit on forgetting that there are others who may have similar ones if not the same as our own. Second, what has been in your heart and mind for a long time make a point to follow your heart and trust your instincts-mostly they are never wrong.”*** Her source of inspiration and mentor is her mother.

Through Celina, Naisherua Women group hosted a five day youth empowerment training in April 2011 at Wamba Boys secondary School. A total of 69 youths participated in the five day training. Partners that contributed to this youth camp include ANU,

County Council of Maralal and individual friends of the group. The theme of the training was 'Living to your expectation'. It covered topics such as the importance of financial literacy training, challenges affecting youth socio-economic development in the rural setting, relevance of IT in business development, development of a business mind set and peace and conflict resolution. The group reported a positive response from the participants of the event.

The group is part of the EmpowerMENetwork, launched in August 2011 through KYEEI input.

### Other activities

Youth groups linked with the initiative have also organized entrepreneurship trainings and ICT workshops for the youth. They have also hosted events that have drawn different players from the public and private sector who participated in these events.

Youths in Kisumu affiliated with the KYEEI started an ICT and Resource Center in Ahero. All the three executive members: Myner, Eddie, Omondi are college graduates started the center. They pulled their resources together to start the center. The cyber café is equipped with printing, training, and Internet capabilities. The three have trained over 100 youth ages 8-35 on basic computer skills such as the use of emails, Internet etc. The center is currently teaching community members on accessing government forms as well as building IT skills in teachers from Ahero and Kisumu town.

The ICT Centre offers cyber services, trainings, computer repair services, typing and photocopy services. They are serving the rural villages outside Kisumu, specifically Ahero.



Ahero ICT Centre



Slumcode group in Huruma launched the Rooftop Bloggers Club after two group members, Albert Nashon and Boniface Messi participated in the 6th Global Voices Summit in July 2012. Six Slumcode members are now blogging thanks to a training workshop by a globally known blogger, Ndesanjo Macha, at Slumcode Centre in Huruma.

The team became change agents in the Huruma community using the power of Citizen Media techniques.

The Slumcode Centre helps with peace initiatives among the youth. Through the blogger's training, Slumcode youth are able to express themselves to a wider audience, share community happenings and get the world to join in Slumcode's daily events. Internet at the Slumcode Centre is running courtesy of Servant Forge Foundation, a key KYEEI partner. Computers were donated by National Bank.

Watch this video clip on <http://www.youtube.com/watch?v=kg02WeT-EKw&feature=youtu.be>.



**Albert Nashon explaining the Huruma rooftop blogging club in a media interview with Africa Journal .**

Slumcode has also hosted six slumfest events that drew youths and organizations together to participate in a common theme. In 2012, Slumcode hosted slumfest six at a colorful event at Strathmore Business school. Renowned music artists such as Juliani, corporate representatives from the IT sector and vision 2030 founder, Mugo Kibati participated in this event. The theme of the event was dubbed "Infinite possibilities

leveraging ICT. A video of the event can be viewed at: <http://www.youtube.com/watch?v=e45sdYBrRIY> Slumcode is part of EmpowerMENetwork.

In November 2012, Opinion Kenya in collaboration with Hezilil Investment company, organized an entrepreneurship workshop at ANU Aghro house campus. Through this training, 70 young entrepreneurs received an opportunity to interact and were also enlightened on the NSSF schemes, revenue collection and taxes at KRA and SACCO operations through SNEP. KYEEI facilitated the meals during the one day workshop.

Opinion Kenya is an youth led online platform majoring in Mentorship, Media and Marketing. The organization was founded by a young, adept and tech savvy Kenyan, Martin Njuki whose dream was to place every single Kenyan student in the hands of a mentor. They also give the youths a platform to market their products online as well as keep them informed on current events happening in the country.



**Andrew Opon from Hezilil Investment company talking to young entrepreneurs during the Opinion Kenya entrepreneurship training**

### 2.3. ENVIRONMENT SEA

#### Key Activities

Partners and youths under this SEA have joined their effort in restoring the dignity of the land through tree planting exercises. Youth For a Green World have mobilized hundreds of youths to participate in various reforestation exercise in two major water towers:

Mau Forest in April 2011 and Aberdare Water Tower in December 2011 and June 2012.

Around 300 youths drawn from universities, both private and public universities, have participated in the tree planting exercise. They planted over 10,000 tree seedlings in the two water towers.

Partners who have supported these activities include KWS, KFWG, EAWS and ANU with KYEEI catering for the seedlings, transport and meals.

a new chapter for the students as each adopted a fruit tree of their choice. The fruit trees planted included avocado, guavas, passion, liguats and strawberry trees. Kenyaname youth group comprises of ANU alumni who advocate for planting fruit trees to conserve the environment as well as improve nutrition in Kenya. The members were part of the Youth for a Greener World group.



**Public university students planting tree seedlings at the Mau Forest in April 2011**



**Kemasare primary school pupils participating in the tree planting exercise at their school in Nyamira County**



**students from five private universities participate in the Keraita reforestation exercise at the South Aberdares water tower**

### Youth led activities

In August 2012, Kenyaname Youth Goup, under the leadership of Patrick Nyachogo, led students and teachers of Kemasare Primary School to plant 238 fruit trees around the school. The whole day exercise marked

### 2.4. HEALTH SEA

KYEEI in collaboration with its GDA partner, SAI and youths from Bluecross International in Korogocho have conducted workshops and activities in an effort to reduce drug and substance abuse and criminal activities among the community youth. In addition, Bluecross has collaborated with NACADA in producing a documentary on drug and substance abuse among the Kenyan youth.

#### Key activities

##### Crime and Violence Prevention workshop

In August 2011, Bluecross hosted a crime and violence prevention workshop at the Bluecross center in Korogocho in which the Initiative was part of. A total of 48 participants graced the workshop, 30 being youths. The aim of the workshop was to address the high rate of crime in the community. Participants visited crime and drug abuse affected areas amongst other activities. Out of the workshop, Bluecross reported reduced



suspicion between the youth and the police, improved youth interaction with other members of the community as well as reduction in group fights.

The organization had earlier hosted four similar workshops, two at the Bluecross Center, one at Roysambu District offices and one at Kasarani District offices.



**Youths in Bluecross hosted a free medical camp and home detoxification in August 2010 and April 2011 for drug addicts in the community**

Youths in Bluecross hosted a free medical camp and home detoxification in August 2010 and April 2011 for drug addicts in the community. A total of 124 people were reached through this exercise. The two-day event included a home detoxification phase that will continue for between three to six months. The community was involved at every level of the project. Each addict rehabilitated was partnered with a community health worker (CHW) that saw them through the detoxification. KYEEI assisted Blue Cross in seeking funding for this important effort.

The outcome saw the training of new Community Health Workers (CHWs). These trained CHWs train community youths on the sustainability of youth mentoring and reduction of falling back to drugs abuse. This event follows a previous training workshop where over 50 youths from the larger slums of Kariobangi, Dandora, Korogocho and Lunga Lunga were taken through awareness building in use and control of drugs and alcohol.

## 2.5. INFRASTRUCTURE SEA

The activities that revolved around infrastructure mainly focused on waste management. Youth groups such as the Lunga Lunga youth group have been at the forefront of the waste management sector in the SEA. SAI, KYEEI partner has been mentoring the group in the area of waste management. Other youth groups that came on board later on in the project include Usalama Viwandani from Ruaraka who consist of 30 youth groups and businesses in the area.

### Key activities

The Lunga Lunga Youth Group under the able leadership of Nicholas Gatugi, has been collecting garbage in the Mukuru slum since 2009. This group has organized their community to collect and pay for waste collection. The youths provided a solution to the community who were initially throwing into the Nairobi River. Thirty seven of the youths in the group collect waste matter every Sunday. The waste collected operates human waste bio-tower that provides energy to local businesses, a safe toilet and shower to community members.



**The Lunga Lunga Youth Group under the able leadership of Nicholas Gatugi, has been collecting garbage in the Mukuru slum since 2009**

The youth group organized an environmental day in 2011 where five youth groups and community members came out to clean up the streets and to collect garbage in Lunga Lunga community. There was a community mural created and hung in the bio-tower to represent the progress the community achieved that day. The Lunga Lunga youth group has been part of the SNU Business incubator project since February 2012.

### Other activities

Usalama Viwandani from Ruaraka and ANU IT club came on board later in the project. Several youths affiliated to Usalama Viwandani earn their living from waste management while ANU IT club is engaged in training high school teachers and students on the latest IT software development skills.

One group from Usalama Viwandani, Glucola youth group, successfully started a community cyber café out of the money they collected from waste. They are in the process of making 'white charcoal' which they believe will be an energy saving fuel for the community.

ANU IT club with the support of Africa Nazarene University, organized a training workshop that ran from the 16th to 18th of August at the University, Rongai campus for high school computer teachers.

During the three day workshop, the teachers were trained on mobile applications, computational thinking, educational curriculum, Google products and features. The workshop was to help the teachers have effective and efficient collaboration and communication with their students. The training will also assist them to make their teaching interactive.

### 2.6. CROSS CUTTING THEMES

Entrepreneurship, mentorship and character education training have been important components in youth empowerment programs. They cut across the five SEAs. Through the SNU business incubation programs, youths have received the mentorship they need to start a business venture or scale up their businesses.

Regarding mentorship, KYEEI has worked hand in hand with partners such as GPFF in the Character Competencies Initiative Program, Karura Community Chapel and youth groups such as Opinion Kenya in mentoring youths and high school students on moral development. In addition, the Initiative in collaboration with ANU has assisted AIC Kenya in revising its life skill curriculum program. ANU lecturers, AIC and MOHESST are working together to form a suitable life skill manual for youths under the AIC TIVET program.

Peace activities initiated by youth groups affiliated to KYEEI have been part of the initiative's goal to pro-

mote peace and civic-responsibility to the community through the youth.

Other areas that have also been a priority in the initiative is women empowerment, especially in marginalized communities. One youth, a graduate from ANU formed a women's empowerment group in Samburu that sought to empower the women financially and socially.

### Capacity building workshops SNU Business Incubation program

Morningstar Institute is an international development and poverty alleviation training institute under the SNU School of Business. It is currently operating programs in four countries, Kenya included.

SNU through Morningstar, collaborated with KYEEI and its partners, ANU and SAI in implementing business incubation trainings among the youth. The institute together with ANU Business Department came up with a training curriculum to help youths from underprivileged backgrounds to access knowledge in running successful businesses.

From January 2012, the institute has worked with youth from four areas: Ongata Rongai in Kajjado, Kawangware, Lunga Lunga in Mukuru slums and Huruma in increasing their knowledge in running their businesses effectively through one to one mentorship by the facilitators. The institute works together with KYEEI partner, SAI in facilitating the trainings.



**A youth presenting his business proposal during one of the trainings as SAI facilitator, William Odhiambo looks on.**



**Morningstar Project Manager, Cody Lidster (center) and SNU School of Business chair, Thomas Herskowitz inspecting a youth's rabbit keeping business in Ongata Rongai**



**Youth group sessions during one of the trainings in Lunga Lunga**

### Key achievements

In September 2012, Morningstar Institute reported four new businesses coming up and existing businesses scaling up as a result of these trainings. One youth, Roggers Ong'or who is part of the Ongata Rongai training center, shared with the stakeholders during the September 2012 stakeholders meeting on his experience as a young entrepreneur and the impact his business had after attending the business incubation trainings.

### Rogger's story:

*"My name is Roggers Ong'or. I am an entrepreneur and a student of the Morningstar Institute Business Incubation programme. I am a meteorologist by profession; I have also undergone training in aeronautic engineering and computers. My main icons are great entrepreneurs such as Microsoft's, Bill Gates and Apple's Steve Jobs.*

*I thought of what I wanted to be early in life. I began tailoring all my academic training to suit my dreams. Initially, I had an interest in engineering. Unfortunately, things did not go as I had planned. After secondary school, it dawned on me that the cost of pilot training is way above what my family can dream of affording. I had to choose something that was not so far from aviation, something still in engineering, and something that I can still link with aviation not so later in life. In other words, I had to hustle to achieve my dreams. I decided to venture into the motor vehicle industry. From this business, I intended to lease vehicles to raise funds for pilot training. I also wanted to be a part-time helicopter pilot hoping to eventually start a business of chartering aircrafts.*

*In 2008, during the long university holidays, I used all my school fee savings to lease a car and start a taxi business. Within a short time, I was able to have a cab of my own. Unfortunately my cab got involved in an accident in June the same year and halfway through the repairs, I discovered that the repair cost of the vehicle was higher than buying a cheaper car to serve the same purpose. To make matters worse, I lost all my clients because of the long time it took to carry out repairs.*

*I got back to business and in October 2009, I bought a second-hand car as a fall back in case the first one got a problem. Later on, I bought a third one and at that point I thought assets was wealth. However, the repair costs were high so I decided to start a garage and give the cars out to my clients as I repaired theirs. I thought that would give me a business edge.*

*After evaluating my business decisions, it dawned on me that I was an engineer venturing into the business world - something completely different. Consequently, I sought some training in this field. It was therefore a blessing in disguise that at the time I learned about Morningstar's business incubation trainings, my business was low hence*



*sparing a day in a week to attend business training was not a difficult decision. It was a step in the right direction, a decision I haven't regretted to date.*

*Surprisingly, in the business incubator programme, we don't learn anything new, we learn how to apply what we learn in our specific businesses, be it marketing, customer care. We check the cash books at the beginning of every class, we learn a concept and apply it as an assignment for the next week. The lecturer visits our programmes, familiarizes himself with what we are doing and guides us on the changes we need to make that best suit our businesses.*

*From the various trainings, I am now able to track my business records, plan for emergency funds in case my business runs into trouble, see the value of taking an insurance instead of accumulating assets, create a proper business plan for the business and work out my break even points, crucial for the business. In addition, I have acquired skills in dealing with clients such that I am able to meet them at their point of need without disappointing them. Business ethics taught by Rev. Gift every semester, has enabled me to conduct my business in ethical ways for example, not overcharge any client based on his race, gender, not taking advantage of ladies ignorance on cars and so on.*

*I feel like I am moving towards attaining my dream. I know it won't be as easy as it seems but at least it is a step towards the right direction and hopefully, my company will be leasing vehicles, trucks, airplanes and choppers around the world in a way that impacts every life in a positive way".*

### **Future plans**

Two centers in Ongata Rongai and Huruma successfully completed their training in end of October. The trainees from these centers will be awarded certificates come 2013. The other two centers at Lunga Lunga and Kawangware will complete the program in the month of February 2013.

Plans are underway to start two new centers in Ongata Rongai, Kangemi and further North of Huruma in 2013.

### **Grant writing and Project development trainings**

KYEEI GDA partner, SAI conducted 3 Grant writing and Project development trainings in February 2011. A total of 110 youth and 35 ANU faculty members participated in the trainings. The trainees gained knowledge in writing successful proposals for generating funding for various youth activities that they were involved in. The youths were able to refine their proposals to request for funding for their various activities.

### **Character Education trainings GPFF Character Competencies Initiative**

GPFF launched the Character Competencies Initiative (CCI) that cater for moral development in upcoming youths in high schools. ANU and KYEEI are part of the advisory committee for the project. The initiative brings together teachers, students as well as principals of the schools. Its strategic goal was to address attitude, behaviors, skills and knowledge of the students.

Partners involved in this initiative include: Ministry of Education, Brand Kenya and community schools that were selected for the pilot phase. GPFF targeted 42 high schools in the first phase of the project, giving priority to high schools affected by the 2007/2008 post-election violence.

### **Key achievements**

GPFF recorded the following outcome during the first phase of CCI:

- A total of four training sessions on the programs were conducted where 300 teachers and 25 ANU students were successfully trained for the project. The trainings were done in collaboration with ANU through KYEEI and MOE.
- Seven interns were hired under the program and were deployed in the various high schools selected to host the program e.g. Our Lady Fatima, Lang'ata High School and Moi Forces Academy.
- The schools targetted registered improve ment in moral and academic perfor mances. Most of the pilot schools produced the best students in the district,

five of them improved on their mean score in the 2011 KCSE results.

- Talent and wealth talk that touches on relationships between students, parents and teachers has improved relationship building between the students, their parents and teachers.
- Character, competence newsletter was launched and is running.
- Teachers from these high schools have been incorporated into the character competence initiative
- 'Plant a tree and tag a virtue on it' initiative to integrate student virtues in their strategic plan of the school has been incorporated in the program

GPFF was also part of the resource team during the Opinion Kenya mentors training in September 2012 at ANU Main campus. KYEEI facilitated the meeting space and meals for the participants. In this training, GPFF director, Mr. Peter King'ori shared with the youth some of the experiences, achievements and challenges GPFF has had while mentoring high school students. GPFF is willing to mentor the youths in conducting efficient high school mentorship.



**Mr. Peter King'ori, GPFF Country Coordinator, speaking to the youths during the Opinion Kenya mentors training at ANU main campus, Rongai.**

### Future plans

Having completed the first phase of the project, GPFF intends to reach out to other high schools in

the country to introduce CCI to them. In addition, it intends to build capacity in Character Competence Initiative among university students to mentor high school students.

### University Student Leadership Forums

KYEEI was part of the ongoing civic education campaign launched in ten selected higher learning institutions on Chapter Six of the constitution that touches on Leadership and Integrity. The program was launched through the partnership between Kenya Transition Initiative (KTI) and Center of study and practice of Direct Democracy (CDD). Other partners involved include SAI and MOHEST. KYEEI worked closely with CDD in compiling the reports of the forums attended.

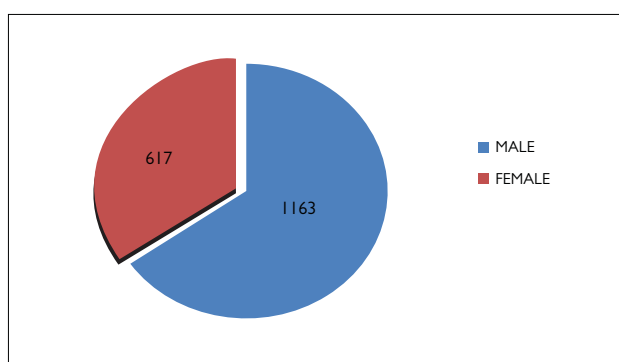
Ten universities were selected to participate in the 20 forums. They include: Egerton, KEMU, ANU, KPUC, Strathmore, Daystar, Masinde Muliro (MMUST), Maseno, Kenyatta and USIU. Each institution was to host two forums.

Out of the ten universities that were selected to participate in the 20 forums, nine universities held at least one forum. A total of 1780 students participated in the 15 forums held between the months of April 2012 and November 2012. In addition, 91 students leaders participated in three evaluation meetings held at the beginning of the project, during the project and after the project. (See table below)



**Table 2: Attendance for the nine institutions and gender participation in forums.**

Date	University	Forum	Total number of participants	Number of Male participants	Number of female participants
6th April 2012	Egerton	One	231	166	65
23rd May 2012	KEMU	One	63	38	25
26th May 2012	KEMU	Two	65	38	27
30th May 2012	ANU	One	176	80	96
6th June 2012	ANU	Two	125	61	64
22nd June 2012	KPUC	One	92	73	19
4th July 2012	KPUC	Two	199	154	45
20th July 2012	Strathmore	One	113	57	56
5th September 2012	Daystar	One	105	43	62
25th September 2012	Kenyatta	One	122	93	29
3rd October 2012	Daystar	Two	65	25	40
6th October 2012	MMUST	One	116	95	21
17th October 2012	Kenyatta	Two	133	101	32
27th October 2012	MMUST	Two	98	75	23
9th November 2012	Maseno	One	77	64	13
		TOTALS	1780	1163	617



SOURCE: CENTER FOR DEMOCRACY AND KYEEI UNIVERSITY FORUMS REPORTS

**Figure 2 : A pie chart depicting gender participation during the 15 university leadership forums.**

The first forums comprised of panelists of student leaders and/faculty who presented on different aspects of leadership and integrity. The panelists were selected by the university student leadership. This was followed by an open forum session where

students made their contributions in the discussions and made recommendations concerning the forum. Recommendations suggested were used to build content for the second forum. The second forum hosted a guest speaker suggested by the student leaders. The speakers included renowned personalities in the country admired by the youths and considered as role models in upholding leadership and integrity. Student participants were given an opportunity to interact with the guest speaker during the open forum



**Charles Dulo, a lecturer at Daystar university and law expert takes the Daystar students through Chapter six of the Kenyan constitution in the first forum in the institution**



**The message is clear, “Round Hii, Kiongozi ni mimi” - “This time round, I am the leader” displayed on the back of a participant at ANU in an open discussion session of the leadership forum.**



**“Queen of radio,” Miss. Carol Mutoko of Radio Africa speaks to KEMU students on qualities of a leader during the second forum at KEMU Nairobi campus.**

### Key Achievements as reported by CDD concerning the forums

The following were some of the achievements noted in the forums attended:

- All the institutions visited felt the forums were very resourceful and thus wanted to continue with them. Some institutions for instance KU and KPUC hosted other similar forums after the initial two done by CDD. They welcomed CDD to assist them in organizing the forums.
- Many of the participants expressed interest in knowing more on the constitution. In some

universities, copies of the constitution were asked for.

- In terms of attendance, at least each of the institutions passed the fifty mark, showing the efforts student leaders put in making these forums possible
- The forums united the student body, student leaders and in some cases, the administration together. They helped each other to express themselves and forge solutions.
- In some cases such as Daystar University, Africa Nazarene University, KEMU and Masinde Muliro, the administration officials actively participated in the forums, either as panelists or respondents. This was a good sign showing administration support for the relevance of the forums in their various institutions.
- Lecturers conversant with the constitution and legal matters also played a big role in the forums. They helped the participants present to comprehend the constitution, hence the students' thirst to know more about the constitution.
- Forums attracted key personalities who had the opportunity to interact with the youths and share their wisdom on leadership and

integrity. Speakers such as Miss Carol Motoko, Lady Justice Martha Koome played a big role in inspiring the students present in the forums.

### **Key challenges shared by CDD during the planning stage and in forums attended**

**Inconsistency in the forums:** Since the universities had already scheduled their calendar, it proved to be difficult to schedule the forums within the time frame the project was supposed to run. This forced the team to keep on revising the work plan to fit the demands from the universities.

**Internal wrangles within the institutions:** This played a major role in slowing down the progress of the project. Student leaders and the administration seemed to communicate different things. In other cases, factions existed in the student leadership hence forums were sabotaged forcing the team to reschedule the dates.

**Absence of speakers in some forums:** Some of the intended speakers proposed by the student leaders were rejected by the administration due to fear of media publicity and political inclinations. In addition, some speakers never showed up despite their earlier commitment. This disappointed many students who attended the forums.

**Gender participation:** From the above numbers, more male students featured in the forums compared to female students. In almost all the cases, female students preferred to stay low in the debates and let their male counterparts take the center stage. They only participated when coerced by the facilitators.

**Money culture:** Money culture played a big role in the success or failures of the forums. The CDD team had a difficult time with the student leaders in matters of mobilization. Majority expected some financial appreciation either before or after the forums. In one particular case, the student participants were disappointed because they expected sitting allowances in the forums. Some of the intended speakers withdrew the last minute despite giving promises to attend. Part of the problem cited was lack of tokens for speakers.

**Political/ Social –Economic influence:** The project was interrupted by the ongoing lecturers strike in the months of September and October, forcing the team and student leaders to reschedule the forums. Nevertheless, the forums achieved their overall objectives of giving the youth a platform to interact with top leaders and an opportunity to get involved in national leadership discourse.

### **Lessons learnt**

- Each institution presented some unique achievements and challenges. Therefore it was important for the team to be flexible to adjust the program to fit the current situation
- Forums need a sustainable mechanism to ensure continuity. This could be done by incorporating the forums within the university calendar.
- The support of the administration is very important in enabling success as opposed to student leaders working alone. Administration gives the forums more credibility in the eyes of the students.
- The institutions need to adopt mechanisms to solve problems amicably. This will prevent the student leadership cafes being used to settle scores with administration or student leaders.
- Student leaders need to be straightforward concerning the conditions of the institution for better planning of the forums in future
- Other factors mentioned during the forums such as moral degradation, alcoholism, gender violence etc need to be addressed in future as they affect the youth.
- Ample copies of the constitution should be availed to help students understand the constitution better during the forum.
- Working with law experts from the universities proved to be a great plus to the forums as they were able to interpret the law and explain it to the students in a language they understood. They were also able to highlight issues that were of interest to the students.

### Way forward

From the post evaluation exercise done at Salvenburg hotel in Kilimani, student leaders and the students from the nine institutions felt that the forums were resourceful and expressed their interest in continuing with them in future. They welcomed CDD to assist them in organizing similar forums in their respective universities.

### AIC Life skills training workshop

The partnership between the Africa Inland Church and the Kenya Youth Empowerment and Employment Initiative began in March 2010 when the initiative was launched. It was from this partnership that youth working under KYEEI have enjoyed in kind contributions from AIC in their various trainings.

It was during this tour that the partners identified a gap existing within the training as offered by AIC. It was observed that in addition to training young people in a wide range of technical skills, it was necessary to equip them with soft skills such as integrity, good morals, responsibility, accountability, honesty and other related traits. This comprehensive training would then fully prepare the youth for the world of work in any of the entrepreneurial domain they may choose.



**Tailoring students in a class session at the AIC Ahero training center in Kisumu County**

KYEEI organized a two day meeting on the 16th and 17th of August 2012 to discuss the enrichment of the Ministry of Education based AIC Life skills curriculum. The meetings took place at Lenana Mount Hotel, Nairobi.

There were fifteen members present for each of the two days; three members from the KYEEI, three facilitators from ANU and nine members from the AIC team. Four AIC centers were represented in the meeting. They include, AIC Ahero Training Center, Kima Training Center in Machakos, Eldoret Training Center and Nairobi Training Center within Nairobi, Kibera slums. The main agenda of the meeting was to assist AIC to incorporate character and ethics in the curriculum to give it a holistic look. The AIC trainers shared useful insights concerning the curriculum with the members present, sighting several gaps and challenges that needed to be addressed.



**An AIC trainer from KIMA Training Center in Machakos shares his teaching experience with the participants**

It was from these insights that members came together, brainstormed on the possible solutions to address the gaps and challenges existing in the curriculum. Several presentations were made and a draft document was formulated to guide the technical team working on the finer details.

ANU and AIC are currently working closely with the Ministry of Education to harmonize the content proposed in the two day meeting





**Pastor Gift Mtukwa, ANU lecturer (front left) jotting down points shared by the participants after a group session. Far back: Mrs. Ruth Kiriama (ANU) sharing group suggestions concerning the content of the life skill manual**



**Dan Bol Majok speaks during the launch of the Peace week at ANU. The event was launched with support from the Dean's office, ANU Peace and Conflict Department, ANU Law department and KYEEI to advocate students to preach peace**

### **Peace initiatives ANU Peace week**

KYEEI has worked closely with ANU students and lecturers in forming an inter-university Peace club that would advocate for peace among the youth. This came about after talks with KNATCOM UNESCO leadership in spearheading peace initiatives through university students.

The Initiative in collaboration with ANU fraternity launched a peace week in June 2012 where the club members would engage other students in talking about peace. The colourful ceremony featured partners from SAI, ANU and Nairobi Peace Initiative-Africa.

The participants planted tree seedlings in commemoration of the event.

Plans are underway to construct a peace corner within the University. The purpose of the peace corner would be to provide a place for the youth to discuss peace issues. The club is currently working with KNATCOM UNESCO in spearheading peace initiatives across various campuses in Kenya.

### **Youth led activities Opinion Kenya career mentorship program**

Opinion Kenya, led by its founder, Martin Njuki launched a career mentorship program for high school students. The youth group has over 100 young professionals who have volunteered to be role models, career guidance mentors and encouragers to young students in high school who are at the verge of selecting their lifelong professional areas to study at University and other tertiary institutions.

In 2012, they partnered with KYEEI to conduct mentorship programs in three high schools, namely, Kianyaga Boys High School, St. Anne Loiki High School. Over 1200 high school students have been reached so far. The youth group in collaboration with the KYEEI, organized a mentors training seminar at ANU in September to refresh the skills of the youth volunteers on mentoring high school students. ANU and GPFF representatives served as resource persons for the one day training.

It also launched an online mentoring platform [www.opinionkenya.com](http://www.opinionkenya.com) which seeks to sustain the mentorship relationships formed between the youth mentors and high school students.





**A youth mentor engaging the St. Anne Lioki's students over lunch hour.**



**Youth in action during the Inspiration Peace club tournament.**



**Martin Njuki, founder of Opinion Kenya, explaining to the youth volunteers on how to access and use the Opinion Kenya online mentoring platform during the mentors training**

### **Inspiration Kenya Peace Cup**

Inspirational Kenya in partnership with the Ministry of Youth and Sports organized a one day soccer tournament to promote peace in Embakasi District. The Cup dubbed 'Inspirational Kenya peace cup' was contested by teams within Embakasi and Njiru Districts. The tournament was in two categories; Senior (Over 16) that was contested by 7 teams and Junior (Under 12) that was contested by 5 teams bringing a total 12 teams participating in the tournaments. The goal of the day was to set platform for the youth and children to take lead when it comes to peace building for a sustainable Community Development. The participants were awarded with trophies, certificates, soccer boots and balls.

Inspiration Kenya is a registered national youth network that seeks to promote sustainable community development as well as facilitate youth leadership and social development. The network has partnered with the Ministry of Youth Affairs in organizing ball games in every constituency. The ball games is part of their program of Peace building. The group is part of EmpowerMEnetwork.

### **Bluecross Peace Walk**



**Peace Walk: Community youths participating in Peace awareness walk in Korogocho slums.**

In May 2012, over 200 young people from Korogocho assembled at the chief's camp ready for a 'Grand Peace Walk' across the nine villages of Korogocho. They were chanting and singing songs of peace, love

and harmony, attracting residents to join in. The main objective for the peace-walk was to promote peace, co-existence and to shun away all forms of impunity and tribalism among the residents of Korogocho and neighboring slums. Their involvement in peace building was to empower young people through advocacy and reconstruction.

## 2.7 COMMUNICATION AND DOCUMENTATION OF PROJECT ACTIVITIES

One of the key communication objectives KYEEI and its GDA partners had to fulfill under the GDA agreement was to develop a communication/media strategy to disseminate and report progress of the Blueprint of Action and overall KYEEI outcomes.

In fulfillment of this, all youth activities done as well as upcoming events were shared with KYEEI partners and youths involved through reports, the online bimonthly newsletters in the KYEEI website: [www.kenyayouth.org](http://www.kenyayouth.org) as well as the KYEEI facebook page. The website played a major role in bringing KYEEI activities among the youth on the limelight. By August 2012, KYEEI recorded a total of 16,194,000 hits and 621 visits. Pages most visited include project section, about KYEEI and interviews. The ten

bimonthly newsletters posted on the website kept partners and youths informed on the progress of KYEEI efforts in empowering the youths, upcoming activities and welcomed youth input in their activities.

KYEEI Facebook page named “the Kenya Youth Empowerment and Employment Initiative” continues to be vibrant with youths from different parts of Kenya interact and share their thoughts, upcoming projects and marketing their products with each other. Partners have also engaged the facebook page to reach out to youths and offer mentorship in their various activities. An example is the Mkulima Young, an Agricultural based facebook page that educates youths on various farming techniques available locally and internationally and offers simple farming tips on commonly grown foodcrops. The page allows youths to comment and ask questions on the topic of the day.

Other avenues the Initiative has employed to increase awareness of its activities include the online ANU weekly newsletter, Opinion Kenya in [www.opinionkenya.com](http://www.opinionkenya.com), KYEEI brochures, two KYEEI banners displayed in meetings as well as distribution of printed reports that include the KYEEI Summit launch report and the Blueprint of Action.



A screen capture of the KYEEI website accessed through [www.kenyayouth.org](http://www.kenyayouth.org)



A screen capture of the KYEEI facebook page.

## 2.8. WAY FORWARD FOR STRATEGIC ENTERPRISE AREAS

### EmpowerMEnetwork

#### The story behind it

The genesis of the network rests with Eddie and Shimika Kennison with funding from James Posey and the Servant Forge Foundation in the United States.

In February 2011, Eddie and Shimika Kennison visited Africa Nazarene University and participated in the Kenya Youth Empowerment and Employment's activities that month. The Kennison's gave several presentations to Kenyan youth encouraging and challenging them to strive to their highest potential. The Kennison's have an interest in building the capacity of young social and business entrepreneurs and felt that one compelling strategy was to create an ongoing network of young people that can access industry and community leaders. KYEEI youth adopted the concept and in July 2011 the empowerMEnetwork was launched.



Some of the youths who participated in the launch of EmpowerME network at Serena hotel.

#### About EmpowerMEnetwork

The network serves as a bridge between youth organizations and industry leaders and builds capacity to generate and grow business and business leaders for the next generation.

Its vision is to nurture *“a generation of Kenyan youth who are empowered, connected, and equipped to lead sustaining business and entrepreneurship endeavors – creating livelihoods for themselves, their families, the community, and the nation”*.

Its mission is: *“To build a global platform for Kenyan youth that fosters networking with industry leaders for business development, mentorship and leadership development”*.

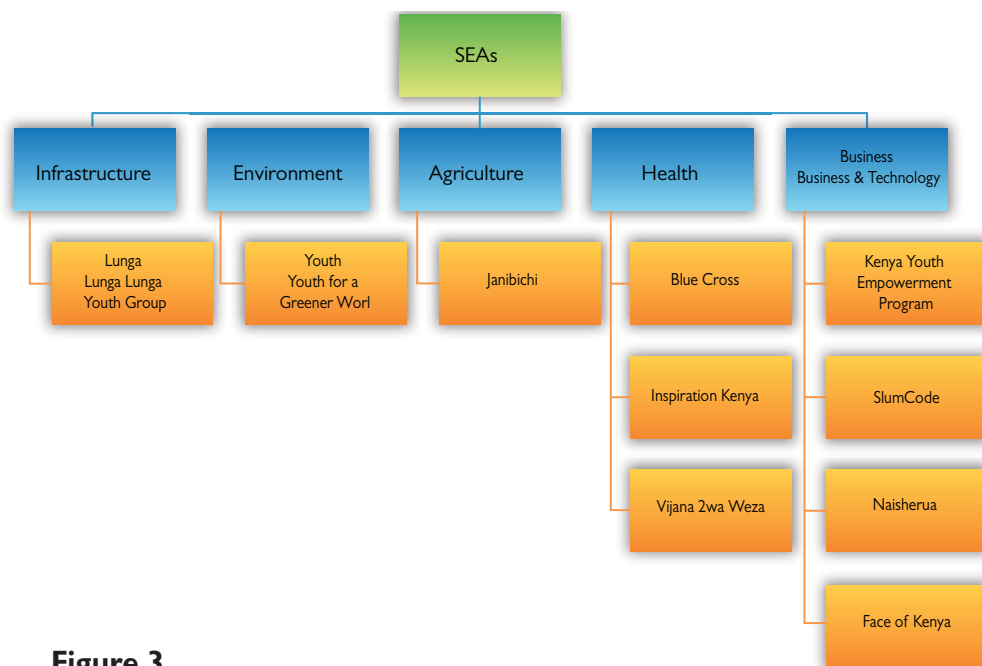
#### Its key goals include:

1. Bringing together youth organizations, social and business entrepreneurs to share information, ideas, and resources on ways to generate social and community change.
2. Creating a learning community among participants that will solve problems, address barriers and seek solutions for social change and business development.
3. Bringing national and international leadership into the network to advise, guide, mentor and develop leaders among participating youth and youth organizations.
4. Being a place to incubate ideas and strategies for business development.
5. Promoting educational opportunities that will prepare young people for the world of work. Its goals and objectives are fulfilled through forums, trainings, conferences, team building and mentorship programs initiated by the youths within the network.

#### Structure

The network adopted the KYEEI SEA structure under which ten youth groups were to operate under. The ten groups include: Lunga Lunga, Youth for a Greener world, Janibichi, Bluecross, Inspiration Kenya, Vijana 2waweza, Kenya Youth Empowerment Program (KYEP), Slumcode, Naisherua and Face of Kenya.





**Figure 3**

Out of these ten groups, an executive team was formed that steered the network forward in implementing its set goals and objectives. The executive meets regularly at the ANU town campus to come up with new ideas, discuss key issues and organize future activities.

**Key achievements**

**Registration**

The network under the guidance of KYEEL was registered in the onset of 2012. New youth groups affiliated to the ten groups were brought on board to participate in decision making process and activitie. Activities done

Since November 2011, the network has been busy with various workshops that sought to empower youths in capacity building skills, knowledge and promoting partnerships among themselves. A total of five major workshops have been held in collaboration with the initiative and its partners since its launch. They include:

- Business concept meeting and resource development training in August 2011
- Business proposal writing training in November 2011
- Branding, Marketing and Public Relations forum in February 2012

- KIPI forum in May 2012
- Drug and substance abuse forum in June 2012.

Over 200 youths have participated in these five workshops. In addition, the network organized a team building event at the Aboretum in March 2012 that attracted around 30 youths.



**EmpowerME Treasurer, Albert Nashon making a presentation during the Branding, Marketing and Public relations workshop at Kivi Milimani Hotel.**



**Drug and substance abuse forum at ANU Main campus. Dr. James Copple from SAI was the guest speaker.**

### 2013-2018 Strategic plan

The network with the support and guidance of KYEEI held a two day retreat in August 2012 to draft a five year strategic plan at Pec Guest House Hotel. A total of 15 participants attended the event. The attendees were drawn from the following organizations: Blue Cross, Inspiration Kenya, Folks Vision, Slum Code, Usalama Viwandani, Vision For Life, Janibichi, Gumzo foundation, Kenyaname, SUDIC, Jipange, Youth For Change Network and KYEEI.

The youths present, under the guidance of KYEEI and SAI representatives, deliberated on the vision and mission of the network, conducted a SWOT analysis of the previous year and mapped a way forward under the SEAs they were working in. The executive team presented the draft document with KYEEI and partners on 12th September 2012 at ANU Main campus. The document was critiqued and the executive members were guided on areas they needed to work on.

In November 2012, the network presented the five year strategic plan to potential mentors and youth groups. A total of 50 participants attended the whole day event at Lenana Mount Hotel. Key organizations present during the presentation include Ministry of Planning and Development, United Nations Industrial Development Organization (UNIDO), Africa Nazarene University, Walulu and Associates, Strategic Applications International (SAI), SNU Morningstar Institute. These organizations were impressed by the work done by the youth. The Ministry of Planning and UNIDO

offered to assist them refine the plan so as to realize its implementation.

From this meeting, the network opted to restructure itself to fit the requirements outlined in the Strategic plan. The network rebranded itself to EmpowerME Association. It has brought on board other youth groups, expanding its base from the original ten groups. There are now 30 youth groups under the association.

The network formally handed the revised five year strategic plan to ANU Vice Chancellor, Professor Leah Marangu and SAI Principal, Dr. James Copple during the KYEEI November stakeholders meeting. The two pledged to go through the document and assist the youths in their implementation strategy on youth empowerment.



**Engineer Charles Kalomba (left) from UNIDO speaks to participants during the EmpowerME Strategic plan meeting at Lenana Mount Hotel**

### Publicity

The network created an active page on facebook, branded as "EmpowerME Association". Here, the youths in the network keep conversations going concerning youth empowerment. The social media platform also provides the youth the opportunity to interact with role models and mentors, who post insightful knowledge to assist their youth in their empowerment endeavours.

### Lessons learnt from the network

Key lessons learnt from the network since its inception include the following:



**1. Idea ownership among the youth.**

Despite the idea of the network coming from a visiting entrepreneur, the youth caught the concept of youth empowerment, localized it to fit into the Kenyan concept and great strides have been achieved, for instance, the five year Strategic plan formulation. The network has become youth led, youth owned and youth made.

**2. Mentorship from partner organizations is key to realize youth empowerment efforts.**

KYEEI together with its partners, SAI, ANU and Morningstar had taken the role of mentoring the youths from the beginning. The initiative and SAI have been at the forefront in guiding the youths in organizing themselves to become more effective. In addition, the initiative through its partnership with ANU has enabled the youths to have a conducive environment to conduct their meetings as well as provided resource persons for the various meetings. It has in addition linked the youths to other partners such as ATC Ngong, KWS, EAWS to ensure its continuity even after the initiative closes out. Other partners from the public and private sector need to embrace youth organizations and mentor them towards self-empowerment.

**3. Youth to youth partnership is key in its growth**

The network has proved that partnerships are the way to go as stipulated in Vision 2030. Youths have build networks and partnerships among themselves that have enabled them to record much success in their group events than before. Group members were welcomed to participate and enjoy opportunities presented by individual group events organized.

**4. More opportunities open for the youth in network**

The Deputy Chief economist of the Ministry of Planning commented that it was easier for

the government to deal with a network than individual youth groups. Therefore, the network as a whole gives group members easier access to opportunities in national matters as opposed to a youth group or individual working alone.

**5. Learning attitude from the youth**

The notable progress on the network could not have been possible without the ceasing desire for the youth to learn. The youth progressively learnt to trust the organizations mentoring them and also learnt to be open minded. The executive constantly consulted with the KYEEI and partners in key decision making processes and welcomed them to participate in their various activities. This opened the much needed opportunities with other partners that boosted their projects.

As a close out strategy, the Initiative engaged youths working under the five SEAs in a joint meeting at ANU Ongata Rongai campus.. A total of 85 youths attended the event. These youths were drawn from empowerMe network, ANU and YYC Project in Nairobi. The purpose of the event was to give the youths an opportunity to interact and strategize on the way forward regarding their activities under the SEAs. Some of the recommendations put forward by the five SEAs include:

- More research work on existing opportunities for the youth in Agriculture
- More linkages among the youth groups in the different SEAs
- Foster youth to youth funding for youth led projects and businesses
- Civic education on processes involved in environmental activities
- Enforcement of policies guiding the every day of the youth.
- More women to be passionate on peace initiatives **(See appendix 5.1 for more details)**

Mr. Thomas Mose, an officer from the Ministry of Youths in Isinya District, shared with the youths on the existing opportunities his ministry was offering to sustain their current projects.

## 3.0. MONITORING AND EVALUATION ON YOUTH INTERVENTIONS

Project Monitoring entails the process of routinely and consistently gathering information on the process of project implementation. Evaluation involves the application of rigorous methods to assess the extent to which a programme has achieved its defined objectives.

Monitoring and Evaluation include rigorous, scientifically-based collection of information on programme activities, characteristics, and outcomes that determine the merit or worth of a specific programme. It aims to answer specific management questions and to judge the overall value of an endeavor and supply lessons learnt to improve future functions, planning and decision making. This involves episodic assessment of change in targeted results that can be attributed to the programme /project intervention, or the analysis of inputs and activities to determine their contribution to results.

Based on this background, KYEEI with six partners conducted joint evaluation visits to some of the sites where youths are engaged in entrepreneurship projects in the months of October and early November. The team visited youths in five regions in Kenya: Nairobi, Eldoret, Kisumu, Kakamega and Machakos and assessed the effectiveness of youth empowerment initiatives towards preparing the youth for the world of work and facilitate job creation. Key indicators considered include:

- The effectiveness of youth trainings done by partners
- Access to financial resources for business

start ups or scaling up

- The role of character and ethics in the work environment
- Availability of Linkages and networks for sustainability purposes
- Youth involvement in leadership and governance: Recruitment in Electoral body IEBC

Thus, the views and data presented in the following section is based on visits by a joint team of M & E officers from the Ministry of Youth Affairs and Sports, KYEEI Partners in corporate, Yes Youth Can Initiatives and Faith based organizations; AIC child care department. It is important to mention that the data presented was only at each field project level at the time of field monitoring visits. Other data and information is based on feedback from the participants and reflects only partial activities for different programmes.

The joint partners field visit touched on the five strategic areas of enterprise outlined in the KYEEI Blue print of Action.

### 3.1. Selected Sites on youths with successful business enterprises;

#### Equity Bank funded youths initiatives in Meru County

##### CMC group Meru; Assorted tree nursery

The tree nursery owner of CMC group, Mr. Mwongeria, owns two tree nursery businesses that makes approximately Ksh.100,000 sales especially during the rainy season per week. The cost of a tree seedling ranges up to 100 shillings and can cloak up to 10,000 tree seedlings per sale. He obtained seed money from Equity bank through a group after a successful Financial Literacy training by EGF. He later leveraged his business with a second loan from Equity Bank after servicing the initial loan successfully. He has other businesses that include; Banana farming, coffee and animal husbandry that he started from a Ksh.25,000 loan from Equity Bank. He has employed at least 7 youths in his business enterprises. Additional skills learnt from Financial literacy skills include budgeting and saving. This has given him courage to borrow loans without fear of defaulting. He ensures that he utilizes his land well to accommodate his enterprises.

One key challenge he experiences includes transportation of his products to the market and factory.

*“I often lease cars while transporting my products to markets but I plan to buy a small car through my savings and also top it up with a loan from Equity” Says Mr. Mwongeria.*



Mr. Mwongeria, in his tree nursery in Meru County.

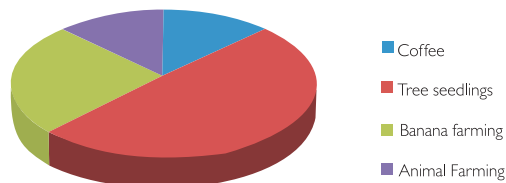


Figure 5: Statistical representation of Mr. Mwongeria's Farming activity.

#### Doreen Gakii-Tailor in Meru County

Doreen Gakii runs a knitting business in Meru county. She started the business as a retail shop which she did not make much profit. She joined the Financial Literacy training organized by Equity bank in 2011. It was here that she got enlightened on financial management. She gained the courage to get a loan from the bank to expand her business.



Doreen Gakii (holding the child) at her knitting shop. Her knitting and sewing machines purchased through Equity Biashara loan. She makes wedding dresses.

*“Before Equity financial literacy training; I used to fear leveraging my business via loans since I had seen my friends loose their assets after defaulting to pay by othe MFIS. I do not fear any more and I have managed to add 3 more powerful machines to my business. Today, I transact both wholesale and retail business.”*



**Ruth Mukiri working on a material for making plastic pants. Her employment is part of the business expansion.**

She has successfully serviced the loans she received from Equity Bank. Her business has one employee, Ruth Mukiri who makes plastic pants for young children.

### **Inuka Kenya**

*(Visited selected sites for a day only; the figures mentioned represent what was reported by the participants for a given period; full report is under Inuka Kenya's authority)*

### **Kushirikiana youth group**

This youth group is under Inuka Kenya (Yes Youth Can, Nairobi). It has 98 registered members. The group is based in Westlands, Dam estate. Key activities include food security and sports. They are currently in partnership with Eco Bank and the local administration in assisting them in effective farming. Their Agriculture project site is near a man made dam that supplies water to their farm. They plan to rear fish and grow Asian vegetables through green house farming.

### **Waruku Youth group**

This group is under Inuka Kenya, YYC Nairobi. They are based at Waruku, Westlands District. Project partners include NEMA, City Council of Nairobi, Public Health, MOYAS and local administrators. The group main activities include garbage collection and

disposal, hospitality, catering, and HIV/Aids awareness campaigns whereby they conduct community outreach seminars with the local dispensaries and reach out to youths struggling with drug abuse.

The group started in 2010. By the time the youth group was in the formation stages, the area had 12 dumping sites that had attracted a lot of dirt and bad smell in the area. Frequent cases of diarrhea was reported among children in the area. Through their partnership with NEMA and City Council, the group cleared all the 12 dumping sites.

NEMA assists them with three types of bins which they distributed within the neighborhood; 3 bins per neighborhood. The households within the neighborhood dispose biodegradable, residual and recyclable wastes in each of the designated bins provided. The waste is then taken to a collection point where it is transported to recycling plants. They currently have six committed employees with four casual laborers.

Key challenges experienced by the group include: lack of a sustainable disposal area, lack of waste trucks for garbage collection, lack of protective gears for waste collection. In addition, the group lack machinery or means to recycle most of the waste materials collected. Organic manure cannot be sold in the market without the approval from authorizing bodies.

Hospitality business attracts around 300 customers especially in weddings and parties. The group has a team of four trained caterers. They also employ seven casuals (youths) during such times. 10 % of income is ploughed back to the group kitty while the rest is shared amongst members.





**Group members speaking to the M & E officers in their farm. Behind is the man-made dam that supplies water to their farm**



**M & E officers at the Waruku youth office in Westlands**

### Businesses funded through Youth Enterprise Development Funds at Meru County

The group comprises of youths who have been rehabilitated from drugs and substance abuse. They rented a compound in the town where they wash household materials like carpets as well as mortobikes and vehicles. Youth Enterprise Development Fund officers assisted them with a loan to start a gainful business and have been mentoring them in to responsible youths.



**Two youths engaged in their car wash business**

Key challenges noted by this group include low level of education, poor cleaning equipments and lack of protective gear while washing cars.



**A youth cleaning a boda boda. Youth Enterprise Development fund officials at county level identified this group and have been mentoring them in business enterprises.**

Group members aspire to purchase a car horsepower electronic machine that can enable them increase their productivity.

### Community Emporwerment Youth Group; Meru County under Youth Enterprise Development Fund

The group is a registered community self-help group that started with 21 youths. It currently has 50 members. The members comprise of graduates from different colleges (catering and counseling) in Meru County who are holders of certificates level and diploma courses.

Key activities of the group include peer and civic education, sports and hotel business and participating in



talent shows and traditional dances. The group makes a profit of approximately 500 shillings per day from sports and hotel business. In addition, individual group members are encouraged to have their own businesses through youth to youth mentorship. The whole group business and activities have reached out to over 1000 youths in Meru since inception in March 2012.

One youth group member, who is also a cook, runs a hotel business. The hotel serves the community and the youths. Youths and community members who get services from the hotel also enjoy playing pool and the game of darts. The pool table and dart were acquired through a loan from the Ministry of Youth and Sports (MOYAS). This adds to the total income of the business. A total of five permanent youths have been employed in the business.

One challenge noted by the members was the lack of costume for their traditional dancing venture. The group has written a proposal to Food for Hungry (FOH) and Safaricom to assist them with a milling machine to process traditional health food. Part of the profits made from this business will be used to buy the costumes.

### EmpowerME network youth group

#### Vision For Life youth group-Ongata Rongai, Kajiado North County



The Founder of Visions for life youth group (right) explaining the activities of the group to KYEEI and YEDF representatives (center) during the M & E evaluation visit in Ongata Rongai.

Visions for life youth group is based in Olekasasi area in Kajiado Country. Olekasasi is located 6km from Ongata Rongai town. There are 25 members in the group that include ten active youths ranging from ages 15-28 years. The main activities for this group include trainings in masonry, business, agriculture and spiritual matters. The group members also engages in rehabilitation efforts among youths involved in drugs and crime and have constructed a crisis center for needy children in the neighborhood.

VFL has worked in partnership with government officers from MOYAS and representatives from Canada, South Africa and Africa Inland Mission (AIM) on various trainings. AIM assisted the group to purchase the 10 acre land, construct the crisis center on the land. MOYAS officers have trained youth on leadership and governance. The group works closely with the local authority in the area. The area chief is part of the board members of the group.

The group through EmpowerME network, has benefited from the trainings and forums facilitated by KYEEI. It gave them exposure that has greatly improved their self esteem. The forums also provided an opportunity for them to network with other youths pursuing similar interests.

Key challenges highlighted include lack of sustainable water source for their agricultural activity, low level of knowledge in savings, investing and entrepreneurial skills, insecurity and lack of infrastructure.

The group plans to construct a life skills training center, clinic, meeting hall of 100 people and camp site on the land as well as conduct Agricultural activities.



Their crisis center on the 10-acre piece of land in Olekasasi, Kajiado county

### Usalama Viwandani initiative

Usalama Viwandani initiative is the umbrella body of youth groups in Ruaraka, SUDIC, Ruaraka Business Community (RUBICOM), Usalama forum and John-dox agencies. The initiative has over 30 youth groups as members. Its key activities include waste management and recycling, making artifacts from bones, peace and security activities, entrepreneurship and sports activities with schools



**A portrait of the late Wangari Maathai in one of the youth group offices at Ruaraka. The youth group-they earns a living from graphical work**

Artifacts from bones are specifically done by the physically challenged community members. This gives them an opportunity to earn a living. The rationale behind it being the fact that artifacts requires a lot of sitting with less movements an ideal position for them.

Usalama Viwandani's key achievement was its ability to secure jobs for the youths in the ongoing government road construction. They negotiated for a symbiotic relationship with the government such that, the government provided expertise on road construction while the community youth provided labor.

The group enjoys good partnership with Ruaraka Business Community (RUBICOM) and USIU who are the biggest supporters of the group's activities. It obtained good linkages with other potential partners such as NETFUND and SAI through their involvement in the SAI Waste Management Steering committee meetings.



**James Kanga, founder of Usalama Viwandani showing KYEEI M & E officer, Wanjiru Nderitu some of the artifacts made by the physically challenged youths in Ruaraka.**

Consequently, Usalama Viwandani is lobbying the German Embassy to invest in plastic waste business in the area. Over 300 local youths are also engaged in awareness campaigns to make their locality, Ruaraka, a child labor free zone.

### Slumcode Youth Group

Slumcode youth group consists of youths from Huruma area. It started operating in 2006. The group is involved in running a community library, engage in mentoring programs for high school students and children residing in Huruma, organize youth forums for example Slumfest, engage in artwork and their recent activity is the rooftop blogging, an ICT related youth platform. Members of the group also run their individual businesses.



**Some of the bead work made by Slumcode youth group**



The group has featured in many KYEEI related activities. They also participated in Morningstar incubation training program that is hosted at their office in Huruma.

### Nairobi North Bluecross International in Korogocho

Bluecross youth group under EmpowerMe Network. They do rehabilitation of the youths from drugs substance abuse and other related crimes. The group is based in Korogocho slums. Once reformed, the youth need to be occupied and gain a sustainable source of income.



**Steven Barrack (front left) sharing his story with the M & E team. He is a reformed youth from petty crime. Bluecross engaged him in their revolving boda boda initiative. He is currently taking driving lessons to enable him to secure a job as a driver.**

After the youths trained successfully complete the TIVET programs, they are issued with graduation certificates.

AIC personnel reported to the team that majority of the youths who joined attachments secured jobs while some started their own small businesses. AIC has so far placed 250 youths on internships and jobs. The social workers in the various centres follow up on these youths to monitor their progress in utilizing the skills learnt in their course work. The team visited AIC TIVET graduates who are running their own small businesses and got employed in the institutions they worked with during their internships.



**An overview of Kima AIC training center that offers business related technical courses that include Motor vehicle engineering, electrical engineering and wiring , dress making and hair dressing.**

### AIC TIVET Training Centers

AIC training centers: Ahero training center in Kisumu County, Kima center in Machakos County, Kibera training center in Nairobi and Eldoret center in the Rift Valley offer technical trainings to community youth in motor vehicle engineering, electrical engineering and wiring, dressmaking, hair dressing and in Eldoret and Kibera centers, catering skills. The course-work takes one year before the student is released for attachment. Youths targeted for these trainings are from poor backgrounds, school drop outs and in some cases orphans.



**Dress making and tailoring class going on at Kima AIC technical training center**



Students doing a practical session in a motor vehicle engineering class at Kima. The class hosts at least 25 student per intake who graduate with Level III grade. Most of the graduates later work in car garages and body building and manufacturing industries



Rose Langat, a graduate of AIC Church, Eldoret town shaving a pupil in her barber shop



AIC graduation ceremony for AIC Ahero training center. Over 200 students graduated with certificates in different areas of business enterprise

### Rift valley visits

#### Rose Langat-Hairdresser and barber

Rose owns a salon and a barber shop in a village called Sinendet. She started these businesses from her savings with no access to loans or Financial Literacy training. She also practices farming in her own land. The salon and barber shop businesses suffices her in all her endeavours. She gets at least 3 customers per day and rakes in at least Ksh.700 per week. Most of her clients are students from the nearby primary school, Georges Primary School.

#### Irene Kosgey-Hairdresser

Irene Kosgey graduated from AIC Eldoret training center in 2008 from the hairdressing course. The center provided her with start-up tools-a drier, blowdry and *kinyozi* (shaving machine)-to help her start off. She got her current business premises in 2009 and started with a few clients. She gets at least 5 clients per day and has employed a youth that she is training.



Irene Kosgey attending to her client in her salon business in Wareng District, Kapsabet Division, Uasin Gichu County

She has added another browdryer and mirrors in her salon. Though Irene has successfully serviced her loan for start up tools within a period of 2 years, she has no access to more loans neither has she gone through a financial literacy training





Her employee washing a client's hair in Irene's salon

**Salma Magut-Rivatex intern**

Salma is attached at Rivatex in the sewing and packaging section. She desires to start her own dress making shop. Rivatex absorbs most of AIC's graduates



Salma Magu outside Rivatex East Africa. Rivatex is one of the biggest textile suppliers in Eldoret

**Beatrice-Tailor**

Beatrice started a dress making shop and Mutumba shop, second hand cloth business in 2010. She got a loan from Kenya Women Trust Fund (KWTF) in 2011 to buy her sewing machines. She is still servicing the loan. She is experiencing challenges to expand her business due to low business that make it difficult to service her loan. She also operates in a premises that has no power due to her low income. She hopes to finish servicing her loan next year. She is looking for

another Microfinance to get a loan to buy materials and employ others



Beatrice (far right) in her tailoring shop in Eldoret town center.

**Zena Yano, a success story from Simbilili village, Marakwet**

Zena comes from the far end of Marakwet County. She received her catering training at the AIC Eldoret training college. She was later placed at Poa Place Restaurant for her attachment. She was absorbed as a full time employee in Sep 2012 under the food production unit. Her supervisor, described her as a positive, very responsible, wise, very disciplined and a devoted employee. She was also described as a role model to her colleagues. Zena has also taken to mentoring others. She is a grade 3 holder.



Zena preparing a meal at Poa Place restaurant. On the right, a view of the restaurant.



The restaurant is one of the prestigious hotels in Eldoret.



Zena (second right) and her production unit colleagues at work at Poa place restaurant

The Supervisor also revealed to the visiting officers that the hotel has another graduate from AIC Eldoret called Bernard. He was voted the best waiter for two consecutive months.

*“I have two graduates from AIC Eldoret center and am very impressed with their devotion and loyalty in their work. They are the best performing employees so far since last year.”* He stated.

### Nyanza visits Isaac Onyango -Mechanic

Isaac graduated from the AIC Ahero training center in 2009. He started repairing motorbikes and bicycles for the local people soon after he graduated. He

repairs at least 15 bicycles and boda bodas and gets an income of about 500 shillings per day. He has one waged employee in his business. Challenges in his business include inadequate funds and scarce supply of spare parts. He has not received any financial literacy training



Isaack Onyango, from Okana Village, Ahero at his 'makeshift open garage.'

### Donald-Hairdresser

Donald, a graduate of AIC Eldoret is employed by Wineka salon in Kisumu town. He gets 25 % commission for every client he works on. He intends to start his own business after collating enough savings from his employer. Donald has no knowledge on financial literacy but aspires to seek training through Equity Bank in Kisumu.



Donald at the Wineka salon located in Nakumatt Kisumu.



**Mercy corps:**

*(Visited selected sites for a day only; the figures mentioned represent what was reported by the participants for a given period; full report is under Mercy Corp’s authority)*

Mercy Corps is a YYC project that operates on a national level and regional level. The regional project covers Rift Valley and Central. Their core business is building relations among the Kenyan youth. Project that they have engage youths within the region include:

- Cash for works-Lasts for three months
- Economic programs through the USAID YYC program In this, they identify a community project and engage youths of different ethnic backgrounds with the aim to build good relations among them.
- Local empowerment for peace in Rift Valley that deals with conflict resolutions

**Under the Cash for work project,** 104 groups have been formed across Rift valley and around 120 youth groups have benefited from the second phase of the project. “cash for work for money” in phase 2.

A representative of Western Union, a partner with Mercy corps revealed to the team that they are conducting a research on effect of Financial Literacy training on the youth. The methodology of the research is the use of control and treatment method whereby funds amounting to Ksh. 78,000 are given to youths who have received Financial Literacy training and those who had not gone through the training. A total of 54 youth groups participated in the first phase of the research, 30 youth groups in Uasin Gichu County. Youth groups receive Financial Literacy training from Technoserve, KCB and Blue

**Art Youth Research Center, Eldoret**

Art Youth Research Center is a youth group in Eldoret comprising of 20 members. The group started in 2003 and was registered in 2007. Key activities for the group include garbage collection and disposal and clean up campaigns. They started the activity on voluntary basis. They have formed partnership with Eldoret Municipal Council who gave them a tender

and license to conduct the activity among residence. Other partners that work with them include Kenya National Chambers of the Ministry of Trade, UNDP and Mercy Corps, in which UNDP and Mercy Corps provided funds for their project.

The group involved five other youth groups in waste collection. Each of the five groups have approximately 20 members. They collect waste from 4800 houses in Eldoret. They make a total of Ksh.40,000 per month. They use the money to pay the youths, hire garbage vehicle and waste bags. The remaining amount is put in savings. One of the beneficiaries of their project is the Jumua Women Group. Each member gets Ksh.30 from the project



some of the partners working with the youth group.



Art Youth Research Center office at Eldoret town



The waste collection site on the front yard of the center. Waste collected from shops and retail outlets is separated here and taken for recycling

Other income generating activities that the youth are involved in include beadwork, soap making and portrait drawing.



Cleaning soaps (far left) and ornaments (on green board) made by the youth group to leverage their finances.

### Nzingira Group, Kisumu

Nzingira is an environmental group that uses hyacinth to weave baskets and mats. Through a partnership with women from Nyakach of whom they have trained, they harvest hyacinth from the lake and use it to weaving baskets, seats and gift boxes. They also collect bottle-tops of soft drinks such as Coca Cola to make boxes. They use scrap metals to make bicycle toys. They have been trained on financial literacy by Youth Enterprise Development Fund.

A key challenge shared by the youths include lack of

market for their products. They would love to market their products in other parts of the country. They have a website that they use to display their products.



Christmas cards and baskets made out of hyacinth from L. Victoria.



A box made of 'stoney' bottle-tops.



Toy bicycles made from scrap metal and wires collected.



**Winrock International:**

*(Visited selected sites for a day only; the figures mentioned represent what was reported by the participants for a given period; full report is under WINROCK's authority)*



**Shilele village bunge vegetable farm in Kakamega. The chairman of the bunge donated this land to the bunge for vegetable farming**

Winrock International is the YYC project in Western Kenya. Following the visit, the team learnt on formation of village bunges in western region. A Winrock officer mentioned to the team that they have established the SACCO system whereby around 400 members are registered. He added that the

methodology used to empower the youths within the bunges include “Do It yourself” (DIY) and “Start your own Business” (SYOB) with trainings done by Techno serve, a consultancy firm hired by WINROCK. A total of 20 out of the 36 youth bunges got loans from YEDF.

The team visited Shilele village bunge in Kakamega county. The bunge has 50 members with 16 active members. Key activities done within this bunge include poultry keeping, vegetable farming which is done on the chairman's farm. The chairman receives 25% of the profit made by the group as he is the donor of land and resources.

The bunge received a grant from YYC program in Western Kenya and each member contributes to the SACCO; Ksh. 200 per month and Ksh. 50 per every sitting. This also helps members to be committed to the group. Some of the members have participated in trainings done by the Mministry of Agriculture and Amiran Kenya.

Key challenges the youths experience include handling the SACCO shares. Members are not very familiar with SACCO operations and commitment level fluctuates. In addition, gender equality in key committee positions such as treasurer and Secretary is a challenge.

### 3.2. Key Findings

Youths with Financial Literacy knowledge gave an indication of taking several risks in business and were focused on their current job opportunity. Youths groups that embraced partnership building skills have excelled in their interventions as a result of synergies sourced.

- Most youths however still fear leveraging their businesses with loans, due to lack of financial management skills.
- Most youths are not informed on empowerment opportunities available to them especially in entrepreneurship and livelihood trainings.
- Poor access to market for youths products was observed as a challenge.
- Youth –youth mentorship and partnership was observed to yield great returns amongst groups.

### Youth Priority ranking as effected by youth oriented organizations



SOURCE: JOINT PARTNERS MONITORING AND EVALUATION FIELD VISITS REPORT.

Figure 6

Following the joint youth empowerment projects evaluation with partners, it was observed that youth prioritized their needs differently as indicated in the above diagram. Only about 10% of youths were interested in entrepreneurship training since most of them expressed needs on quick means of a regular source of income, particularly based on employment. Majority of youths; about 30% valued education for a better positioning in career paths while only about 20% of the interviewed youths valued finances provided by Micro Finances entities to start or leverage their businesses.

### 3.3. Key Challenges as highlighted through Partnership (YEDF)

- Lengthy bureaucratic procedures especially while sourcing for funds
- Limited group loans which are not sufficient for most intended projects that can suffice every member of the group.
- A high loan repayment default rate mostly by youths
- High cost of loan management
- Inadequate staffing in terms of competencies and facilitation within youth interventions
- Inadequate loan products to match the myriad needs for the youth
- Low lending penetration
- Rigid credit policy
- Weak compliance and risk management skills which are rarely available.
- Inadequate loan recovery systems
- Lack of an efficient and effective ICT platform to support credit purposes
- Political influence and interference
- Under financing and over financing risks
- Lack of a legal framework e.g. for litigation purposes
- Sustainability risk
- Market competition – some banks and NGO's offering grants
- Dependence on GOK allocation which is erratic and unpredictable
- Lack of legal identity - who we are in law
- Default rate
- No IT system for loan performance tracking – can't see the red flags in time
- Vetting infrastructure is too expensive.
- Mismanagement and vested interests among vetting committees.

### 3.4. Key Lessons learnt from the field visits

- Availability of government financial resources in almost all the line ministries
- High partnerships potential (sector specific)
- There is noted high demand for micro-enterprise loans
- There is prevailing Political goodwill and support for youth initiatives; thus youths

- ought to tap in to more interventions.
- Untapped lending models and products e.g. trade financing, value chain financing
- High youth population that is swelling up yearly, with minimal rates of employment and job creation.
- Availability of credit worthy youth especially with enhanced financial literacy trainings.
- Alignment of lending policies to priority youth projects

**3.5. Key recommendations/ Opportunities based on the joint M & E PPP field evaluation**

- Youths were observed to be doing well where there was access to finances and other resources.
- Quality training should be provided to youths in diverse areas of expertise.
- Equity: there should be equal distribution of youth interventions based on different regions and social cultural opportunities available for the youth.
- Curriculum should also be harmonised to cater for handcraft talents and technical livelihood initiatives with a consideration for the less disadvantaged and physically challenged.
- Policy review by all stakeholders dealing with youth initiatives is crucial in the dynamic world of change and technology.

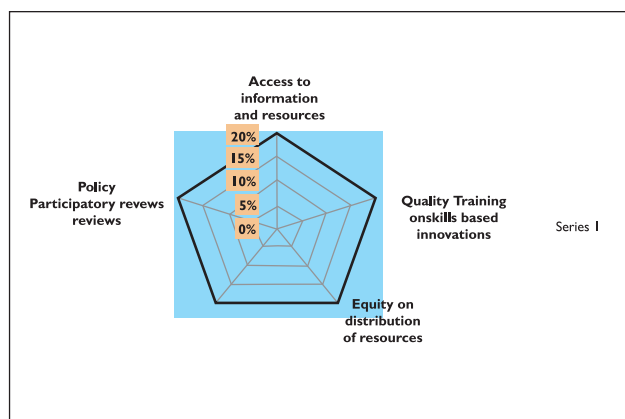


Figure 7

**3.6. KYEEI Public Private Partnership joint equal participation in activities that created linkages and networks for the youth**

KYEEI PPP partnership entails GOK Ministries e.g Ministry of Agriculture; Ngong Agricultural Training Center where Youths were linked with the center for Livelihood projects trainings like yoghurt making, broilers keeping, urban farming, etc.

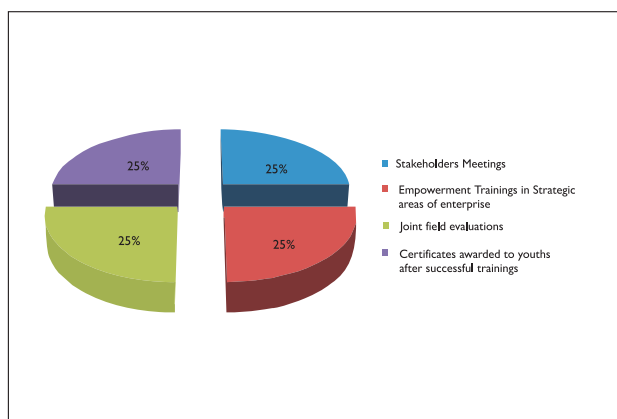


Figure 4: Illustration of the PPPs as demonstrated by KYEEI

Ministry of youth;through Youth Enterprise Development Fund networked with youths in diverse regions during KYEEI stakeholders meetings and where YEDF business products were widely shared.

Ministry of Higher Education Science and Technology also contributed towards guiding KYEEI and FBO partner; AIC Child care department on reviewing the existing curriculum on character and lifeskills within their TIVET programs which was identified as agap within their trainings. The process is still on going with ANU and AIC working together with MOHEST and other partners towards TIVET programs curriculum review at the Policy level.

Ministry of Trade and Industry participated in KYEEI's stakeholders meetings which brought about linkages with the youths. For example; Opinion Kenya youth group benefited from the Ministry by acquiring some loan at a minimal interest of 1% rate that boosted their business.

Other Partners include Yes Youth Can Initiatives that formed a network on youth training especially in Agriculture through KYEEI linkages with ATC Ngong. A joint Monitoring and Evaluation meeting was also conducted in selected sites to particular groups working under YYC programs. The results were jointly documented as lessons learnt and a way forward towards youth empowerment and policies therein.

KYEEI partnership with Equity Group Foundation has enabled over 3,000 youths to be trained on Financial Literacy and Business Entrepreneurial training. As a result, scores of business enterprises are recorded to have been created with a reported trend on loans leverages by the youths ongoing.

Networking with both Public and Private Universities in Youth leadership during University Leadership forums and in Environment conservation in partnership with KWS, Kenya Forest Working Group and East Africa World life Society.

### 3.7. KYEEI estimated Project status by the end on 2012

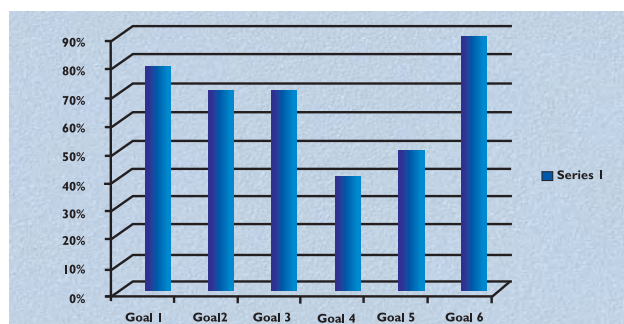


Figure 8

**Goal 1:** Strengthening the role of KYEEI secretariat: KYEEI director attended 8 Chief of Party meetings from the 10 expected target. KYEEI visited 3 “Yes Youth Can” Initiatives in Western, Nairobi and Rift valley Province. Discussions on collaboration and coordination of activities were initiated and implemented collectively through joint Monitoring and Evaluation field visits to youth enterprises. The SAI team worked closely with the secretariat and supported KYEEI both in kind and in monetary terms especially during

EmpowerMe meetings. Thus, the estimated achievement was 80% compared to the targeted performance for the two years.

**Goal 2:** Model youth Empowerment through youth Leadership and capacity building: Over 80 youths attended EmpowerME network meetings held quarterly with business mentors. Topics addressed were cross cutting along the five Strategic Enterprise Areas. EmpowerMe youths also participated in KYEEI Stakeholders quarterly meetings where they interacted with over 10 private partners and 3 public partners in the government. The expected target was 10 meeting per year, and they were able to meet 5 times by Dec 2012, and also attended 4 KYEEI quarterly stakeholders meetings. In 2011, the SEA working groups met at least 6 times, with key activities being effected as indicated in the report. This is estimated to be 70% of the targeted meetings from the work plan.

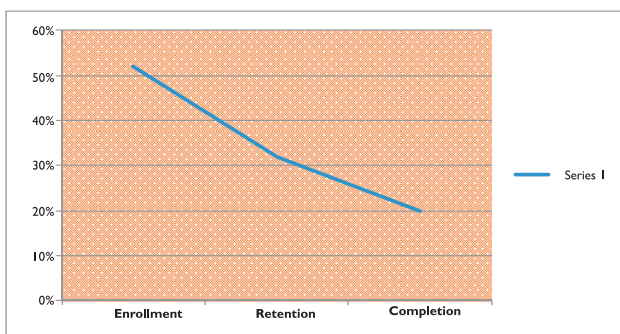
**Goal 3:** Preparing youth for the world of work: KYEEI partnered with OPINION Kenya youth group and implemented 3 Character Education training in 3 high schools where over 1000 students were reached by 55 mentors from 10 Local universities. This enabled collaboration between Opinion Kenya group and schools which identified mechanisms for sustainability purposes. KYEEI secretariat in conjunction with Center of Study and Practice for Direct Democracy participated in reaching out to over 1800 youth in University forums based on character and integrity training. An estimate of 70% was realized in this particular goal compared to the expected target within the project.

**Goal 4:** The Incubator project was supposed to have 80 youths registered, but the current status kept fluctuating with about 7 youths consistently attending business lessons. However, by the end of the program, about 30 youths were reported to have completed the training and were deemed ready for award of certificates of participation. However, most Incubator student attended KYEEI facilitated practical trainings in diverse Strategic Areas of Enterprise; thus, they were able to relate Incubator business theory classes with practical lessons administered especially in ATC Ngong. Due to fluctuation of youths in incuba-



tor lessons, the enrollment rate which had over 50 youths, over 30 youths retention rate and completion rate of only 20 youths ready for award of certificate reported; shows an outstanding description; leading to 20% estimated value. However, given the fact that the same youths attended other KYEEI business enterprises trainings, about 40% of this particular goal was realized. Lessons learnt by KYEEI about incubator lessons from AIC ( FBO) is that with proper investment particularly through apprenticeships, the retention level was boosted substantially.

**Goal 6:** Provide timely reporting: 5 quarterly reports were done and submitted in 2012. In kind matching fund was also finalized covering the entire project duration.



**Figure 9**

**Goal 5:** Develop Public Private Partnership to promote Youth empowerment: ANU/KYEEI entered in to Partnership with 3 government bodies via MOU of which was at an advanced stage by the end of the project. Private partnership through corporates such as Equity Bank Foundation is ongoing. Other Micro enterprise firms like SMEP Kenya has a finalized MOU on partnership awaiting the start off dates. Faith Based Organizations such as Africa Inland Church is already in partnership with ANU/KYEEI. Other projected corporates from KYEEI annual work plan that were meant to provide additional funding were not realized. Targeted number of MOUs on PPP was 5. However, KYEEI recorded letters of commitment from over 20 Corporates and Individual during the summit. Unfortunately, most of these commitments were not realized in the project tenure whereas actual cash was required to strengthen the program. Nevertheless, working relationship with local PPPs was enhanced during the last year of KYEEI project with synergies created towards youth empowerment initiatives and elaborated information sharing.

## 4.0. COMMENTS AND RECOMMENDATIONS

### Significance of Activities

The KYEEI Blue print For Action provided a wide opportunity to work within the PPP platform and to engage youths in a variety of activities. The following is a list activities and their significance in youth empowerment.

- Activities within the agriculture sector or “Strategic Enterprise Area, SEA” demonstrated how youth can positively embrace a sector that offers huge opportunities in job creation. The youths who took up this challenge and realized how value-addition in the agriculture food value chain can employ youths at different points. An example was production of mushroom, quality assurance dimensions, branding and marketing which then gave an opportunity to keep busy and make money as well. Other youths produced peanut butter, raised rabbits, made yoghurt and grew mushrooms. Through these activities, they created jobs and became more empowered.
- All the different SEAs (Health, Infrastructure, Environment, Business and Technology) have potential of initiating projects that have interpreneurial tennets to generate jobs at different skills level for youth.
- Cross-Cutting Nature of Activities: The KYEEI Blue Print for Action is organized both in SEAs as well as “Thematic” areas whose action steps lead into integrated cross-cutting results. KYEEI Public and Private Sectors partners provided opportunities to train youths in practical job skills such as in ICT or agriculture but also emphasized the inclusion of life skills which

were provided by other partners. An example is the Technical Industrial and Vocational Education Training (TIVET) Manual development which KYEEI facilitated with partners in Ministry of Higher Education Science and Technology (MOHEST), Africa Nazarene University (ANU) and Africa Inland Church (AIC). The manual put together aims to emphasize the importance of a highly participatory Life Skills Curriculum inclusion in the TIVET programmes.

- Other components of cross-cutting issues in empowerment included financial literacy training and actual growing of businesses in specific sectors such as ICT, health or agricultural products. Importance of understanding business through an incubation training process was to enlighten the youth on the importance of business “acumenism”. The willingness of KYEEI stakeholders through PPP to mentor the youths was a great benefit to the youth as young entrepreneurs. They were guided on various sources of friendly loans.

### Potential Areas for Future Research:

KYEEI experience is that youth are “misunderstood” in terms of their capacity, willingness to help themselves, help their fellow youths and the community. There is need to engage youths and tap on the resources (their energy, time, youth voice, creativity etc). Research is needed because the youth are a very heterogenous group but as adults do, the lumping of youths as one homogenous group is damaging hence results in making the youths aggressive and resentful because they feel misunderstood. An example of useful research

would setting up an “Edutainment” Academy for disadvantaged youths and doing research at the same time to define talent areas in various projects.

### Operational Research:

- Different sectors on strategic enterprise areas can be set up to address different vocational areas with clear cut research objectives and hypothesis to help youth grow into jobs and businesses.
- Determine the gap between potential of youths to understand required deliverables by the industry and their own perceived technical and social skills. Build a module on the importance of soft skills such as integrity, dependability, character and work ethics for sustainable job placement and retention.
- Youth Leadership is a key component on youth empowerment. There is need to document the way organizations engage youths in different ways such as tapping their organizational skills, opportunities to participate in decision making and giving youths opportunities to provide leadership,

### Noted key challenges on KYEEI Project implementation

The main challenge that KYEEI experienced throughout the two year period is sustained resource mobilisation and fundraising that can assist a critical mass of youths through public and private partnerships. There are not very many organizations that provide resources to help develop the capacity of young people. There is good will coming from most partners but matching the good will with monetary and in-kind resources is a big challenge.

Youths expect immediate results in most programme activities. Projects that take long to mature are not popular with youth. The underlying problem is that majority of youths in target projects have no income as they enter the various partnerships. The expectation from youths is that within a period of “days” they will have some income to take home if they participate in a project. Once this is not realized, they give up and drop

out of such projects.

### Observation from USAID support

KYEEI had three GDA partners namely, USAID, ANU and NCMI. These partners provided the key supportive role for KYEEI through the Secretariat which was housed at the Africa Nazarene University. Through support from these partners, thousands of youths in Kenya know about KYEEI either through KYEEI bi-monthly newsletter, through KYEEI youths on facebook, on twitter, through SEAs activities and through quarterly stakeholders’ forum. In addition, KYEEI supported the start up and registration of empowerMe network which is an association of youth groups all over Kenya. Through the empowerMe network, the youths in KYEEI have a voice and have engaged government and private sector partners signalling an opportunity for sustainability.

The main recommendation is that youths in KYEEI should continue on the momentum of working together as youth groups. When in these youth groups in the past, they have reached out and organizations have opened doors for them to work as youth partners. Therefore, they should keep these linkages and networks with both public and private sectors for growth and development.

Public Private Partnership (PPP) is a great model for engaging youth in this country. Youths look upon leaders in the Private and Public arena as their role models. During “Youth Leadership Cafes” with University students they have given names as *“Peter Kenneth, James Mwangi, Martha Karua, Hassan Omar, Caroline Mutoko, Martha Koome, Mugo Kibati, Lorna Ruto”* among others as the youthful leaders who are their role models.

### Lessons Learned at project level

Youths are great resource once they are fully engaged. Although there is a general statement that youths are “impatient” and desire to see immediate results, KYEEI leadership and partners appreciate that youth need nurturing and empowering especially in life skills. Once they are fully “in the know” about scarcity of resources and challenges associated with providing these resources, they get fully engaged and are very willing to contribute their knowledge and skills for various devel-

opmental projects.

The public sector has good will and leadership that is willing to open doors to mentor youths and build their technical capacity. This was demonstrated through active participation of government officers in various stakeholder forums, officers willingness to train youths in different sector skills and provision of space and required resources during mentorship sessions and trainings.

It is important to forge partnerships with Public and Private Sectors and FBOs because this provides opportunities for leveraging for required financial and in-kind resources for youth programmes.

### **Way Forward at KYEEI project level**

KYEEI through institution frameworks like Africa Nazarene Universty and other institutions should continue to provide mentorship and leveraging for resources in support of the youth. Through youth groups such as empowerMe network, which has a large network and membership, the youth should continue to diversify their projects. ANU has youths from different regions of Kenya and it needs some support from good will agencies to help keep the youth activities initiated during the two year project phase of KYEEI alive.

Youths in KYEEI have demonstrated high level of leadership skills. Through the mentorship programme and character competency trainings with key partners, youths have been empowered to provide mentorship programmes to their peers and younger youths. These initiatives need to continue for sustained empowerment of youths throughout the country.



# 5 APPENDICES

## 5.1 Strategic Enterprise Areas Performance monitoring Matrix during the close out meeting with the youths

SEA	Present activities	Achievements	Challenges	Recommendations
Agriculture	<ul style="list-style-type: none"> <li>Small scale farming on food crops.</li> <li>Mushroom farming.</li> <li>Rabbit keeping.</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of technology in the Agricultural sector</li> <li>Ample research on Agriculture</li> <li>Increased trainings on Agricultural value chain products</li> <li>Increased interest in Green house farming especially among the youths</li> </ul>	<ul style="list-style-type: none"> <li>Limited market for Agricultural products</li> <li>Youth impatience in production process of some cash crops e.g. Sugarcane production</li> <li>Poor infrastructure in rural areas that inhibit access to Agricultural produce from rural farms</li> <li>Limited access to capital for Agriculture</li> <li>Unpredictable weather conditions e.g. Rains during harvest time, floods, long drought spells etc.</li> <li>Perception among the youth that Agriculture was an activity done by old people</li> </ul>	<ul style="list-style-type: none"> <li>Form cooperatives that cater for individuals involved in sector</li> <li>More research to be done by youths. This will create more employment among the youth, especially youths in higher learning institutions</li> <li>Introduction of irrigation schemes in semi-arid areas</li> <li>More trainings to be done among the youth on opportunities existing in the sector</li> <li>Technology to be embraced more in the Agricultural value chain</li> </ul>
Business and Technology	<ul style="list-style-type: none"> <li>Small medium enterprises</li> <li>Online marketing</li> <li>Taking business courses</li> <li>Mentorship</li> </ul>	<ul style="list-style-type: none"> <li>Success in establishing a resource center in Huruma-Slumcode</li> <li>Online marketing and mentorship platform by Opinion Kenya up and running. It has opened up more opportunities for the youth to interact, market their products and get the latest media updates on a daily basis.</li> </ul>	<ul style="list-style-type: none"> <li>Business space a challenge for many youths</li> </ul>	<ul style="list-style-type: none"> <li>Increase youth to youth funding</li> <li>Youth networking to be encouraged</li> <li>Word of Mouth networking to be employed by the youth</li> <li>Youths to be encouraged to market each other's products</li> <li>Utilization of existing online platforms to market products</li> </ul>

SEA	Present activities	Achievements	Challenges	Recommendations
Health	<ul style="list-style-type: none"> <li>Peer education on reproductive health and drug and substance abuse through listening groups, open forums, door to door campaigns and within the community.</li> </ul>	<ul style="list-style-type: none"> <li>More male circumcision among community members</li> <li>Voluntary HIV testing among community youth</li> <li>Limited use of oral contraceptives among young women</li> <li>Proper disposal of condoms and sanitary towels, especially in slum areas</li> <li>More youths willing to share on their 'mpango wa kando' through listening groups</li> <li>Reformed drug addicts reaching out to others within the community</li> <li>More community health workers trained in dealing with drug addicts and youths engaged in crime</li> </ul>	<ul style="list-style-type: none"> <li>Many youths still engaged in risky behavior within the low end communities. (In this context: Huruma and Korogocho slums)</li> <li>Community youths yet to embrace a changed attitude in matters relating to reproductive health, drug and substance abuse and criminal activities</li> </ul>	<ul style="list-style-type: none"> <li>Partnership with youth groups with similar interest</li> <li>Aggressive networking among the youths to be encouraged</li> <li>Youths to pull readily available resources and opportunities together to boost health related activities</li> </ul>
Environment and infrastructure	<ul style="list-style-type: none"> <li>Tree planting exercise</li> <li>Waste management activities</li> </ul>	<ul style="list-style-type: none"> <li>250 trees were planted at Kayole Eastlands, thanks to Zinduka Africa youth group</li> <li>Separation of waste from source by Waruku Youth Group, affiliated to YYC Inuka Kenya</li> <li>10,000 tree seedlings planted by ANU Wildlife club in partnership with KYEEI, EAWS and KFWG</li> <li>Rehabilitation of street children by Zinduka Africa</li> </ul>	<ul style="list-style-type: none"> <li>Environment not being given a priority</li> <li>Ignorance of proper disposal habits by community members</li> <li>Lack of proper development systems in waste management</li> <li>Few recycling plants for waste materials</li> <li>Stigmatization of people engaged in waste management: They are looked down upon as 'takataka'.</li> </ul>	<ul style="list-style-type: none"> <li>Increase environmental talks in schools. Can be done through school clubs.</li> <li>Introduce trainings on proper waste disposal within the community</li> <li>Increased law enforcement on waste management issues</li> <li>Plant more fruit trees to cater for nutrition.</li> <li>Youths urged to plant more trees</li> </ul>
Cross cutting themes	<ul style="list-style-type: none"> <li>High school mentorship programs</li> <li>Promoting peace</li> <li>Entrepreneurship</li> </ul>	<ul style="list-style-type: none"> <li>Mentored students in various high schools</li> <li>Youth participation in various trainings on capacity building in business and health</li> <li>Initiated peace campaigns in universities and communities</li> <li>Young women taking the initiative to promote peace among the higher learning institutions and community</li> </ul>	<ul style="list-style-type: none"> <li>Finances for entrepreneurship a challenge</li> </ul>	<ul style="list-style-type: none"> <li>Youths to organize for a boot sale to market their products</li> <li>Merchandize sales at a fee</li> <li>Involve community merchandize in their sales</li> <li>More youths to get involved in preaching peace in readiness for 2013 General elections</li> </ul>

## 5.2. Partners joint evaluation findings

Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of Jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No.of students Placed in various Corporates)
Training	All SEAs	Aug 2010- Aug 2011	3 GPFF Character Competency trainings of trainers	300 teachers trained as trainers	7 interns hired under the CCI initiative by GPFF. They are working in various High Schools e.g our Lady Fatima, Langata high and Moi forces Academy.	KYEEI/ MOE/ GPFF	This is an ongoing activity where interns are gradually placed in various schools under GPFF Character Competency Initiative. The training program focuses on character competency, ethics, competency and preparedness for the world of work. The training contributes to job retention among the youth.	Sep-2010	BCOM BSC BBIT MASS Comm	34 10 12 6
								Jan 2011	BCOM BSC BBIT MASS Comm	41 5 29 15
								May-2011	BCOM BSC BBIT MASS Comm DRM	28 10 22 7 4
								Sep -2011	BCOM BSC BBIT MASS Comm DRM	43 9 14 11 5
								Total Interns		305
	All SEAs	Feb 2011	3 Grant Writing and Project Development Trainings	110 youth 35 faculty trained		KYEEI/SAI	Qualitative follow up report from the participants indicates satisfaction with the knowledge shared during the training. The faculty members (youthful team) are developing proposals for generating funding for development community based projects. Follow up on job creation is underway.			

Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of Jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No. of students Placed in various Corporates)
	Business & Technology	Mar 2011	Financial Literacy Training	95 University students trained	7 job created (These are micro enterprising activities such as photography, food deliveries and confectioneries). Follow up on jobs created is underway to be reported in upcoming reports.	Equity Bank/ KYEEI	Processing of the youth loans takes a while with the credit officers on the ground having to perform thorough vetting. Follow up on the number of loans processed from the recent Equity financial literacy trainings is underway.			
	All SEAs	Apr 2011	GPFF Character Competency training of trainers	25 University Students trained as trainers		KYEEI/MOE/ GPFF	This is an ongoing process with keen follow up underway			
	Business & Technology	July 2011	Financial Literacy Training	30 University students trained		USIU Business Club /KYEEI	Follow up with the ANU student rep. is underway			
	Business & Technology	1st quarter of 2011	Light and Power Center Fellowship mentorship training in Kawangware	27 youths on-going with the mentorship training	7 jobs created	Sam Owen-KYEEI partner	The youth attend fellowship and mentorship training weekly			
	Agriculture	July 2011	Entrepreneurship training.	584 youth from Meru trained	Part of job preparedness.	Equity Bank/ KYEEI	Follow up with Equity branch on credit officer is underway for more information on jobs created.			



Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of Jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No. of students Placed in various Corporates)
	Business & Technology	July 2011	Financial Literacy	1200 youth from Meru trained	75 jobs created and ongoing. The initial phase of loans received have opened businesses for self but there are plans for expanding each and open opportunities for employing other youth).	Equity Bank/ KYEEI	Loans for the youth are reported to have been processed.			
		Nov 2011			3 jobs created 2 interns	SAI/Servant Forge				
	Agriculture	July 201	Tomato Jam Project training	49 youth trained	13 jobs created and on going (greenhouse farming and marketing of produce)	Janibichi/ KYEEI	The youth are still on going with the business . Follow up on the ripple effect is underway			
	Business & Technology	Nov 2011	Financial Literacy	1600		Equity Bank/ KYEEI	Takes some time after training to start up businesses.			
	Business & Technology	Sep 2010	KYEEI event on entrepreneur-ship mentorship	50 youth and women ongoing	8 Jobs created (These are community based entrepreneurial jobs).	KYEEI	The groups are ongoing with diverse business interventions under the mentorship of KYEEI			
<b>Total Trained</b>				<b>4100</b>						

Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of Jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No. of students Placed in various Corporates)
Environmental Projects	Environment	Dec 2010 Apr 2011	Planted trees Abadares Planted trees in Mau	60 youth planted 2,500 trees 60 youth planted 7,000 trees Students from 11 universities participated	3 separate tree planting events already accomplished in the Aberdares, Ngong and Mau Forest Water Towers	KYEEI/Youth for Greener World (YFGW)/ Kenya World Life services (KWS)	The trees are under the custody of KWS who work directly with local communities and Community Forest Associations (CFAs) under KFS for sustainability. Youth in these forest catchment areas are employed to care for trees till they are growing well on their own.			
	Environment	Nov 2011	Mazingira youth challenge for university students	20 ANU students		ANU/KFS/ KFWG	This environmental student event is to be replicated annually to encourage students on exploration of environmental knowledge.			
EmpowerME network	All SEAs	Feb. 2011	Youth-led development of EmpowerME network	37 Youth Group representatives		KYEEI/SAI	EmpowerME network comprises 10 active groups that are ongoing with diverse activities			
	All SEAs	June 2011	Team Building Training	30 Youth Group representatives		KYEEI/ Servant Forge				
	All SEAs	July 2011	Event launch EmpowerME network	10 Youth Groups, 30 youth attended		KYEEI/ Servant Forge				
	All SEAs	Aug 2011	Action Planning	22 youth participated		KYEEI/SAI				

Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of Jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No. of students Placed in various Corporates)
	Business & Technology	Oct 2011	Mock Business training at AIC in Kibera	30 empowerME network youth		KYEEI/SAI/AYT	The youth acquired knowledge and skills around developing business plans			
Medical Camps	Health	Aug 2010	Drug Awareness and Mobilization in Kariobangi	54 people served		KYEEI/Bluecross/Servant Forge	The community was sensitized to drug abuse awareness, prevention and treatment			
	Health	Apr 2011	Health and counseling services provided	70 drug addicts were reached	17 jobs created	KYEEI/Bluecross/Servant Forge	Ongoing health and counseling services have ripple effects to be reported in coming reports			
		Nov 2011	Famine relief and community service		3 jobs created	NCMI/Famine relief and community service.				
Solid Waste Management	Infrastructure	Weekly	Garbage collection in Lunga Lunga Slum	40 youth SAI/Servant Forge staff	26 jobs were created	KYEEI/SAI/Lunga Lunga Youth	Youths are engaged in all the jobs involved.			
Conferences/Seminars	All SEAs	Apr 2011	Poverty reduction and Entrepreneurship seminar	10 ANU students		Strathmore University				
	All SEAs	Aug 2011	EmpowerME network action planning at AIC Kibera participated	25 youth from EmpowerME network	13 jobs created	KYEEI/SAI	The youth are in charge and ongoing activities continue to connect youth leaders with business leaders			

Key Deliverables	SEA	Date	Key Activities	Key Output Indicators	Key Outcome Indicators (No. Of jobs created)	Facilitators	Comment/Remark	ANU Internship (TERM)	ANU Internship (Program)	ANU Internship (No.of students Placed in various Corporates)
TOTAL jobs created					181 jobs created					
Total Trained (Item 1)				4,100						
TOTAL Participants for Deliverables 2-6				565 youths						
TOTAL INTERNSHIPS Created				305 for ANU and 7 in schools under CCI						
TOTAL no. Activities in general under-taken				26 diverse youth based value addition and entrepreneurship activities						



### 5.3. KYEEI Performance Monitoring Matrix (PMM)

Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
12/10/2012	AIC training center, Kima, Machakos	<ul style="list-style-type: none"> <li>• Tailoring &amp; dress-making</li> <li>• Welding</li> <li>• Motor Vehicle mechanics</li> <li>• Electrical Wiring</li> <li>• Hairdressing</li> </ul>	<ul style="list-style-type: none"> <li>• Course takes youth of ages 15-25yrs</li> <li>• Youths take a crash course of 1yr before going for attachment</li> <li>• Majority of the trainees are sponsored by well-wishers</li> <li>• Majority of the trainees graduate with grade 3 skills</li> <li>• Social worker tracks students on attachment and job placements</li> <li>• Attachment placement a collaborative effort between the parent and the center</li> <li>• Conduct career guidance, entrepreneurship trainings, life skills trainings and etiquette with trainees before attachment</li> <li>• There is a standard fee for all the students</li> <li>• Student and trainers assist in community work: mechanical repairs of farm machinery, hairdressing services etc.</li> <li>• Students attend chapel services for moral development</li> </ul>	<p>Trainings</p> <ul style="list-style-type: none"> <li>• The course takes a shorter period than the intended period of 2 years due to the sponsorship period</li> <li>• Students desiring to continue with the course are challenged by lack of education funds.</li> <li>• Trainers cannot train students further due to the above challenge</li> <li>• On entrepreneurship, life skill trainings, the trainers share with their students what they know; no guiding manual is available for them to use</li> <li>• The center felt that the youth released were not employment material; were usually hired as casual workers in companies posted</li> <li>• Electrical wiring class needs a training room for the students</li> </ul> <p>Funds</p> <ul style="list-style-type: none"> <li>• Accomodation and tuition funds not separated hence difficult to leverage cost of resources needed for each training course</li> <li>• Majority of the students depend on the sponsorship offered through the center</li> </ul>	<ul style="list-style-type: none"> <li>• Need for an extension of the sponsorship to enable trainers to equip the students with the skills they need.</li> <li>• Life skill manual is currently being revised by AIC and ANU. The manual is to be presented to MOHEST for review.</li> <li>• Entrepreneurship skills need to be nurtured within the students. One possible way is financial literacy trainings</li> <li>• Trainers need to be trained on teaching the above skills</li> <li>• Center to involve students in extra curriculum activities for exposure and networking</li> <li>• Center needs to document best practise to promote entrepreneurship culture among the students</li> <li>• Center to partner with local community based organizations, private and public institutions to cater for some of the needs e.g. sponsorships, trainings at ATC Ngong in Machakos, financial literacy training by Equity</li> <li>• Students to be put in help groups after they graduate and center to link them up with MFIs</li> </ul>

Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
				<p>Income generating activities</p> <ul style="list-style-type: none"> <li>• The center has not been successful in supplementing its main income: sponsorship. Most of the Agribusiness ventures and fish farming has stalled due to lack of water.</li> <li>• Students lacking the time to engage in entrepreneurship skills that may boost the income of the center</li> </ul> <p>Character education trainings</p> <ul style="list-style-type: none"> <li>• Students still 'green' on responsible behavior especially when released for attachments. Some have reported to have dropped out due to teenage pregnancy</li> <li>• Few extra curriculum activities for the students</li> </ul>	
15/10/2012	EmpowerME N/W Slumcode, Huruma	<ul style="list-style-type: none"> <li>• Entrepreneurship on an individual level</li> <li>• Running a resource center (library)</li> <li>• Artwork (paintings, beadwork, pencil work)</li> <li>• Entertainment services (Dancing, MC, acting at social functions, media services)</li> <li>• Mentorship programs for children and high school students</li> <li>• Rooftop blogging (ICT related blogging facility)</li> </ul>	<ul style="list-style-type: none"> <li>• SNU incubator weekly trainings have benefited businesses the members operate</li> <li>• Groups have benefited from linkages and networks formed through KYEEI facilitated meetings and empowerME N/W forums</li> <li>• KYEEI newsletter created visibility for the youth; Received 4 phone calls from possible sponsors/supporters of their projects</li> </ul>	<ul style="list-style-type: none"> <li>• Number of youth attending incubator trainings dropped due to fee issues and lack of practicality in the program</li> <li>• No youth from the group was employed by IEBC</li> </ul>	<ul style="list-style-type: none"> <li>• Trainings offered to the youth need more practical's</li> <li>• KYEEI/partner platforms have enabled youth group to interact with other youths e.g. their partnership with Opinion Kenya, EmpowerME N/W in organizing the upcoming Slumfest</li> </ul>

Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
			<ul style="list-style-type: none"> <li>• KYEEL and partners have played a big role in supporting the group's initiatives e.g. Slumfest</li> <li>• SAI president in particular has been seen as a champion for EmpowerME in which Slumcode is part of</li> <li>• Mentoring team working closely with District Child Officer, parents in regard to mentoring. The parties involved sign a child protection form for accountability purposes.</li> <li>• The group's library has been identified as a resource center for the surrounding community members.</li> </ul>		
	Bluecross	<ul style="list-style-type: none"> <li>• Youth trainings</li> <li>• Sports</li> <li>• Community sensitization campaigns (drug and substance abuse and crime)</li> <li>• Talent development and identification</li> </ul>	<ul style="list-style-type: none"> <li>• Group held successful health related trainings; 2 in Kariobangi, 3 drug addiction forums and trainings for community Health workers in collaboration with SAI</li> <li>• Members attended SNU incubator trainings in Huruma</li> <li>• Held an open forum on youth in crime, with the support of SAI</li> <li>• Linked with Africa Institute for Health and Development that provide some form of employment for youth reformed from crime</li> </ul>	<ul style="list-style-type: none"> <li>• Members are recruited on voluntary basis; do not earn from community work</li> <li>• Once reformed, the youth need to be occupied and gain a sustainable source of income</li> <li>• Members have skills but lack opportunities to exercise those skills</li> <li>• MMH trainings need spacious place to train youth as current place is limited</li> </ul>	<ul style="list-style-type: none"> <li>• Partners to be willing to take up youths trained and offer them job opportunities</li> <li>• Youth requested for Equity Bank to work together with them in training the youth on financial literacy and entrepreneurship skills</li> <li>• More linkages, funds and facilities need to be availed for the upcoming projects e.g. MMH trainings, clinic at DO's office and rehabilitation center in Kinangop.</li> </ul>

Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
			<ul style="list-style-type: none"> <li>• Members are active participants in the Kazi Kwa Vijana initiative</li> <li>• Rehabilitated youth volunteer in sharing knowledge in dealing with drugs with other drug addicts. They attend trainings at the center twice a month.</li> <li>• Youth group currently working with NACADA in a drug and alcohol abuse documentary</li> <li>• Appreciated KYEEI's facilitation in the counseling skills training in early years</li> <li>• Group bought motorbikes for reformed youths from crime to assist them in earning a living in a decent way. It is a revolving project.</li> <li>• Group boasts of two members elected in the National Youth Council, Division and District level for Kasarani county.</li> <li>• At least one member has been employed in IEBC</li> <li>• Linkages with NACADA and Mathare Mental Hospital has proved to be useful. MMH is willing to train youths and treat patients rehabilitating from drug abuse</li> </ul>		



Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
			<ul style="list-style-type: none"> <li>• A well wisher donated land to the group in Kinangop to construct a rehabilitation center</li> <li>• DO's office in Korogocho offered space for the group to put up a clinic</li> </ul>		
	Usalama Viwandani Initiative	Waste Management and recycling Lobby group to the government on behalf of the Ruaraka youths Making artifacts from bones Sport activities with schools Awareness campaigns Peace and security forums	<ul style="list-style-type: none"> <li>• Initiative houses over 30 youth groups from the area</li> <li>• Initiative was able to create job opportunities for the youth in road construction. They negotiated for a symbiotic relationship with the government, such that the government provided expertise and the community provide labor</li> <li>• Group enjoys good partnership with Ruaraka Business Community (RUBICOM) and USIU. These are the biggest supporters of the group's activities.</li> <li>• Group help promote artifacts from bones made by the physically challenged community members</li> <li>• Obtained good linkages with other potential partners such as NETFUND and SAI through their involvement in the SAI Waste Management Steering committee meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Un reliable market for the products</li> <li>• Inadequate capital to leverage the running of the initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Finding market for the artifacts produced by the youth is a challenge</li> </ul>

Date of visit	Group visited	Key activities	Highlights of group/center visited	Gaps identified	Lessons learnt
			<ul style="list-style-type: none"> <li>• From these waste management meetings, the German Embassy is ready to invest in plastic waste business</li> <li>• Youth involved in awareness campaigns to make Ruaraka a child labor free zone</li> </ul>		
16/10/2012	Vision for Life youth group	<ul style="list-style-type: none"> <li>• Trainings in masonry, business, agriculture, spiritual matters</li> <li>• Rehabilitation efforts of youths involved in drugs and crime</li> <li>• Crisis center for needy children</li> </ul>	<ul style="list-style-type: none"> <li>• Have 25 members, 10 are youths from the ages of 15-28 years</li> <li>• Group has worked with government officers (MOYAS) and partners from Canada, South Africa and Africa Inland Mission (AIM) on various trainings with the youth</li> <li>• AIM assisted the youth to construct structures and fence their 10 acre land</li> <li>• MOYAS officers have trained youth on leadership and governance aspect</li> <li>• KYEEI facilitated trainings and forums have given the youth exposure and an opportunity to network with other youths: Has boosted their self-esteem</li> <li>• Group plans to construct a skills training center, clinic, meeting hall of 100 people and camp site on the land as well as conduct Agricultural activities</li> <li>• The Area chief is part of the board of the youth group</li> </ul>	<ul style="list-style-type: none"> <li>• Insecurity is high in the area puts farm and structure in danger</li> <li>• Lack of sustainable water source for their Agricultural activity; River that supplies water is seasonal</li> <li>• Lack of infrastructure-electricity to conduct more skills trainings in electrical related job opportunities</li> <li>• Low literacy level among the members. Majority are drop outs.</li> <li>• Activities within the land cannot sustain the youth hence the need for them to do casual jobs to earn a living</li> <li>• Low level of knowledge in savings and investing</li> <li>• Lack of continuity in programs with government</li> </ul>	<ul style="list-style-type: none"> <li>• Need resources such as electricity and water to facilitate some of the activities</li> <li>• Job opportunities needed for the youth</li> <li>• Resource center to assist in building knowledge in the youth and children visiting the land</li> <li>• Equity Bank needed to train youths on financial literacy training</li> <li>• More linkages to be done for the youth to utilize available resources</li> </ul>

## 5.4 Expected PPP Result Based Matrix

Partners	Strategic Enterprise Areas/Cross cutting areas	Key Performance Indicators	Outcome/Output Indicators	Lessons learnt
<ul style="list-style-type: none"> <li>Africa Inland Church (AIC)</li> <li>Inuka Kenya Trust (YYC Nairobi)</li> <li>Mercy corps (YYC National/Rift Valley/Central region)</li> </ul>	Environment/ Agriculture/Health/ Infrastructure/Business and Technology Leadership and governance	Linkages and networks	No. of Tree planting events/trees planted Number of joint initiatives/projects with public and private partners Government agencies and partners setting aside resources for KYEEI activities Governance and Leadership forums	Public Private partnership building is effective and should be encouraged amongst the youth as a vehicle towards collective achievement of results
<ul style="list-style-type: none"> <li>Winrock ( Western)</li> <li>Equity Group Foundation</li> <li>Youth Enterprise Development Fund (YEDF)</li> </ul>	Character Education trainings	Knowledge, Attitude, Practice and Behavior	Best livelihood practices being carried out by the youths in their daily endeavours	There is inadequate Mentorship both in character and gainful enterprise among the youths
<ul style="list-style-type: none"> <li>Kenya Youth Empowerment and Employment Initiative (KYEEI)</li> </ul>	Business and Technology	Access to financial services (loans, opening bank accounts, MFIs) Linkages and networks	Number of people able to access financial services Number of successful businesses after trainings Number of new businesses emerging Number of bank accounts recorded Number of successful loans and repeat borrowing Number of youths coming together to forum youth groups Number of trainings conducted in an area	Financial literacy is essential to youths before any capital support.  Social media is effective communication tool with youths which should include Media especially on Financial products in the market readily available; in Public and Private sectors in Kenya

### 5.5. Performance Management Plan (PMP)

Secretariat Function: Convene, Broker, Mediate, Facilitate				
Performance Indicators	Quarterly Target	Yearly Expected Target	Means of verification	Action by
8 COP meetings attended. 3 Yes Youth Can organizations visited by KYEEI Staff and collaboration discussions initiated.	3 COP meetings	10 COP meetings expected	KYEEI reports	Dir KYEEI
Preparing Youth for the world of work				
7 partners building on Public/Private Partnership initiated by KYEEI Over 50,000 youths trained through PPP partnerships in different.	1 partnership	5 Partnerships	Draft MOUs Minutes' List of Participants	Dir KYEEI M & E staff KYEEI Staff
1 Character Education Training per quarter	2 Character Education Training reaching out to over 1000 students in schools by 50 Mentors from 10 Local universities	10 sessions in Character Education Training to reach 2000 youths.	Training reports and Images	
16 meetings on conflict mitigation with Center for study of Direct Democracy forums in Public and Private Universities	1805 University students reached through these forums	2000 students	CDD Reports	KYEEI CDD
Weekly Business Incubator lessons initiated and ongoing with an average of 7 youths consistently attending the sessions. 5 EmpowerME forums were held this year with business mentors talking to the youth on how to market their products.	12 per quarter.  10 meetings per year	32 youths enrolled in incubator awaiting graduation.  Over 80 EmpowerME network youth members participated in the forums	SNU/Morning Star Incubator lessons reports.  EmpowerME Minutes. List of participants	SNU SAI/KYEEI



### 5.6. A sample of the Joint partners Monitoring and evaluation tool

County Name:... Rift Valley, Nyanza, Western .....

Constituency Name: .....

KYEEI and Partners Field Monitoring and Evaluation Visits ( 31st Oct to 2nd Nov) , 2012; to be conducted by M & E and Project officers.

NO.	Organizations	Site	Outcome or Output (in SEA)	Indicators	Unit	on 31st	1st Nov	2Nd Nov	Comments
1	ANU/ KYEEI/ FBO: Africa Inland Church (AIC)	Eldoret Nyanza	Eco- nomicall y active youths.	Percentage increase of young women and men in formal and non-formal employ- ment by Oct 2012	%	Rift Valley	Western/ Nyanza	Ahero	
2	Yes Youth Can:		Access to Loans and savings	Youths with access to all governments pro- youth employment policies and incentives by 2012	No.				
3	• Mercy Corps ( Rift Valley) • Winrock	Eldoret Western	Financial Literacy ICT	Government sectors/ ministries/ corpo- rates/ MFIs that have allocated at least a % of their total annual budget in support of youth development accessible to the youths.	No				
4	Kenya Transition Initiative (KTI)		Linkages and Net- works	Youths receiving entrepreneurship training as part of their formal /non formal education.	No.				
			Leader- ship / good gov- ernance	Number of youths receiving micro-credit	No.				
				Number of youths undergoing ap- prenticeships or vocational/business mentorship skills or training	No				
				Number of youths involved in gover- nance, democracy and human rights education as educa- tors and as beneficiaries.	No				
			Youth member- ship of electoral commis- sions	Youths trained on Life skills and character Education	No				

NO.	Organizations	Site	Outcome or Output (in SEA)	Indicators	Unit	on 31st	1st Nov	2Nd Nov	Comments
			Social empowerment	<p>Percentage increase in social sector allocations and spending for young people gathered from the groups.</p> <p>Percentage decreases in incidence of youth crime, substance abuse, teenage pregnancy and suicide from focus groups discussions.</p> <p>Decrease in HIV Prevalence amongst youth demographic (Health SEA)</p>	%				
				Numbers of youths benefiting from training (counseling, communication skills and other)	No				

Additional Documentation to the already accomplished joint field visits with other partners ( ANU/ KYEEI, Inuka Kenya, Mercy Corps-Central, Equity Group Foundation, Youth Enterprise Development Fund).

1. Documentation of findings from the field visits from Nyanza, Western and Rift Valley.
2. Opportunities for 'sustainable' partnership with youth stakeholders
3. Documentation of Training/ Internship/ employment opportunities available for the youths in the following areas.

- Leadership
- Business and entrepreneurship
- Life skills
- ICT

Partners' Identity.

**MM Services Kenya Ltd**

*Morningstar* **Institute**  
at Southern Nazarene University





