

# Youth Employment Initiative Project

## Project End Term Review Report



**Africa Youth  
Trust**

Implementing Partners: AYT and HWWK

**Presented to:** HFG/K  
**Date:** July 2012  
**Implementation Period:** February 2012 – July 2012

**Submitted by: AFRICA YOUTH TRUST**

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## FOREWORD

This evaluation report provides a critical overview of the activities of Youth Employment Initiative Project (YEIP) implemented by Africa Youth Trust (AYT), Hope Worldwide Kenya (HWWK) through funding support from HIV Free Generation (HFG).

The report is an outcome of an evaluation carried out by an independent consultancy team. It summarizes results, experiences and lessons of the implementing partners (IPs) and the beneficiaries alike during the entire life of project.

The analysis in the report is based on a desk study review of key documents, earlier reports developed by the IPs, interviews with beneficiaries, as well as meetings with key informants and additional focus group discussions conducted by the consultants.

In the project, AYT played the role of lead implementing agency. It is worth highlighting a few areas, where, according to the evaluators, the project has contributed to solving societal problems and creating positive results in youth's lives in the key saturation areas as mapped by HFG.

They identify some factors for sustained results until now, such as successful transfer of employability skills to the youths to prepare them for the job market, training of over 100% of the targeted youths on business and entrepreneurship development skills (BSED), provision of mentorship and counseling on employment and healthy options among other interventions to ensure a holistic approach in empowering the youth.

The evaluators have further identified results that AYT in collaboration with other partners, in various ways has contributed to. One such sustained result is the successful implementation of wrap around activities in the YEIP project which in turn has led to increased willingness to practice safe sexual behavior.

It is our hope that these findings and the synthesis will be of value and provide insights that will contribute to providing a model for integration of youth activities to effectively utilize available funding for supporting youth projects drawing from the evidence based results recorded in this report. The views in the report are however, those of the independent evaluators.

**Nahum Okwiya**

*Executive Director*

**Africa Youth Trust**

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I am highly indebted to Africa Youth Trust, Hope Worldwide Kenya and HIV Free Generation for their guidance as well as for providing necessary information regarding the project, including their support in completing this report.

I would like to express my gratitude towards the project beneficiaries of the Youth Employment Initiative Project for their kind co-operation during the interviews.

I would also like to express my special appreciation and thanks to industry stakeholders for giving us such valuable attention and time when we needed it.

My thanks and appreciations also go to my colleagues, at the Institute of Applied Studies and Research, especially Philip and Jeremy, who played key roles in the assignment. Finally, I recognize all other people who have willingly helped me out to the best of their abilities.

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## ACRONYMS

<b>AYT</b>	Africa Youth Trust
<b>BSED</b>	Business Skills and Entrepreneurship Development
<b>HFG</b>	HIV Free Generation
<b>HWK</b>	Hope Worldwide Kenya
<b>IPs</b>	Implementing Partners
<b>PATH</b>	Program for Appropriate Technology in Health
<b>ToT</b>	Trainer of Trainers

## EXECUTIVE SUMMARY

This report covers the activities undertaken during the entire funding period for the YEIP project which commenced in February 2012 and was concluded in June 2012. The project implementation was conducted by the Africa Youth Trust (AYT) using funding support provided by Program for Appropriate Technology in Health (PATH) through HIV-Free Generation (HFG). AYT implemented the project in partnership with Hope Worldwide Kenya (HWWK). The roles of the two implementing partners were around two broad areas: youth employability and entrepreneurship covered by AYT and vocational training and provision of Wrap-Around services within the project which was covered by HWWK. Project activities were conducted within the HFG saturation areas of Nairobi (Embakasi), Nyanza (Kisumu East, Rarieda and Mbita), Rift valley (Eldoret, Naivasha, and Rongai) and Coast (Kisauni, Mtwapa and Voi).

The objectives of the end term review were outlined as follows:

- To establish the extent to which project goals were met
- To determine impact of programme on direct target groups, indirect target groups and stake holders
- To assess viability of sustainability strategies put in place in the project
- To determine efficiency of the programme in terms of costs versus benefits to beneficiaries, human resource, timeliness and relevance of the project
- To establish level of confidence and satisfaction among sampled stakeholders
- To identify possible gaps or weaknesses in programme design, approach and implementation and make recommendations to AYT to inform future interventions

### Summary of Findings

The implementing partners reported performing the projected activities among the targeted population and good working relationship among implementing partners, but noted that the implementation period was short. The YEIP project fully attained four out of the six project objectives. Areas of good performance were: disseminating information on labour market, building capacity of youth organizations on labour market and advocacy for youth employment, training on vocational skills and offering counseling and testing and other services to youth. Performance on the following indicators was below the set targets: build employability skills of youth to enable them secure jobs and training on vocational skills (for which indicator was revised during implementation). Reasons for poor performance included resource constraints occasioned by the high costs of training and also the short duration of the project which limited the attainment of project goals.

### Conclusion and recommendations

The YEIP project had a brief implementation period but four of the six project goals were fully attained and performance for the two remaining goals was commendable given the demanding nature of training activities and the time horizons for training courses. The successful implementation of wrap around activities in the YEIP project could be used as a model for integration of youth activities to effectively utilize the limited funding available for supporting youth projects. Future project should however be implemented over considerably longer time periods.

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## 1.0 INTRODUCTION

### **About the Project: Youth Employment Initiative Project**

The YEIP project was implemented during the period February to June 2012 across 10 sites in four regions within Kenya: Rift valley, Nairobi, Nyanza and Coast. These project implementation sites were selected from the existing within the HFG saturation areas. The project implementation partners were: African Youth Trust (AYT), HIV Free Generation (HFG) and Hope Worldwide Kenya (HWWK). Guided by a common interest in guiding youth energies and enthusiasm towards peace, equity, and prosperity within and across communities, AYT and HWWK were at the time of project inception engaged in work on the Youth Employment Initiative Project to ensure youth access to employment opportunities whether self-employment, through starting businesses or salaried employment from a third party. The project sought to provide youth with information of what is available in the market, train them on skills that enable them access jobs and provide them with vocational skills to assist them create jobs for personal growth and development. The target included both stakeholders in the youth development sector and the youth.

### **Project objectives**

1. To provide information to youth on what is available in the market for them
2. To build capacity of 12 youth organisations in respect to knowledge of the labour market and their ability to get involved in and advocate for youth employment
3. To build an entrepreneurial culture and instil positive attitude towards entrepreneurship in young people that will develop at least 400 businesses.
4. To build employability skills of youth to enable them secure jobs
5. Train 2000 youth on vocational skill (Hair dressing and beauty) that will enable them create jobs
6. To offer CT and other health services to the youth

### **Linkage of youth employment situation in Kenya to HIV/ AIDS initiatives**

The youth are a huge resource and present an opportunity for the economic growth of Kenya. Unemployment especially among the youth (about 65% of the unemployed) is one of the main challenges facing the Kenyan society. It has been cited as one of the drivers of HIV infections among young people. The youth in Kenya (12-35yrs) comprise around one third of the country's population, the majority of the potential labour force, and have borne the brunt of the unemployment situation as most of them are either unemployed or underemployed.

Currently, statistics on youth employment in Kenya are varied as there is no uniform data available. What exists is data gathered by various bodies which differs depending on who collected it and for what purpose. However, all the different sets of statistics are in agreement on the fact that youth unemployment in Kenya is rampant.

The spread of HIV & AIDS has been linked to unemployment amongst the youth. Unemployed youth have a high likelihood of engaging in risky practices such as prostitution and drug abuse that are known to promote HIV infection. A base line survey, (May 2011) instituted by HFG/K, showed that lack of employment is ranked highest among problems plaguing the youth in Kenya. Due to poverty and lack of proper awareness, numerous youth engaging in prostitution do not protect themselves against HIV infection and some are compelled not to use protection by clients thus putting them at grave risk of infection. Many drug users share needles and through this infect each other with HIV. Further, due to their weakened state of mind after abusing drugs, some youth end up engaging in dangerous promiscuous behavior that puts them at heightened risk of contracting HIV.

## ABOUT THE IMPLEMENTING PARTNERS

### Africa Youth Trust

Africa Youth Trust is a registered Trust under the Laws of Kenya. AYT was created specifically to spearhead a Youth Led Development model in Kenya with a view of replication in other African countries.

Youth Led Development (YLD) is about young people making a living and future for themselves and their communities. YLD involves economic and social investments such as business start-ups and community improvement projects devised and managed by young people. YLD projects involve adult mentors with skills in the respective area being addressed, working with and mentoring the young people.

### Partnership for an HIV Free Generation Kenya (HFG/K)

The Partnership for an HIV-Free Generation (HFG) aims to tackle HIV prevention in youth. With 2.5 million new HIV infections worldwide in 2007, it is clear that we can't treat our way out of this epidemic. A groundbreaking new approach to HIV prevention is needed. In a new partnership, global leaders from the private sector are joining forces with the public sector and non-governmental organizations to revolutionize HIV youth prevention through HFG. Championed by the U.S. President's Emergency Plan for AIDS Relief (PEPFAR), HIV-Free Generation links traditional approaches to prevention with the power of the private sector to target youth ages 10-24. With over 20 premier global partners, HIV-Free Generation leverages the innovation and core competencies of the private sector to deliver hope, health, and a better future for thousands of young people.

### Hope World Wide Kenya (HWWK)

HOPE Worldwide Kenya (HWWK) is a local NGO registered in 1999 under the NGOs Coordination Act, 1990.

HWWK is built on its strong core competencies including community participation and engagement, community based service delivery/interventions, and partnership building. This has enabled the implementation of responsive and innovative programs targeting underserved communities. The programs are implemented under the Centers of HOPE model with four pillars namely: HIV-related Services, Community Systems Strengthening, Economic Empowerment and Children.

The vision of HWWK is 'Empowered Healthy Communities'. The mission is 'HWWK is a Faith-based organization working with under-served communities to improve their quality of life through responsive and innovative health programming, service delivery, and community systems strengthening in Kenya and Eastern Africa'.

## METHODOLOGY

### Design and Analysis

This study followed an evaluation criteria comprising assessing the relevance of the project, the efficiency of its management, the effectiveness in terms of achieving its objectives, its impact and its sustainability.

The evaluation employed qualitative and quantitative methods in a complementary way to interrogate different types of evidence about the context, evolution and outcomes of YEI Project across the HFG saturation sites within Rift Valley, Nairobi, Coast and Nyanza regions. This approach was grounded in the understanding that adopting different but complementary lines of enquiry invariably would lead to more robust and credible evaluation. In the practice of complementarity, the evaluation did not emphasize one line of enquiry over another but used the insights arising from quantitative analysis drawn from data mined from the 149 respondents to inform qualitative investigation and vice versa.

The qualitative component of this evaluation focused on the flexible exploration of the evaluation questions through the use of semi structured interviews, and the analysis of existing documentation.

Seven (7) key informants were interviewed across the project sites, and several documents reviewed. This qualitative information was used extensively when discussing the performance of particular interventions for example results of the information meetings, knowledge of labor markets, relations between the implementing partners, and the outcome of the interventions.

Various categories (direct beneficiaries, regional supervisors, key representatives of AYT, HFG and HWWK) of respondents were identified based on a segmentation matrix designed for respondent targeting at the onset of the field data collection exercise.

During the study, these categories of respondents represented differing degrees of contact with the Project (in terms of both the amount and nature of the contact) and were constructed on the assumption that the Project would have greatest impact on those for whom contact was the greatest, i.e. that there would be a positive relationship between degree of contact with the Project and the extent to which the intended outcomes were achieved. Essentially, each 'lower contact' group provided an estimate of a 'counterfactual' for the 'higher contact' groups.

The purpose and content of the interviews and the proposed use of the data were described to each selected respondent prior to interview and their interview data included in the analyses only if the selected respondent had explicitly agreed to the interview. The responses utilized were analyzed and have been reported only in non-identifiable form.

The data from the interviews were analyzed to provide comparisons between the groups utilizing descriptive statistics. The evaluation exercise employed qualitative and quantitative techniques to analyze the data. Analytical cards were used for triangulation, constant cross-checking and confirmation of the data gathered.

## The Evaluation Strategy

The evaluation study had three main foci at the onset: the development of the Project Logic, specifying the mechanisms through which the objectives were to be attained; formative evaluation, obtaining information to assist with decisions about the development and implementation of the Project; and summative evaluation, obtaining information to allow judgments to be made about the effects of the Project. Based on the nature of the Project, the study used a flexible, emergent design strategy aimed at gathering information on the Project antecedents, processes, outputs and outcomes in order to describe what had occurred.

Comparing what was intended with what actually happened in each aspect of the Project was expected to promote an understanding of the reasons why these particular processes and outcomes eventuated. It also provided evidence about the overall Project Model in terms of its implementation and efficacy.

## Methods

A number of methods were employed in conducting this evaluation:

**I. Document review:** The evaluation team reviewed a wide range of project documents that included the project proposal, action and operation plans, monthly reports, monitoring reports and mid-term report.

This provided information and insights on planning, design, management and implementation aspects/ issues of the project.

**II. Key informant interviews:** The team interviewed key informants (n=7) to generate information on project operations. Those interviewed included selected YEIP staff. Other people interviewed included project coordinators at both HWWK and HFG.

**III. Target interviews/Structured interviews:** The consultants engaged enumerators who visited the project sites across the four regions to interview target beneficiaries (n=149) who had been on the project for more than two months. The purpose was to gain from their experience the extent to which the project had attained its objectives. Selected stakeholders/partners/stakeholders were interviewed to establish areas where synergic effects had been achieved as a result of working together with YEIP.

**IV. Focus Group Discussions:** The team conducted FGDs with target groups for qualitative information on the performance and impact of the project.

**V. Observation:** Emphasis was placed on collecting information based on careful observation and interactions during the interview with target group.

## 2.0 FINDINGS

### 2.1 Overall project implementation

The following areas, all of which were serving as HFG saturation sites, constituted the project implementation sites:

- Nairobi- Embakasi Constituency
- Coast- Kisauni, Mtwapa, and Voi Constituencies
- Nyanza- Kisumu East, Mbita and Rarieda Constituencies
- Rift Valley- Eldoret, Naivasha and Ongata Rongai Constituencies

Key informant interview were held with one representative from each of the three implementing partners to determine the overall level of success in implementing the YEIP project. The findings relating to these interviews are summarized below:

#### **Processes**

Both informants from the two organisations involved in the day-to-day project implementation activities felt satisfied with the actual project activity performance compared to the planning that had been done for the three major components of the project: youth employment, vocational training and wrap around activities. The projects were also judged to have reached the target population by the implementers who also reported positive feedback from participants of the projects. There were, however, concerns about changes in the vocational training component which was renegotiated during project implementation and thus was not implemented according to the initial planning. Aspects that were renegotiated included sponsorship for trainees on the vocational training and this was thought to have directly impacted on the achievement of the target for vocational training.

These assessment areas of project processes were not applicable to the HFG which was not involved in active project management.

#### **Project outputs**

The AYT and HWWK respondents each indicated that the project had succeeded in providing the planned services and that the partners developed and used their own M&E systems to monitor project implementation. Problems reported in process evaluation included numerous and complex tools which had to be modified into the life of the project because they did not capture the intended indicators. AYT identified one unexpected output of the project. The current employment situation in the country resulted in project participation by youth outside the targeted age groups of 15 to 24 years. This had both beneficial and negative effects. From the program perspective this meant that the focus on the intended beneficiaries (15 to 24 years) was not optimal while on the positive side inclusion of additional age groups possibly increased the project's impact.

#### **Outcomes/ impact of YEIN project**

All the three implementing partners reported good working relations with each of the implementing partners. There were reports of realignment within organisations as a result of the project. The most common changes were functional based on the need to accommodate intersectoral collaborations. For example AYT reported significant capacity building among its staff with the introduction of the wrap around project activities because AYT has not previously worked in HIV/ AIDS area.

#### **Alternatives and lessons learned during project implementation**

The implementers identified the following issues as significant challenges in project implementation:

- The short duration of project implementation
- Absence of baseline data on performance of project activities

## PROJECT ACTIVITIES

### 2.2 To provide information to youth on what is available in the market

The main strategy adopted by the project for providing information to youth on what is available in the labour market was through conducting information meeting. These meeting were organised and facilitated by AYT. The information meetings started on 14th March 2012. Health information, counseling and testing and other wrap round services were to be included in the information meetings or the trainings.

**Information meetings:** These were conducted during one-day forums where there was exchange of information on the labour market and the available opportunities to promote youth employment. The information meetings were meant to equip the youth with information on what is available in the market and the relevant trends that the youth could tap into for improved access to employment. The meeting looked into ways of improving youth capacity to engage in self-employment ventures and also issues affecting youth perception of the labor market.

During the entire period 96 information meetings were held across all the four regions. Overall, the targeted number of 10,000 youth was reached during the information meetings. According to regions Coast had the highest number of youth reached and surpassed its target by 26% while Nairobi reached only 73.4% of the targeted 2500 youth.

Table 1: Information meeting held during YEIP project

Indicator	Target	Achievement			Performance
		Male	Female	Total	
No. of information meetings held	100	96			96%
No. of youth attending information meetings	10,000	4994	5036	10030	100.3%
Nyanza	2500	1113	1263	2376	95.0%
Coast	2500	1406	1743	3149	126.0%
Rift Valley	2500	1408	1263	2671	106.8%
Nairobi	2500	1067	767	1834	73.4%

### 2.3 To build capacity of 12 youth organisations in respect to knowledge of the labour market and their ability to get involved in and advocate for youth employment

Capacity building in respect to knowledge of the labour market and advocacy for youth employment within 12 youth organisations identified in the HFG saturation areas was undertaken during the period of the project. The two strategies adopted to ensure capacity building were: TOT trainings and capacity building seminars. Details of these activities are presented below.

**TOTs Training:** A total of 4 induction workshops (one per region) were conducted followed by 4 ToT training workshops (one per region) between March and April 2012 (Table 2). The trainers of trainers were equipped with necessary skills and information to enable them to successfully carry out BSED and Employability trainings. The ToTs were empowered to give out information, advice, training and assistance in the field of business and employment. 42 TOTs were trained against a target of 40 ToTs.

Table 2: ToT training in the HFG regions implementing YEIP

	Number	Percent	Male: Female ratio	Training period
Rift Valley	10	23.8	4:6	Mar-12
Nyanza	11	26.2	8:2	Apr-12
Coast	10	23.8	5:5	Apr-12
Nairobi	11	26.2	2:9	Apr-10
	42	100.0	20:22	

Capacity building seminar for youth serving organizations: During the first half of the project key youth organizations at the grassroots especially in the area of health interventions were identified. Among these identified organisations 18 youth organizations were taken through a 3-day seminar to build their capacity to offer intervention in youth economic empowerment.

The targeted youth organisations were 12 and the involvement of 18(150%) youth organization represented good performance on this indicator.

Sustainability of this project can only be ensured by continuously making information on what is available easily accessible to the youth. This premise informed the need to build the capacity of youth serving organizations in respect to knowledge of the labour market and their ability to get involved in and advocate for youth employment. During these seminars an Organizational Capacity Assessment tool was administered to help identify the gaps in areas for capacity building. The key categories in the tool include:

- Organizational profile
- Leadership and Governance
- Finances
- Networking and Advocacy
- Technical Capacity on Youth Employment

After the analysis of the gaps, the capacity building seminar was conducted in all the 4 HFG saturation regions in the months of March and April. Among the topics covered were:

1. Proposal writing
2. Fund raising
3. Communication skills
4. Designing, Organizing and Facilitating training (BSED and Employability trainings)
5. Effective networking among others

Recruitment of youth for BSED/Employability and Vocational skills training: During the period under review and specifically in late April, AYT and HWWK embarked on the process of identifying youth to benefit from the specific trainings in this project. Ideally during the information meetings the attending youth had expressed interest in the various trainings and the team's task was to interview and settle on the most deserving candidates. The criteria used in selecting the beneficiaries included

- Must be between 15 and 24 years of age ( 20% allowed for ages 25 -35 years)
- Must be coming from HFG saturation area
- Must be interested in the trainings being offered

In addition to these criteria potential trainees had to meet certain additional criteria to gain admission into the various training: BSED, employability and vocational. Specific requirements for the BSED, employability and vocational training courses are presented under the evaluation of the respective indicators.

## 2.4 To build an entrepreneurial culture and instil positive attitude towards entrepreneurship in young people that will develop at least 400 businesses.

To enroll in the entrepreneurship training the following conditions had to be met:

- o The beneficiary must demonstrate passion for enterprise
- o Commit to start/expand business on completion

## 2.5 To build employability skills of youth to enable them secure jobs

To enroll in the employability training the following conditions had to be met:

- o The trainees must be form four, college or university graduate
- o Must be looking for job
- o Must commit to take initiative in job applications upon completion of the course

## 2.6 Train 2000 youth on vocational skill (Hair dressing and beauty) that will enable them create jobs

To enroll in the vocational training the following conditions had to be met:

- o The training was targeted at girls/young women
- o Must be of ages between 15 – 24 years (with an allowance of 20% ages 25 -35)
- o Must come from the HFG saturation areas
- o Must commit to start own business or get employed in a related business upon completion of the training

The actual trainings commenced in the second half of the project (May – July 2012). In addition the youth were provided with health services dubbed Wrap Around services as well as mentorship and counseling on employment and healthy options among other interventions to ensure a holistic approach in empowering the youth.

Attainment of BSED, employability and vocational training targets

The target of training 40 ToTs was met, 56.4% of the target on BSED training and 55.7% of the employability training target were achieved.

Table 3: Overall attainment of training targets during YEIN project implementation

Business and Entrepreneurship Development Skills	Target	Male	Female	Total	Performance
No. of TOTs trained	40	22	20	42	105%
No. of youth trained on entrepreneurship	2000	692	436	1128	56.4%
Employability					
No. of young men and women trained on employability skills	2,000	661	453	1114	55.7%

The findings in Table 4 show that none of the regions attained the target of at least 500 trained youth on each of the two training (BSED or Employability).

Table 4: Attainment of training targets according to regions

Activities	Employability		BSED	
	Male	Female	Male	Female
Rift Valley	157	120	181	99
Coast	171	145	194	133
Nyanza	184	131	168	147
Nairobi	149	57	149	57
Total	661	453	692	436
	1114		1128	

Three colleges were identified in Nairobi to offer vocational training. The other regions had nine colleges in total representing one college for each of the HFG saturation areas (training sites provided in Appendix I). There were significant funding problems for the vocational training. While HWWK had planned to sponsor the student participating in the vocational training, it later emerged that sponsorship for all the targeted 2000 youths was not possible. The agreement was renegotiated and the target of training at least 2000 youths was revised to 430 youths receiving partial sponsorship. This target was met at the end of the project but represented only 21.5% of the initial target.

## 2.7 To offer CT and other health services to the youth

The 10,300 youth attending information meeting all received health education on HIV/ AIDS packaged with the labour market information. Opportunities for counseling and testing were also offered to these individuals. An assortment of health services were provided to youth undergoing the trainings. The Wrap Around services included HIV Testing and Counseling, Life skills training, condom demonstration and distribution, screening of Shuga among others. These services therefore, reached the 2,672 youth enrolled in the various training courses (BSED = 1128, employability = 1114, and vocational training = 430).

To evaluate project effectiveness a sample of 149 project beneficiaries from across the participating areas was selected and interviewed.

**Project beneficiaries:**

The average age of the sampled beneficiaries was and 66 (44.3%) were male. Fifty nine (39.6%) beneficiaries were unemployed and 30 (20.1%) were students, while 44 (29.5%) were either in self employment or temporarily employed. Over one-half (55.7%) did not have a regular income, and those with regular income earned between KES 1,000 and KES 25,000.

Table 5: Distribution of interviewed beneficiaries by saturation area

Region	Saturation area	Male	Female	Total	Percent
Rift valley	Eldoret	8	5	13	8.7%
	Naivasha	7	5	12	8.1%
	Ongata Rongai	8	9	17	11.4%
Coast	Mtwapa	4	12	16	10.7%
	Kisauni	1	13	14	9.4%
	Voi	7	13	20	13.4%
Nyanza	Kisumu East	8	13	21	14.1%
	Mbita	8	7	15	10.1%
	Rarieda	7	4	11	7.4%
Nairobi	Embakasi	8	2	10	6.7%
<b>Total</b>		<b>66</b>	<b>83</b>	<b>149</b>	<b>100.0%</b>

Approximately one-third (35.4%) reported that they could access credit to start businesses. Ninety five (65.8%) reported that they save money whenever they get some income. Banks (55.7%) and family/ relatives (16.1%) were the most common sources of credit. 62 (46.6%) reported engaging in income generating activities mostly small scale businesses or agricultural activities.

**YEIP project activities**

Figure 1 confirms that wrap around activities of HIV CT were being offered to project beneficiaries. Among the interviewed beneficiaries most (66.4%) had undergone BSED training. Most (91.9%) of these beneficiaries had received HIV counseling. All the 136 (91.3%) of the 149 beneficiaries who indicated that they were interested and willing to be tested for HIV had actually been tested through the project wrap around activities.

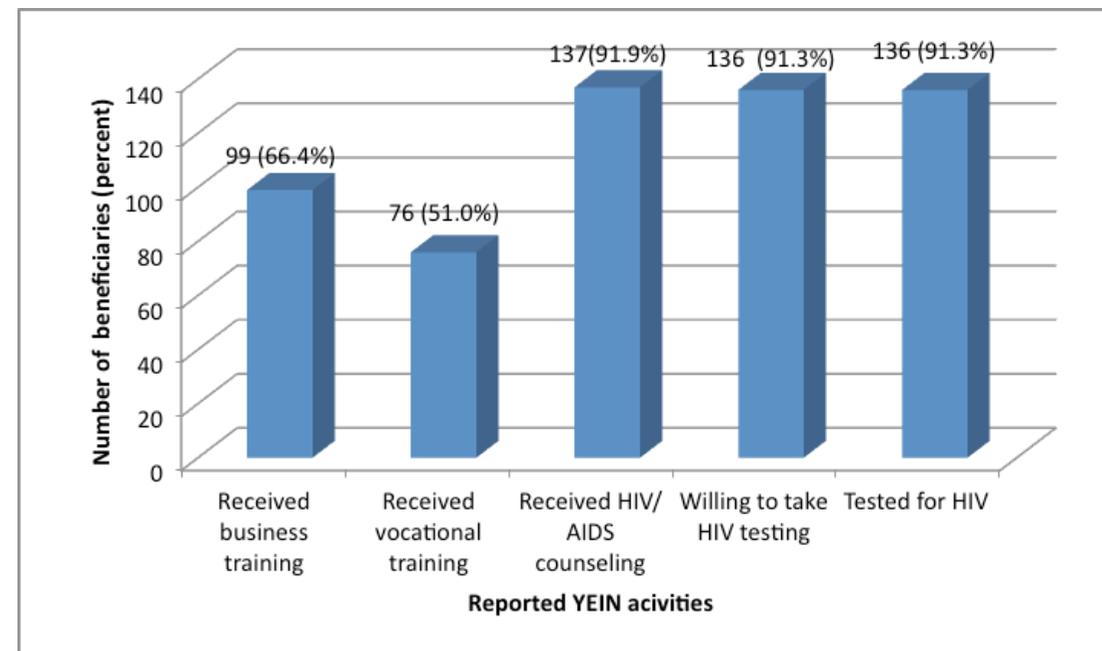


Figure 1: Beneficiaries report of YEIP project activities

Among the interviewees 129 (83.2%) reported that they found the training to be very helpful and 9 (6%) felt the trainings were helpful. In fact 75 out of the 99 BSED trained beneficiaries, 53 of the trained in employability and 26 of the 76 beneficiaries receiving vocational training had applied their skills in a useful way: to start businesses, apply for jobs, attend interviews or develop business plans.

**Sexual behavior**

Most interviewees were single 126 (84.6%) and sexually active 104 (69.8%). Among the sexually active youth 83 (79.8%) reported that they practice safe sex and only 9 reported having multiple sexual partners. The figure below shows that according to beneficiaries the biggest barrier to HIV testing is stigma and fear.

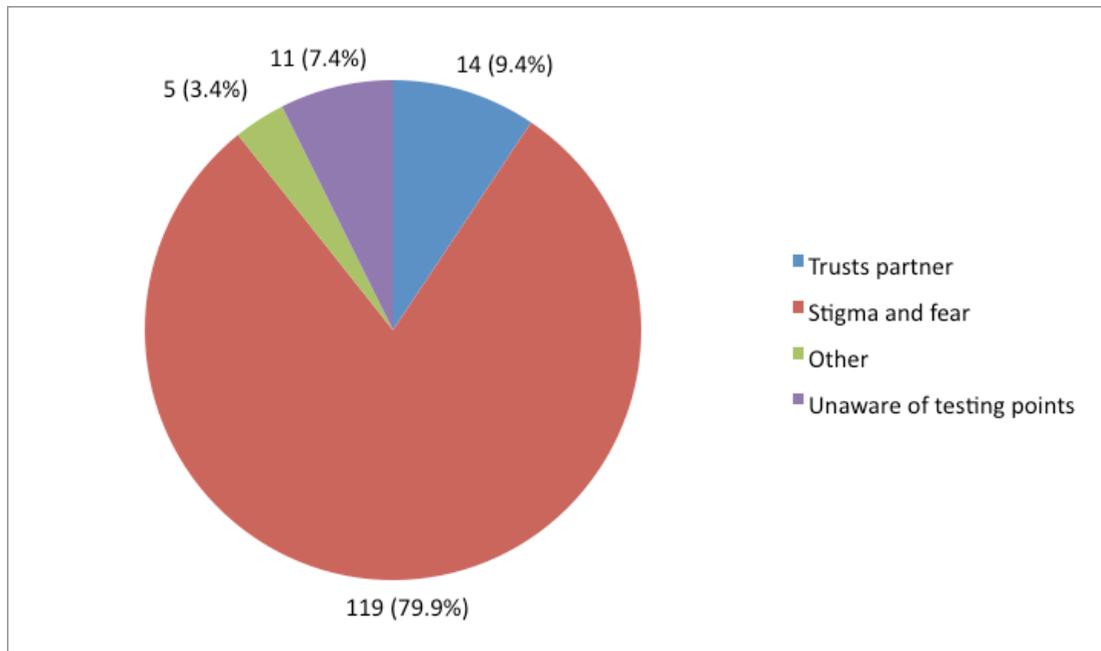


Figure 2: Reported barriers to HIV testing

### Knowledge of HFG activities

Most (92.6%) of the interviewed beneficiaries reported that they had heard of G-pange initiative (Table 7). Between 26.9% and 53.7% of the beneficiaries could identify the pillars of G-pange. Most were also aware of media outreach targeted at youth with 117 (78.5%) having watched Shuga movie, 115 (77.2%) had read pulse magazine and 57 (38.2%) had played pamoja mtaani video games.

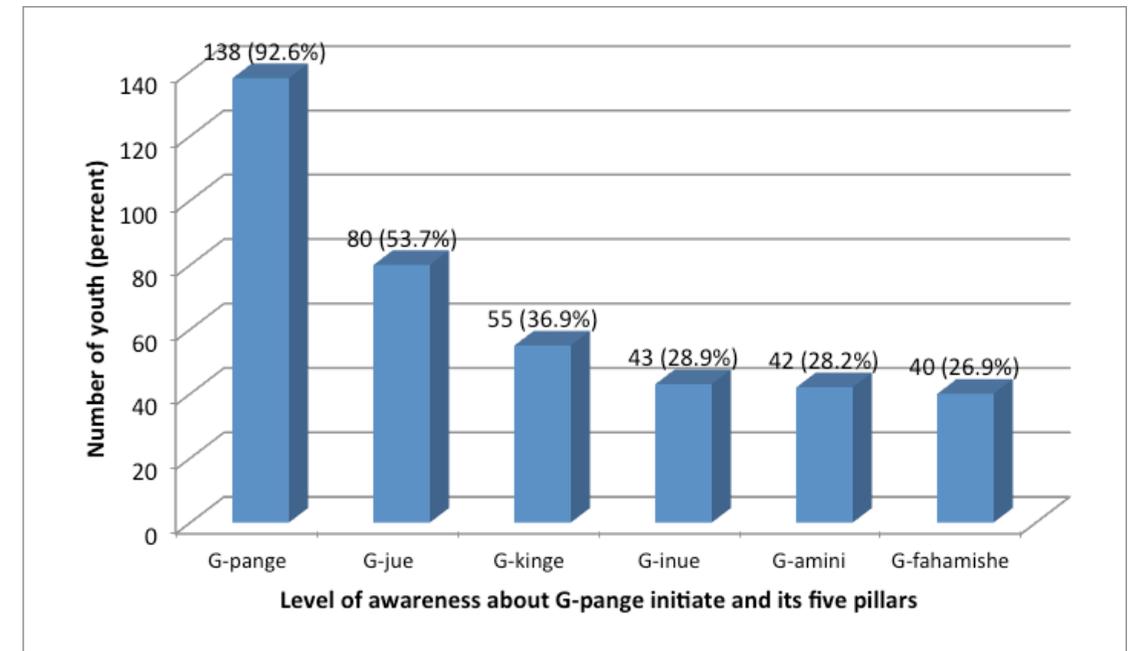


Figure 3: Level of awareness of about G-pange initiative

### Vocational training institutions and enrollment

REGION	COLLEGE/SALON	NO. OF STUDENTS		
			MALE	FEMALE
NBI				
EMBAKASI	DILIGENT COLLEGE(KAYOLE)	100	6	94
	HI-TECH HOPE COLLEGE	30	0	30
	MUKURU HOPE CENTRE	26	1	25
		156		
RIFT VALLEY				
ELDORET	MOTIONS BEAUTY COLLEGE	50	10	40
NAIVASHA	DILIGENT COLLEGE(KARAGITA)	40	4	36
		90		
NYANZA				
KSM TWN	PAMBO SCHOOL OF HD&B	19	2	17
RARIEDA	MARVEL SALON	38	1	37
MBITA	JIPASH SALON	21	0	21
HOMA BAY	SECRETS SALON	10	0	10
		88		
MOMBASA				
KISAUNI	NGARISHA YOUTH CENTRE	40	2	38
MTWAPA	EMICS COLLEGE	30	2	28
VOI	REMY'S SALON	6	0	6
		76		
		410	28	382

### CHALLENGES IN PROJECT IMPLEMENTATION

Challenges	How they were addressed	Recommendations for future
Short project implementation period lasting 5 months	Continuous planning and evaluation of project activities	
Good coordination and co-operation among implementation partners	Project planning should allow for adequate implementation periods	
Challenges with monitoring project activities for instance the absence on baseline data on performance of project indicators	Organisations established their own M&E systems and evaluated progress towards attainment of these indicators	
Continuous planning allowed for implementation of corrective action in the case of vocational training	Projects should give adequate consideration to M&E system issues during planning	
Restrictive criteria for selection of target groups e.g age group target	The project focused on the target age group but allowed 20% of participants outside the target age group to participate in project activities.	The quota for participants over the prescribed age to be revised upwards: Youth between 24 and 30 years seemed more focused and interested in the project activities than the younger counterparts who are below 24 years.
Some participants especially in the Coast region felt that the training on hairdressing would not suit them and recommended that the implementing partners come up with different courses. Training of mechanics was adversely mentioned	The youth were advised to seize the available opportunities.	

## Consideration of other vocational skills like mechanics in future projects

### CHALLENGES IN IMPLEMENTING VOCATIONAL TRAINING

Challenges	How they were addressed	Recommendations for future
The mapping has revealed that Colleges charge a fairly high rate for Hairdressing & Beauty. HWWK rates were below market rates.	HWWK had to negotiate with the colleges	Thorough mapping should be able to address probable programmatic challenges before implementation and make necessary adjustments.
Some youth have found it challenging to pay the subsidized rate for the 3 month course.	HWWK negotiated with the saloons for pocket friendly payment plans especially for the youth	Thorough mapping should be able to address probable programmatic challenges before implementation and make necessary adjustments.
Lack of HWWK personnel on the ground, in the various regions to oversee the youth vetting processes and college identification-thus too much time spent on ground by program staff.	In places like Mombasa HWWK engaged the services of their staff on the ground to assist in vetting processes. Synergy between HFG/AYT & HWWK staff was created across the regions where harmonization of work was achieved.	Creation of strong networks and partnerships that would supplement hiring full time staff. Where volunteer work-force can be engaged in such short term projects
Socio-economic dynamics in the various towns has caused change in project roll-out e.g. in Naivasha only one college was found and it proved to be expensive. Thus the closest college found is 5kms out of town.	HWWK did not charge the students any fee, so the students can cater for their transport costs and HWWK takes up the college fee costs.	Prior mapping of towns would reveal various dynamics on the ground-this will inform on how best to implement the project for target beneficiaries
Unexpected costs incurred by HWWK e.g. hire of venue and chairs hiring and communication for TOTs.	HWWK worked out modalities to take care of these costs.	Work closely with the implementing partners on the ground and harmonize work-plans.

### FURTHER RECOMMENDATIONS

- The main recommendation of the end term review concerns the successful implementation of wrap around activities in the YEIP project. This project could be used as a model for integration of youth activities and effectively utilize the limited funding available for supporting youth projects.
- The short duration of project implementation was noted and the need to consider longer funding periods for future projects is recommended. The project was implemented within 5 month posing serious challenges to implementing activities like training whose durations were around 3 months. This did not allow for adequate time for setting up the project and implementing its activities.
- Capacity Building: The number of organisations engaged in capacity building activities was 50% higher than the target indicating a demand for such activities. It is recommended that future projects incorporate capacity building components and recruit more organisations to have optimal impact.
- Given the considerable funding challenges faced in implementing the vocational training component it is recommended that future projects should be designed around innovative in-built mechanisms of funding such programmes apart from depending on project finances only. In addition future vocational skills training proposals need to reflect actual market rates so as to avoid current challenges experienced and include alternative vocational skills i.e. carpentry, computer skills, mechanics, driving classes etc.

## **CONCLUSION**

The YEIP project had a brief implementation period but four of the six project goals were fully attained and performance for the two remaining goals was commendable given the demanding nature of training activities and the time horizons for training courses. The successful implementation of wrap around activities in the YEIP project could be used as a model for integration of youth activities to effectively utilize the limited funding available for supporting youth projects. Future project should however be implemented over considerably longer time periods.

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