



Republic of Kenya



Kenya

**THE KENYA NATIONAL YOUTH DEVELOPMENT AND TRAINING  
(KNYD) PROGRAMME**

# **PROGRAMME REVIEW REPORT**

**DECEMBER 2011**

**UNITED NATIONS DEVELOPMENT PROGRAMME  
&  
MINISTRY OF YOUTH AFFAIRS AND SPORTS**

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**BY  
JULIUS MBURUGU  
TEL: 254 020 310 340, 254 722 218950  
E-mail: [juliusmburugu@yahoo.com](mailto:juliusmburugu@yahoo.com)**

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## **ABBREVIATIONS AND ACRONYMS**

AEDA	:	Accredited Enterprise Development Agent
AWP	:	Annual Work Plan
BEA	:	Business Experiencing Attachment
BS	:	Business Skills
BS&ED	:	Business Skills and Entrepreneurship Development
CDF	:	Constituency Development Fund
DBSCS	:	District Business Solution Centres
DTDO	:	District Trade Development Officer
DYO	:	District Youth Officer
DYTO's	:	District Youth Training Officers
EDA	:	Enterprise Development Agents
ESP	:	Economic Stimulus Programme
GDP	:	Gross Domestic Product
GOK	:	Government of Kenya
ICT	:	Information Communication Technology
ILO	:	International Labour Organization
KCPE	:	Kenya Certificate of Primary Education
KCSE	:	Kenya Certificate of Secondary Education
KEPSA	:	Kenya Private Sector Alliance
KIDDP	:	Kenya Italy Debt for Development Programme
KIE	:	Kenya Institute of Education
KIE	:	Kenya Industrial Estates
KIRDI	:	Kenya Industrial Research Institute
KNEC	:	Kenya National Examinations Council
KTTC	:	Kenya Technical Teachers College
KYND	:	Kenya National Youth Development and Programme
MDG's	:	Millennium Development Goals
MoE	:	Ministry of Education
MoE	:	Monitoring and Evaluation
MoEST	:	Ministry of Education, Science & Technology
MoI	:	Ministry of Industrialization
MoLHRD	:	Ministry of Labour & Human Resources Development
MoT	:	Ministry of Trade
MoYAS	:	Ministry of Youth Affairs and Sports
MSE	:	Micro and Small Enterprises
MSMEs	:	Micro, Small and Medium Enterprises
NAV CET	:	National Vocational Certificate in Education and Training
NGO	:	Non-Governmental Organization
NIC	:	Newly Industrialized Country.
NYC	:	National Youth Council
PDYA	:	Provincial Director of Youth Affairs
PECs	:	Personal Entrepreneurial Competencies
PID	:	Project Initiation Document
PSP'S	:	Private Service Providers

QPR	:	Quarterly Progress Report
QWP	:	Quarterly Work Plan
RRI	:	Rapid Results Initiatives
SME	:	Small and Medium Enterprise
TIVET	:	Technical, Industrial, Vocational and Entrepreneurship Training
TNA	:	Training Needs Assessment
TOR	:	Terms of Reference
TOT	:	Training of Trainers
UNDP	:	United Nations Development Programme
UNEP	:	United Nations Environment Programme
UNIDO	:	United Nations Industrial Development Organization
VTC	:	Vocational Training Center
WEDF	:	Women Enterprise Development Fund
YEC	:	Youth Empowerment Centre
YEDF	:	Youth Enterprise Development Fund
YEF	:	Youth Enterprise Facility
YES	:	Youth Empowerment Support
YES - EA	:	Youth Employment Scheme - Entrepreneurs Association
YES - MSE	:	Youth Employment Scheme – Micro and Small Enterprise Program
YG	:	Youth Group
YPs	:	Youth Polytechnics

## **1.0 PROGRAMME BACKGROUND**

### **1.1 The Youth Unemployment Problem**

The recent released 2009 Census Report<sup>1</sup> for Kenya indicates that out of about 11 million youth (15-35 years who comprise about 36 per cent of the population) only 39 per cent are absorbed in the job market leaving 61 per cent jobless leaving below poverty line of one US Dollar per day. About 92% of these youth lack vocational or professional skills demanded by the economy to which agriculture contributes 30% of Gross Domestic Product (GDP). By the year 2012, the number of youth will have risen to 16 million. The high level of unemployment undermines the country's potential for development, leaving youths' energy and resourcefulness untapped while raising dependency levels.

Many of the employed youths have jobs that do not match their qualifications and personal development goals. Gallup's 2010 research data indicates that 62 per cent of Kenyans have not been in any form of employment over the last 12 months and that only 25 per cent out of secondary school and university leavers are absorbed in regular employment, hence the need to boost training in entrepreneurial skills<sup>2</sup>.

### **1.2 The Kenya National Youth Development and Training Programme**

It is for the above reason that the Ministry of Youth Affairs and Sports with financial support from UNDP designed the Youth Employment Scheme on Micro and Small Enterprises (YES-MSE) Project – October 2006–December 2008 and the Kenya National Youth Development Training (KNYD) Programme–April 2008-March 2012. The YES-MSE project on entrepreneurship and business skills development focusing on job creation for youth in the nine Millennium districts<sup>3</sup>. The YES-MSE project was transformed into KNYD targeting university graduates and redesigned to include another nine districts<sup>4</sup> seriously affected by the post-election violence as well as well as interventions for support for youth polytechnics to produce more skilled workforce among the youth. Thus, KNYD programme aimed at contributing to livelihood support for Kenyan youth and their peaceful participation in the country's economic development.

To achieve the above mentioned long term goal, KNYD focused on changing the mindset of young graduates through the following six strategies:

- a) Training in Business Skills & Entrepreneurship Development,
- b) Generating a pool of Business Advisory/Trainers and Enterprise Development Agents,
- c) Developing (and implementing) Youth Polytechnics curriculum and curriculum support materials,

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<sup>1</sup> Kenya population and housing census 2009 – Kenya National Bureau of Statistics

<sup>2</sup> Teaching practical Skills Can Create More Jobs”, in Business Day, July 6, 2010, Nairobi

<sup>3</sup> The MDG districts in Kenya include Bungoma, Siaya, Suba, Bondo, Muranga North, Kilifi, Garissa, Meru South and Turkana

<sup>4</sup> The districts include Kisumu, Nakuru, Uasin Gishu, Gucha, Transmara, Mt. Elgon, Tranzoia, and Pokot

- d) Developing (and implementing) a National Policy for Youth Polytechnics' and Vocational training,
- e) Developing the capacities of youth officers,

### **1.3 Expected Outcomes of the Programme**

- ◆ Youth with strengthened capacity to actively and effectively contribute to national development.
- ◆ New breed of productive labour force for SME development leading to licensed job opportunities.
- ◆ Improved management and coordination efficiency of UNDP/MOYA Programme and Projects (quality and timely, outputs, improved stakeholder relations).

### **1.4 Programme components**

#### **Component I: Sustainable Livelihoods through Entrepreneurship Development and Support to Youth Polytechnics**

The strategic objective is the expanded opportunities, specifically, to enhance the capacity of Kenyan youth in order to make them relevant to the micro and small enterprises (MSE) sector and hence inject a new breed of productive labour force for SME development thereby enhancing economic recovery through increased job opportunities by inculcating entrepreneurial culture, skill upgrading and revitalizing Youth Polytechnic leading to the following outputs:

- a) Establishment of institutional framework that ensures a coherent partnership amongst government, employers, professional, associations, NGOs and industry to promote good governance and positive image for the growth and prosperity of YPs.
- b) Promotion of technology transfer and entrepreneurial potential amongst the youth;
- c) 210 Youth Polytechnics (YPs) developed into centres of excellence and mainstreamed into the national education and training framework to provide graduates with flexible and market/demand programmes and market responsive skills.
- d) 960 YPs instructors trained in entrepreneurship development and pedagogy skills thereby enhancing staff productivity and utilization;
- e) 5,000 young graduates trained in Business Skills and Entrepreneurship development (BSED) and 2,500 trained as Enterprise Developed agents(EDAs) to provide market focused business development services either as private practitioners or under the auspices of the District Business Development Centres;
- f) 49,440 youth equipped with competitive skills for effective participation in community, national, regional and global economy;
- g) Increase ICT infrastructure by facilitating 210 YPs to provide ICT skills to the youth and the wider society.

#### **Component II: Capacity Building for the Ministry Of Youth Affairs and Youth Serving Ministries**

The benefits of improving the management efficiency and effectiveness of UNDP/MOYA programmes and projects are:

- a) Higher success rate in delivering satisfactory results of high quality, on time, and on budget.

- b) Improved stakeholder relations in programme and project communications based on a clear, defined, and articulated approach and organization;
- c) Effective management and coordination of the youth development interventions.

## **1.5 Purpose of the Assignment**

The purpose of this assignment is to undertake a mid-term review which will examine the performance of the KNYDP including the previously related but closed YES-MSE Project. In this regard, the review will include:

- a) Evaluation of the progress in programme/project implementation, measured against planned outputs set forth in the Programme/Project Document in accordance with availed/allocated budget,
- b) Assessment of features related to the process involved in achieving the outputs, as well as the initial and potential impacts of the programme/project.
- c) Identify causes and issues that hindered adequate achievements of targets.
- d) Identify and document programme's successes and opportunities for improvement with a view to increasing incomes and job creation.
- e) Identify weaknesses and strengths of the programme design and recommend any necessary changes in the overall design and orientation by evaluating the adequacy, efficiency, and effectiveness of its implementation.
- f) Make detailed recommendations on the work plan for the remaining programme period.
- g) Assess early signs of the programme success or failure and prompt necessary adjustments.
- h) Identify lessons learnt and best practices from the programme/project which could be applied to future and other on-going youth interventions.

## **1.6 Review Methodology**

The mid-term review was conducted in a participatory manner working closely with relevant stakeholders and partners including ultimate beneficiaries and intermediaries, officials in the Ministry of Sports and Youth Affairs and UNDP. The process started with a desk review of programme/project documentation and also use of the following:

- Desk review of programme/project document, outputs, quarterly work-plans, progress reports;
- Interviews with the Project Staff and others;
- Consultations and/or interviews (see Annex 1) with relevant stakeholders involved, implementing partners, representatives, local communities, and graduates of the training programmes, trainers, private sector, and other organizations.
- Online administration of the two questionnaires, one focusing on feedback relating to the training and second one focusing on case study profile for those who started a business.

Although most of the basic records relating to implementation of programme activities were available, they had not been systematically analyzed and in a few case some records such as quarterly work plans, quarterly progress reports and financial reports were not available.

## **2.0. REVIEW OF PROGRAMME ACHIEVEMENTS/SUCCESSSES AND KEY ISSUES**

### **Outputs relating to Sustainable Livelihoods through Entrepreneurship Development and Support to Youth Polytechnics**

#### **2.1: Trees for Jobs Project to Create Livelihood Opportunities for Youth**

2.1.1: Project identified a venue for the MOYAs/UN forest to be UN Ngong Hills. The project managed to facilitate the piloting of the Ngong Hills as a Best Practice for the youth of Gicagi slums in Ngong Town. A total of 220 young people were engaged in the planting of trees on a 12 acre piece of land under the *Kazi Kwa Vijana* initiative. Other key activities included the fencing and installation of water tank on the project site as well as procurement of the 30,000 seedlings needed in the project but it was not clear how the husbandry of the UN forest will be sustained.

The following are some observations on the Trees for Jobs project:

- a) While this was a gainful engagement of the youth it offers only a short-term employment opportunity.
- b) The funds earmarked for the Trees for Jobs should have been used to finance enterprising young men and women to create businesses which have a much longer-term impact in the economic welfare of the beneficiaries.

#### **2.2: Promote Sustainable Entrepreneurship Culture among University Graduates and enhance their capacity to provide Business Skills.**

2.2.1 This intervention (see details in Annex II) entailed Business Skills and Entrepreneurship Development (BS&ED) training which is intended to stimulate, motivate and develop young university graduates to establish businesses through a three weeks training session. Thereafter, the trainees are placed in various organizations for four weeks business experiencing attachment to give them an opportunity to familiarize themselves with business operations. The trainees are also required to develop business plans to be used in tapping business opportunities within the localities. The best performing BSED graduates are eligible for a 6 week Enterprise Development Agents (EDA) training (2 weeks residential and 4 weeks attachment) leading to certification as an enterprise trainer or consultant, empowering them to set up business advisory and training services centres in the various districts/counties which would support start-up and existing entrepreneurs improve performance of their enterprises. According to the Programme Initiation Document (PID) a total of 5,000 graduates were to be trained for BSED and 2,500 were to be trained for EDA.

Between October 2006 to December 2008 (YES-MSE Project) and April 2008 to September 2011 MOYAS and UNDP conducted BS&ED and EDA training activities in the following 18 districts: Bungoma, Siaya, Bondo, Suba, Gucha South, Transmara, Muranga, Kilifi, Garissa, Meru, Mt. Elgon, Trans Nzoia, Turkana, West Pokot, Uasin Gishu, Kisumu, Nakuru and Nairobi. As indicated in Annex 2, a total of 484 mainly



university graduates undertook BS&ED training by September 2011 out of whom 304 or 60 per cent were eligible to receive a certificate. A total of 246 BS&ED graduates or 50 per cent of the BS&ED trainees were eligible to undertake EDA training. Training sessions were on-going for 30 BS&ED participants from Kitui/Yatta districts and 30 EDA participants in Nakuru in the months of October and November 2011 from Gucha, Transmara, Nakuru, Mt. Elgon, Trnas Nzoia, Pokot, Turkana and Uasin Gishu. All the participants had at least a first degree with a third of them having attained postgraduate qualification or pursuing the same.

However, feedback from beneficiaries of BS&ED training indicates that only 20 and 15 per cent of the eligible beneficiaries turned up for EDA mainly because of the long gap between BS&ED and EDA training sessions as many of them had either lost interest in the programme particularly because they have not received certificate on completion or they already had secured jobs particularly in commercial banks such as Equity Bank, National Bank, Co-operative Bank. Many BS&ED and EDA graduates are jobless because they could not obtain start-up capital.



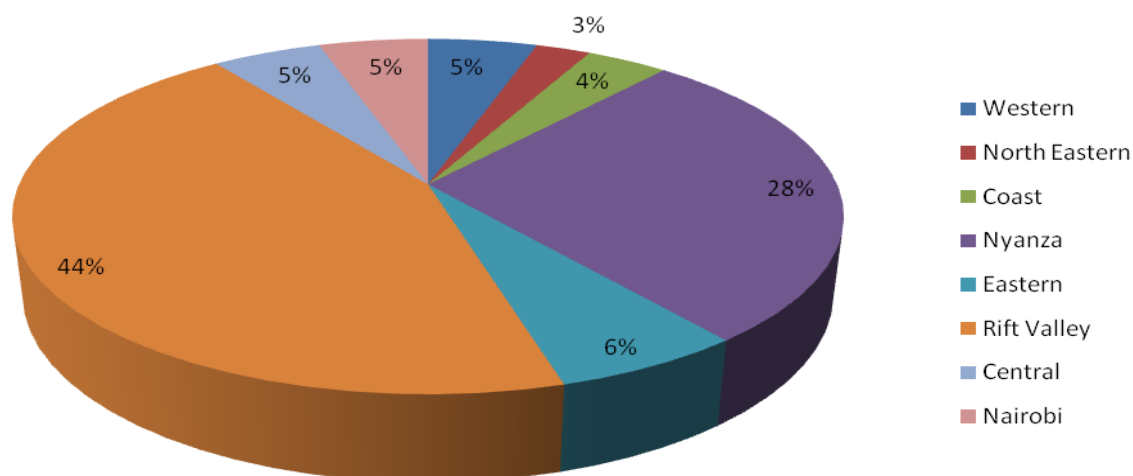
**EDA Partipants At Jumuiya Guest House in Nakuru - October 2011**

Table 1 below presents the distribution of BS&ED and EDA beneficiaries sampled for feedback from the 18 districts.

<b>TABLE 1: BS&amp;ED AND (EDA) TRAINING ACTIVITIES BY DISTRICT BETWEEN 2006- 2011</b>						
<b>Region</b>	<b>Sampled Graduates</b>		<b>Respondents</b>		<b>No Response</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Bondo/Suba	19	5	8	1	11	4
Bungoma	14	6	4	0	10	6
Garissa	9	4	2	0	7	4
Gucha South/ Transmara	11	10	4	3	7	7
Kilifi	1	4	1	2	0	2
Kisumu	14	5	4	2	10	3
Meru South	4	6	4	2	1	4
Mt. Elgon/ Trans Nzoia	17	5	6	3	11	2
Murang'a	12	9	3	2	9	8
Nairobi 1	13	11	1	1	12	10
Nairobi 2	20	13	0	2	20	12
Nairobi 3	12	8	1	0	11	8
Nakuru	17	8	5	3	12	5
Pokot	21	4	5	3	15	1
Siaya	17	7	1	1	16	7
Turkana	12	8	4	2	8	7
Uasin Gishu	22	6	3	0	19	6
<b>TOTAL</b>	<b>235</b>	<b>119</b>	<b>56</b>	<b>27</b>	<b>179</b>	<b>96</b>

The project planned to train 5,000 graduates for BS&ED and 2,500 for EDA, a very ambitious target which was not based on a realistic considerations as the project could only train about 500 trainees for both BS&ED and EDA trainees. As shown in Table 1 and the pie chart below, 83 or 23.4 per cent of the sampled 354 BS&ED and EDA beneficiaries responded to the questionnaire.

**CHART 1: RESPONDENTS BY PROVINCE**



During the interviews in 10 sampled districts (Annex I), it was evident that many beneficiaries did not open their emails and others were not interested in responding claiming that they were unhappy with long-delayed follow-up.

The feedback from the respondents in terms of relevance and appropriateness of the different topics covered during the training for BS&ED and EDA is presented in Table 2 below:

BS&ED				EDA			
Most Liked		Least Liked		Most Liked		Least Liked	
Business Planning, business location	27	Regulating & Taxation	5	Spotting business opportunities	15	Market survey & field visits	3
Spotting business opportunities	18	Production planning & work placement management*	4	Training techniques	4	Start up process and implementation of a business plan, opportunity perception	2
Motivation and business skills development	14	Finance, financial plan, balance sheet*	4	Financial accounting, keeping business records	4	Financial accounting	2
Sales and marketing, market survey	11	Estimating capital & costing	4	Introduction to business plan	4	Composition/narrative writing /report writing	2
Business skills preparation and presentation*, development	7	Cash flow projections	3	Development of business ideas*	3	Job creation	1
BSED curriculum design, adult learning & elements of	7	IT application in business management	2	Entrepreneurial process & introduction to MSE	4	Ministry of trade motivational talk*	1

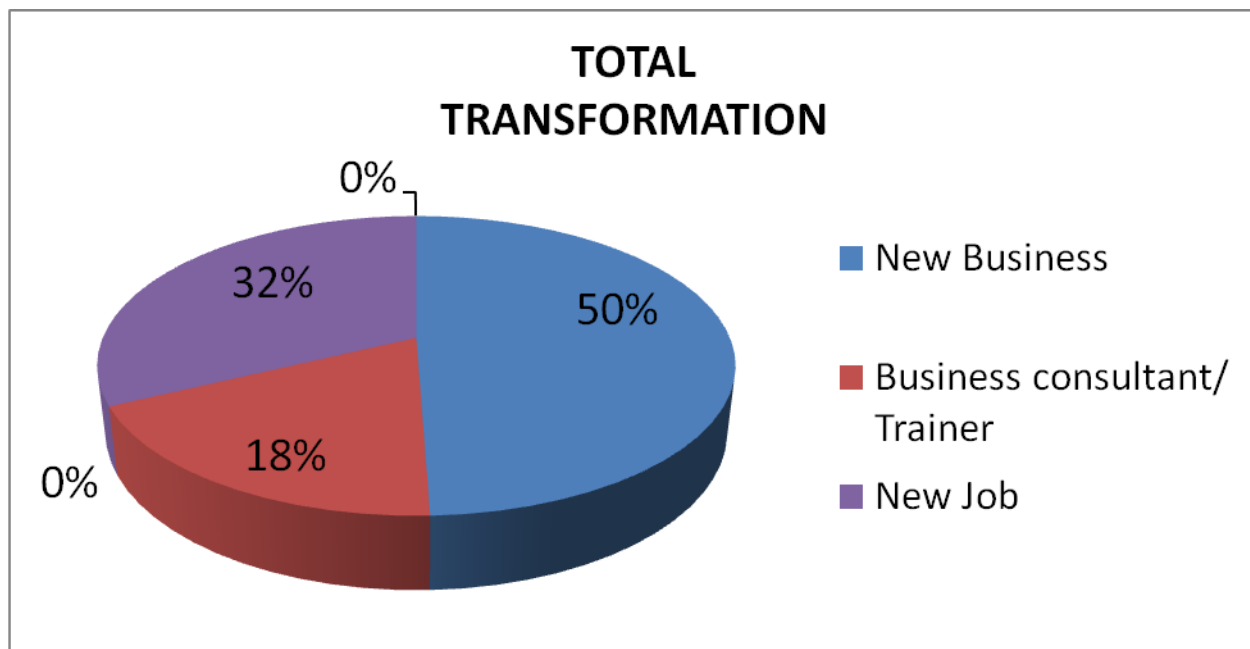
curriculum							
Environmental awareness	4	Financial plan	2	Introduction to entrepreneurship	3	Role of county council in business growth*	1
Financial documents*/Financial Planning	3	Presentation by a bank on credit and financial support	2	Production planning & work placement management	3	Sources of business funding	1
Introduction to entrepreneurship	3	Human Resource management	2	Market research	3	Estimated capital and cost	1
Cost/capital estimates and budgets, cash flow	3	Law	2	Sources of business funding	3	Team building	1

Out of the 83 respondents (Annex 4 with full details), 48 or 57.8 per cent of them submitted case studies of businesses they had started after BS&ED/EDA training. The submissions by province and gender are contained in Table 2 below.

<b>Region</b>	<b>Male</b>	<b>Female</b>	<b>TOTAL</b>
Western	2	0	2
North Eastern	1	0	1
Coast	1	1	2
Nyanza	8	5	13
Eastern	1	1	2
Rift Valley	14	1	19
Central	3	1	4
Nairobi	3	2	5
<b>TOTAL</b>	<b>33</b>	<b>15</b>	<b>48</b>

A profile of 9 best case studies recommended for conducting further interviews and documentation are contained in Annex 3. The particulars of these cases are as follows: Juliana Namada, Gift shop (Nairobi), Joseph Wamukoya, Electronics and Solar Appliances (Bungoma), George Njenga Kingori, MPESA (Mombasa), Ayoo Joseph Okulo, MPESA/ICT, (Kisumu West), Anthony K. Ndege, Biofeed (Kariobangi Light Industries, Nairobi), Jared Ooko Deya, Tours and Travel (Kisumu town), George O. Otieno, Business Centre (Siaya), Charles S. Maelo, Kuku Farm (Bungoma) and James M. Gege, Real Estate (Mombasa). Profiles have also been provided in Annex 3 for 13 other graduates while a detailed list of 26 other graduates who have provided profiles is also contained on the same Annex.

Out of the 83 respondents, 27 or 32 per cent secured new jobs mainly in banks and financial institutions such as Equity Bank, National Bank, Co-operative bank as well as in organizations involved in enterprise development or youth empowerment. In addition 15 or 18 per cent are working as entrepreneurship consultants or trainers. Chart 2 represents the transformation of beneficiaries of BS&ED and EDA.



From the data presented in the above chart it is evident that KYND Programme has made an impact on the lives of young graduates of BS&ED and EDA training.

The project also facilitated in the development of the Business Skills and Entrepreneurship Development Manual. A team from MOYAs, UNDP and other line ministries were hosted on a retreat to review the manual before it was printed in 2011 after a long delay. The review and editing of the training manual started early in 2009. This manual which was printed in 2011 is an excellent guide for start-up training in entrepreneurship training and for training of trainers.

### 2.3 Enhanced Capacity for Youth Polytechnics to offer Market Focused/Responsible Skills

The PID indicates that 210 Youth Polytechnics (YPs) be developed into centres of excellence and mainstreamed into the national education and training framework to provide graduates with flexible and market/demand programmes and market responsive skills. In addition, 960 YPs instructors would be trained in entrepreneurship development and pedagogy skills thereby enhancing staff productivity and utilization and that 49,440 youth equipped with competitive skills for effective participation in community, national, regional and global economy.

Since 2008 MOYAS has completed infrastructure development in 55 YPs at a cost of Kshs. 271 million (Nation, 2009). This initiative includes 18 YPs supported by the Kenya Italian Debt Development Programme (KIDDP) and 10 YPs supported by the African Development Bank (ADB). The Ministry targets a further 37 YPs for infrastructure development at a cost of Kshs. 190 million in 2010. More than 340 YPs countrywide have received tools and equipment costing about Kshs. 170 million. An additional 110 YPs have been equipped with tools and equipment worth Kshs. 190 million in 2010. This is meant to facilitate expansion of intake in YPs from

50,000 students in 2008 to 150,000 students<sup>5</sup> by 2012. More than Kshs. 80 million has been disbursed as grants to various polytechnics, which has benefitted about 504 YPs by paying Kshs. 15,000 per year for each student enrolled in the polytechnic.



One of Twin workshops (Fashion and Design) constructed/equipped by KIPP at Vitengeni, Kilifi



ICT Equipment provided by MOYAS to Mogotio Youth Polytechnic

UNDP supported MOYAS to develop a market driven curriculum through the Kenya Institute of Education (KIE) in 2007 for courses in the 12 vocational trade areas in two options. Option 1 is a

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<sup>5</sup> Ministry of Youth Affairs and Sports Strategic Plan 2007-2012

two year course for primary school leavers who graduate with the National Vocational Certificate in Education and Training (NAV CET). Option 2 is a four year course for primary school leavers aspiring to follow parallel secondary format with the aim to proceed for further studies at certificate, diploma and degree levels.

Records from MOYAS indicate that only the two-year TIVET curriculum is currently being implemented on pilot basis in 12 vocational trade areas in 39 youth polytechnics since 2008.

The course outlines is as follows:

- **Vocational trade area** (either Electrical and electronics technology, Motor vehicle technology, Building technology, Information communication technology, Fashion design and garment making technology, Hair dressing and beauty therapy, or Food processing technology)
- **Communication skills**
- **Entrepreneurship skills**
- **Life skills**
- **ICT studies**
- **Technical drawing**
- **Industrial attachment** (compulsory).

The new youth polytechnics curriculum support materials were launched in December 2009 by the Minister of Youth Affairs and Sports and the then Team Leader, Poverty Reduction Unit of UNDP. During the period under review, 120 youth polytechnic instructors and youth training officer from 60 youth polytechnics were equipped with ICT and pedagogical skills at Kenya Technical Teachers College.

The data contained in Appendix IV was gathered during visits carried out in November 2011 in Mogotio Youth Polytechnic in Baringo, Ahero Youth Polytechnic in Kisumu, Vitengeni Youth Polytechnic in Kilifi and Mapimo Youth Polytechnic in Malindi and Mathare in Nairobi which were randomly sampled.

The following are the main findings and observations on YPs and the new curriculum:

- a) Except for Vitengeni, enrolment in the sample had increased by between 60 and 100 per cent mainly because the new curriculum is perceived to be relevant for the world of work. The other reason for the steady growth of enrolment is because of the Kshs. 15,000 paid annually to each trainees admitted for training in YPs.
- b) The male trainees constituting 70 per cent of the overall enrolment. The female trainees dominate Fashion Design and Dressmaking and Hairdressing and Beauty Therapy.
- c) About 50 per cent of trainees enrolled in the five sampled YPs take the National Vocational Certificate in Education and Training(NAV CET) examinations offered by the Kenya National Examinations Council (KNEC).is currently the rest of the trainees take trade test examinations offered by Directorate of Industrial Training (DIT) while only a small number take This trend is confirmed by the findings of a study on skills gap analysis carried out in 2010 in YPs and VTCs offering training based on the new TIVET curriculum.

- d) The trainees enrolled for the trade tests offered by the Directorate of Industrial Training (DIT) using the new TIVET curriculum and its support learning materials.
- e) The number of YP instructors trained is only 120 compared with 960 initially indicated in the PID.
- f) A number of YPs have set up green houses to be used for demonstration on best agri-business practices for institutional self-sufficiency.
- g) MOYAS officials should make a thorough inspection of Vitengeni Youth Polytechnic to establish why enrolment declining while it is increasing in majority of the YPs.

It has not been possible to develop the 210 YPs into centres of excellence partly due to resource limitations and partly because KNEC is not capable of examining large number of students pursuing the NAVCET curriculum.

### **Outputs in PID relating to Sustainable Livelihoods through Entrepreneurship Development and Support to Youth Polytechnics which were not implemented**

There is no indication either in the Annual Work Plan or Quarterly Work Plans of activities for the following outputs:

1. Establishment of institutional framework that ensures a coherent partnership amongst government, employers, professional, associations, NGOs and industry to promote good governance and positive image for the growth and prosperity of Youth Polytechnics.
2. Promotion of technology transfer and entrepreneurial potential amongst the youth;
3. Increase ICT infrastructure by facilitating 210 YPs to provide ICT skills to the youth and the wider society

## **2.4 Outputs relating to Capacity Building and Development of Ministry of Youth Affairs and Sports.**

### **2.4.1 Capacity Building**

It is noted that during the period under review, the project facilitated the following:

- a) Editing of the 2008-2012 Kenya National Youth Policy Action Plan, a process which took too long to complete.
- b) Programme Coordinator cum Liaison Officer was seconded to MOYAS by UNDP in 2008 to assist in planning and execution of project activities, the project assurances and management of risks and incidentals but he left in August. The Programme has also supported continuously MOYAS with a UNV to give technical support to the ICT department of MOYAs.
- c) Acquisition of a desktop, laptop, a printer, a modem and a camera for the smooth running of the office and the programme.

### **2.4.2 Project Management and Administration**

The following were the key interventions undertaken with respect to project management and administration:



- a) The Project Steering Committee held quarterly and ad hoc meetings to discuss various project issues. The Committee which is sometimes referred as Technical Committee and whose membership includes representatives of Ministry of Youth Affairs & Sports, Ministry of Trade (Department of Internal Trade, UNDP EDAs, Kenya Community Development Foundation – KCDF is chaired by the Director of Youth Training. According to available records the Committee met 6 times in 2009 and two times, one in February and the other in August in 2011.
- b) The project at the design stage (see April 2009 to March 2010 and January – December 2010 Progress Reports paragraph 3.5.2) was envisaged to have a staff complement comprising the National Project Officer/Manager, two field coordinators, six district based UNVs, four nationally based UNVs and an Assistant Project Manager who serves as a Liaison Officer between MOYAS and UNDP. However, the field coordinators and the UNVs are not in place.
- c) The project records have only captured as assets one desk top, one printer and one laptop purchased between 2008 and 2009. A camera and a modem were purchased in November 2011.

### **3.0. CAUSES AND ISSUES THAT HINDERED ADEQUATE ACHIEVEMENTS**

The programme focus on expanded opportunities, specifically to enhance the capacity of Kenyan youth in order to inject a new breed of productive labour force for SME development is a very appropriate strategy in that it is expected to create businesses and increased job opportunities. According to the PID, the Programme budget amounts to US\$1.525 million plus a substantial input from MOYAS in kind. Although the Programme Manager, the Assistant Manager and another staff operate from a small office, they keep most of the basic records such as work plans, progress reports and minutes of meetings. The team is focused in their functions but they seem overstressed and overwhelmed with work. The following are some key issues that have been identified as handicaps to the programme success:

- a) A systematic records management system is lacking as it takes long to retrieve some of the basic programme records. By the time of finalizing this report, some past work plans, progress reports, minutes of Steering Committee meetings and financial reports could not be found.
- b) The programme is in need of staff with expertise and experience and leadership to professionally manage and efficiently produce the many outputs expected to be achieved. The Programme Officer/Manager and other staff Ministry attached to the project are civil servants responsible for other duties in addition to the implementation of programme activities in many different regions of Kenya.
- c) The first Assistant Project Manager who served as a Liaison Officer between MOYAS and UNDP resigned in August 2011 and was not replaced until late October 2011. The Poverty Reduction Unit of UNDP has been severely understaffed and overstressed hence it cannot be expected to provide adequate and timely backstopping services to this and several other programmes under its supervision.
- d) There is no indication that project the staff have a reliable transport facilities to ensure prompt movement to attend to implementation of project activities.

- e) A close scrutiny of most of the quarterly progress reports indicate that implementation of several activities had to be postponed. A comparison of work plan budgets (US\$151,658) provided for April-June 2008, January-March 2009, January-March 2010 and July-September 2010 with the expenditures (US\$90,249) recorded in the progress reports for corresponding period revealed that only 60 per cent of the quarter's activities were delivered.
- f) Delayed award of certificates to many BSED and EDA graduates has discouraged beneficiaries from implementing ideas and applying skills acquired during the training.
- g) Delayed disbursement of funds for project activities recorded in the quarterly progress reports. It is reported that in some case it took a total of two months for the project funds to be made accessible.
- h) Reports from the project staff indicate that the business processes and bureaucracy such as those involving payments, or signatures for documents in terms of facilitating the project were not very clear many times, and they kept going back and forth with UNDP and MOYAs clarifying rules and regulations, which meant loss of time and value to the project.
- i) While the PID contains SMART outputs the Annual and quarterly Work Plans and progress reports lacked smartly stated outputs hence the difficulty in determining whether targets have been achieved. For example the following outputs contained in the Annual Work Plan for April 2008 to March 2009 lack specific targets: Employment opportunities for youth employment are created; Entrepreneurship culture is inculcated amongst the youth; Kenya's youth polytechnics upgraded and modernized.
- j) There are no indications in terms of activities or reports that efforts were made to monitor the implementation of the Programme activities. Furthermore there does not exist a monitoring system which documents information gathered during the back to office reports.

#### **4.0. WEAKNESSES AND STRENGTHS OF PROGRAMME DESIGN**

The following are the main observations regarding the weaknesses and strengths of the programme design:

- a) The Programme was designed to be implemented by MOYAS in the spirit of national execution applying the principle of direct funding by UNDP. While this arrangement is ideal for capacity building purposes, it would have been prudent to hire an expert in project management to spearhead the Programme implementation.
- b) A Monitoring and Evaluation (M&E) system and activities should have been included in the PID. In establishing a M&E system would have necessitated creation of an appropriate baseline data and a data base for capturing information obtained during regular monitoring exercises including a management and information system for easing decision making by the management.
- c) In availability of start-up or seed capital and links to mentors, though not factored in the PID is critical for enhanced success of this project.
- d) About 50 per cent of those trainees who complete the 3 week BSED training continue for Business Planning and Experiencing (see Appendix II) and to EDA is about 50 per cent.

- e) The graduates of BSED and EDA were not properly linked to institutions which would provide start-up capital such as YEDF whose main goal is to fund enterprising young men and women to create sustainable businesses and employment opportunities.
- f) One of the key interventions for this Programme was the establishment of institutional framework that would have ensured a coherent partnership amongst actors involved in the various facets of youth development in the country such as YEDF, financial institutions and projects such as District Business Solution Centres of the Ministry of Trade. This is a strategic intervention which was not implemented yet it should have been given top priority.

## **5.0 KEY RECOMMENDATIONS**

1. UNDP and MOYA should reconsider its present policy of non-support to the training participants in relation to acquisition of loans. Financial linkages to provide start-up capital for properly identified BS & ED as well as EDA graduates will go a long way in improving the results of the Programme. A revolving fund be created to guarantee the trainees simple and accessible loans for their businesses.
2. There is need for continuous follow-up of the trainees, at least once a year, to ensure that the beneficiaries are on course towards achievement of their goals.
3. A stakeholders' workshop should be organized for trainers and beneficiaries who have established successful businesses to review the contents of the BS&ED and EDA training programmes.
4. There is a need to keep the facilitators engaged through-out the length of the training and evaluation process. This will not only help to clear unresolved issues but also improve project's impact and success since facilitators are also beneficiaries of the project and have a good understanding of the programme.
5. The attachment period should be customized to suit the needs of the trainees in terms of the duration of attachment, the timing of the attachment and appropriateness of the firm where attachment takes place.
6. Arrangements should be made to provide prompt follow up/after care programme to ensure success of the trainees to enterprises.
7. A mentorship programme should be put in place for the trainees by established entrepreneurs incorporating market and financial inter-linkage for the benefit of the trainees.
8. A process of institutionalizing the Programme should be a major agenda to deliberate with the partners in order to ensure that graduates are facilitated with startup capital and marketing linkages. MOYAS may consider partnering with other agencies such as European Union, USAID and local MFIs or banking institutions to enable the trainee's access simple loans to back up their business plans and support marketing and related advisory services.
9. MOYAS officials should make a thorough inspection of youth polytechnics such as Vitengeni whose enrolments are declining to establish the state of leadership and governance and other factors causing the decline.
10. MOYAS top leadership should liaise with the Ministries of Education and Higher Education, Science and Technology to ensure YPs are well mainstreamed at the county

level of administration under the realigned education and training as per the new constitutional requirements.

11. A stakeholders' workshop should be organized for trainers and beneficiaries who have established successful businesses to review the contents of the BS&ED and EDA training programmes to consider the feedback contained in Table 2 and give it a greater focus on knowledge-based enterprises.
12. The BS&ED manual will require a further revision to incorporate views expressed and especially after dissemination of the finding of the review to stakeholders.
13. The work plan for January to March 2012 should give top priority to interventions which lead to institutionalization of the current Programme and including the following three interventions which have not yet been given the desired treatment:
  - a) Establishment of institutional framework that ensures a coherent partnership amongst government, employers, professional, associations, NGOs and industry to promote good governance and positive image for the growth and prosperity of YPs.
  - b) Promotion of technology transfer and entrepreneurial potential amongst the youth;
  - c) Increase ICT infrastructure by facilitating 210 YPs to provide ICT skills to the youth and the wider society

## **6.0 LESSONS LEARNT AND BEST PRACTICES**

1. There is need to put more resources in youth entrepreneurship training and development including providing the youth start-up or seed capital after business skills and entrepreneurship training.
2. Improved coordination and harmonization of the youth initiatives will cumulatively lead to optimization of resources and maximization of outcomes at the result level. There is therefore need for the project beneficiaries to be supported to form a formal organization to roll out the training and coordinate related youth interventions.
3. The trainees were able to build confidence in their business plans given the exposure to real practices and hence can easily initiate and manage enterprises.
4. A number of trainees (32 per cent) got employed as a result of their input during their attachments, while some extended the period and received some payments based on negotiated rates.
5. Timely disbursement of project funds is crucial to timely achievement the results.
6. Sustainability of KYNDTP will be enhanced by leverage in networking and deliberate empowerment of graduates with regard to financial market linkages.

## 7.0 REFERENCES

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## 8.1: ANNEX 1: VISITS IN SELECTED DISTRICTS – OCTOBER-NOVEMBER 2011

<b>MURANGA</b>			<b>Date</b>
<b>Name</b>	<b>Particulars</b>	<b>Contact</b>	
1. Ephantus Kihonge, BS&ED (Did not do EDA)	Entrepreneurship Lecturer, JKUAT	0722436645	19.10.11
2. Alice Wanjiku Kimani, BS&ED & EDA	Muranga Regional Coordinator, Entrepreneurship Training, Equity Bank	0723352715	
3. Joseph Waweru Ndungu, BS&ED & EDA	Entrepreneurship Trainer, Women Group in Catholic Diocese of Muranga & Banana Trader	0722477265	
<b>MERU/EMBU</b>			20.10.11
4. Peterson Kariuki, BS&ED & EDA	Entrepreneurship Trainer, Koiyaki Guiding School (community project for youth), Masai Mara	0724589325	
5. Stella Wanja, BS&ED & EDA	Accountant, Kenya Methodist University, Meru. Also sell handbags	0722569584	
6. Salome Gakii Mukinda, BS&ED	Laboratory Technologist	0725680277	
<b>NAKURU/KERICHO</b>			
7. John Gichinga Kamau, BS&ED & EDA	Entrepreneurship Trainer, Secondary school Teacher, Trader in goats, pursuing Master's degree	0720320559	31.10.11
8. Esther Muchiri Njoki, BS&ED & EDA	Legal Officer, AGs Office and EDA Mentee	0723875430	
9. Agatha Mutuka, BS&ED & EDA	Entrepreneurship Trainer at National Bank, Nakuru	0726729980	
10. David K Sane	Mogotio YP Manager(Attended quality assurance and ICT workshops)	0725908767	
11. Evans Mutai, BS&ED & EDA	Entrepreneurship Trainer, Equity Bank Kericho. Also operates own business	0720583415	
<b>KISUMU/SIAYA</b>			
12. Frank G. O. Ojuang	Manager, Ahero YP (Attended quality assurance and ICT workshops)	0720170305	01.11.11
13. Ayoo Joseph Okulo, BS&ED & EDA	Business Owner, in Holo.	0721569642	
14. Jared Deya Ooko, BS&ED & EDA	Lecturer, Kisumu Polytechnic & Business Owner, Kisumu.	0723452036	
15. Jane Mangera Boyani Moraa. BS&ED	Secondary School Teacher and Business Owner, Kisumu	0734916870	
16. George Otieno, Onyango, BS&ED & EDA	Business Owner, Siaya	0724068217/ 071704348	
<b>BUNGOMA</b>			
17. Joseph Wamukoya, BS&ED & EDA	Business Owner, Started with Kshs.100,000, now business worth 2.5 million	0722901323	02.11.11
18. Pamela Nekesa Murunga, BSED & EDA	SEPP Women's Sacco and Business owner	0729968138/ 0735836127	
19. Charles Simiyu Maelo, BS&ED & EDA	Kuku Poultry, started with Kshs.100,000 now worthy Kshs.0. 5 million	0721625199/ 0736974778	
<b>MOMBASA/KILIFI</b>			
20. Gwiyo Manase Bendecto, BS&ED & EDA	Business Owner	0723924327	04- 05.11.11
21. George Njenga Kingori, BS&ED & EDA	Entrepreneurship Training, Equity Bank, Kilifi and has 2 MPESA outlets	0724447593	
22. Eric Tinga Nyae /Kitsao	Manager/Deputy, Vitengeni YP	0723101743	
23. James Munga Gege, BS&ED & EDA	Manager of two family properties in Mombasa	0722382208	

24. Jane Ngumbao Ngeti, BS&ED & EDA	District Youth Officer pursuing masters degree, University of Nairobi	0733682308	
Mary Muchai	Manager, Mapimo Youth Polytechnic	0720255825	
<b>NAIROBI</b>			
Dr. Dinah Mwinzi	Director of Youth Training, MOYAS	0202240068	13.10.11
Isaac Odek	Project Manager, MOYAS	0721652262	12.10.11
Eric Kitetu	Assistant Project Manager/Liaison Officer between MOYAS and UNDP	0724038348	12.10.11
Boniface Kitili	Programme Analyst, Poverty Reduction Unit, UNDP Kenya	0720639407	03.11.11
Anthony Ndege, BS&ED & EDA	Business owner involved in supply of farm inputs (fertilizer & Chemicals) with a turnover of over Kshs.10 million a year and with 5 employees	0722584826	07.11.11
Ann Njogu, BS&ED & EDA	Entrepreneurship Training for a community group in Kinoo	0721773722/ 0727237748	
Mark J. M. Wachira, BS&ED & EDA	Entrepreneurship Training, Equity Bank, Meru and founder of Kiambio Outreach focusing on slum families	0720672031	
Juliuana Nandwa	Business owner and Entrepreneurship Training Consultant	0722883641	
Naftali Omwayo	Manager , Mathare Youth Polytechnic	072298267	

## 8.2: ANNEX 2: BS&ED AND EDA TRAINING ACTIVITIES

Date & Venue	BS&ED			EDA (No.)	Trainer
	Participants	Gender	Graduates	Participants	
<b>Murang'a Nov 2008</b>	26	10 Female 16 Male	16	16	Samuel Kiminza
<b>23<sup>rd</sup> June 2010</b>	26		11	11	
<b>Bungoma August 5-19 Sept 2007</b>	30 37	13 Female 17Female 20 Male	19	10	Michael M. Kalo 0736674196 Allan Nandwa Elizabeth Wasike
<b>Kilifi – March 2009, June 2010</b>	30	F-6 M-4	13	10	
<b>Garissa and Meru South 24<sup>th</sup> June 2010.</b>	19	8 Female 11 Male	15	8	James Sina
<b>Siaya – November 2007 15 May 2008</b>	24	5 Female 19 Male	21	14	Jessica Mutegi Mark Mukhwana
<b>S. Gucha and Transmara 16-19 Dec 09</b>	26	11 Female 15 Male	20	15	Paul M. Muasa
<b>Uasin Gishu July 2008 17-19 Nov 2008</b>	30	F- 6 M-23	23	20	David K. Bett David K. Kendagor
<b>Nakuru 7-25 July 2008</b>	31	7 Female 24 Male	25	4	David K. Bett Michael M. Kalo
<b>Nairobi G2 6-25 Nov 2006 YES-MSE</b>	36	F-13 M-23	30	10	Maureen M. Kiambi
<b>Nairobi G1 June 2006</b>	30	F-14 M-16	25	10	Gudda Patrick
<b>Nairobi G3, 27Nov/16 Dec 2006</b>	23	9 Female 14 Male	20		Prof Gautam Jain- Lead Consultant / Trainer
<b>West Pokot 15-17 Dec 2009</b>	26	4 Female 18 Male	20	9	Eric Kitetu
<b>Turkana</b>	30	11-Female 19-Male	25	14	Eric Kitetu
<b>Kisumu: Bondo/Suba 13-14 January 2010</b>	25	5 – Female 15 Male	20		Gudda Patrick
<b>Kisumu 7-25 July 2008</b>	26 1 blind participant	7 Female 19 Male	22		Jessica Mutegi Gudda Patrick
<b>Nakuru/Uasin Gishu and Kisumu 10-19 Nov 2008</b>		7 Female 18 Male 4 Female 19 Male 5 Female 18 Male		Nakuru 25 Kisumu 23 Eldoret 23	David K. Bett David K. Kendagor
<b>Eldoret 7-25 July 2008</b>	30	6 Female 23 Male	25		Victor Kirui Eric Kitetu
<b>Kisumu – Bondo 13-14 Jan 2010</b>	9	4 Female 5 Male	9	21	Patrick Gudda
	<b>484</b>		<b>304 -60%</b>	<b>246 -50%</b>	

Total Female-152 Male-332



## 8.3: ANNEX 3: CASE STUDIES PROFILES

### 3.1 JULIANA NAMADA'S GIFT SHOP



**Juliana Namanda at her Gift Shop, Panari Hotel, Nairobi**

#### **Business description, location and contact**

Business founded and registered in 2006 at Panari Hotel, Mombasa Road, Nairobi  
Email: [juliesimonis@yahoo.com](mailto:juliesimonis@yahoo.com) Tel: 0722883641

#### **Current activities**

Agency services, gift items, stationery supply, photocopying and MPESA

#### **Key achievements**

- Start-up capital Kshs.7,000/=
- Business worth about Kshs.2.5 million
- Ability to sustain profitability

#### **Challenges**

Economic crisis, theft, dishonesty from the employees, punitive local council laws, harassment from city council askaris, security

#### **Future plans and projection**

Expansion into export market

#### **Any other unique aspect of the project**

24 hour operation

### 3.2 JOSEPH WAMUKOYA'S GREEN TEAM KENYA VISION 211



Joseph Wamukoya at his Video Matrix, Sharrif Centre, Bungoma

#### **Business description, location and contact**

Business founded and registered in 2009 in partnership with Emmanuel Denis Ngonga  
Email: [Jwamukoya!@yahoo.com](mailto:Jwamukoya!@yahoo.com) Tel: 0722901323

#### **Current activities**

- Networking Yes Kenya – Yes – Kenya Green Team & Vision 211
- Selling Electronics, Solar and Video

#### **Key achievements**

- Start-up capital Kshs.100,000/=
- Business worth about Kshs 3 million.
- Large network with European entrepreneurs on marketing solar products (latest technology)
- Created part time jobs

#### **Challenges**

- Sustainability – integrating project activities
- Resources – Diversity and redesigning of the project

#### **Future plans and projection**

Enhance sustainability by coming up with products that address a broader spectrum

#### **Any other unique aspect of the project.**

Emphasize and focus on environmental conservation and follow up tool

### 3.3 GEORGE N. KINGORI'S MOBCO SOLUTION



George Kingori's MPESA Dealership, Mombasa

#### **Business description, location and contact**

Business was founded in Mombasa in 2008 to offer consultancy in enterprise development but later shifted MPESA.

Email: gknjenga2003@yahoo.com Tel: 0724 447 593

#### **Current activities**

- MPESA business
- Training and mentorship

#### **Key achievements**

- MPESA whose start-up capital was Kshs.50,000/= now has two outlets and generates Kshs.300,000 per month
- Train about 2,000 persons on financial literacy and management.

#### **Challenges**

Trainees expect to be paid after being trained.

- Limited capital for expansion.

#### **Future plans and projection**

Get more training on business especially finance.

#### **Any other unique aspect of the project**

### 3.4 AYOO JOSEPH OKULO'S LUCERN INVESTMENT HOLO



Joseph Okulo Ayoo's MPESA Delearship in Holo

#### **Business description, location and contact**

Business was founded and registered in 2009 and is situated in Holo, Kisumu West.  
Email [aims.2001@yahoo.com](mailto:aims.2001@yahoo.com) Tel:0721569642

#### **Current activities**

- Electronic money transfer(cash deposits and withdrawals)
- Registration of Mpesa subscribers.

#### **Key achievements**

- Start up capital Kshs. 50,000 current working capital is Kshs. 100,000
- Created self-employment
- Employed other youths

#### **Challenges**

- Saturation of market with Mpesa outlets
- Money launders

#### **Future plans and projection**

Having one stop shop for Mpesa,computer services.

#### **Any other unique aspect of the project.**

Not prone to debts

### 3.5 ANTHONY K. NDEGE'S BIOSTA CHEMICALS EA LTD



Workers packing Biofeed at Anthony Ndege's Warehouse, Nairobi

#### **Business description, location and contact**

Business which is located in Kariobangi Light Industries was founded and registered in 2009.  
Email address: [ndegekimathi@yahoo.com](mailto:ndegekimathi@yahoo.com)/[biostachem@gmail.com](mailto:biostachem@gmail.com):Tel: 0722584826...

#### **Current activities**

- Activities includes distribution and manufacture of foliar fertilizers, plant hormones and animal products..
- Buy and sell from established agro manufactures and importers like Elgon,Arysta Etc.

#### **Key achievement**

- Gained farmer confidence in key farming areas in Kenya
- Grown business turnover to about Kshs.10m per year.
- Employed over 5 people
- Increased product range to 5

#### **Challenges**

- Capital to expand since this business is capital intensive
- Work force that is trustworthy
- Competition
- Erratic weather \drought
- Weak shilling, hence high cost of raw materials.

#### **Future plans and projection**

- Invest in good Machinery
- Increase product range
- Increase selling to all ea nations.
- Increase turnover to 100m Kshs per year

#### **Any other unique aspect of the project**

Farmers identify us by our products and ask for them by name achieved through good quality and good marketing.

### 3.6 JARED OOKO DEYA'S JARLIN TOURS AND TRAVELS



Jared Ooko Deya & Car for Jarlin Tours & Travels in Kisumu

#### **Business description, location and contact**

Business which is situated in Kisumu town was founded by Jared Ooko Deya and Lilian Awuor Odipo in 2009 and registered in 2011.

Email: [deyaooko@yahoo.com](mailto:deyaooko@yahoo.com); Tel:0723452036.....

#### **Current activities**

- Car hire
- Tours and travels services

#### **Key achievements**

- Grown from one Tuk tuk to 2 to currently a Toyota Voxy
- Start up capital – Kshs. 435,000
- Value currently – Kshs. 900,000

#### **Challenges**

- Stiff competition from seasoned travel agents
- Growing demand for travel services

#### **Future plans and projection**

To acquire more travel vans and 4WD vehicles

#### **Any other unique aspect of the project**

The project helps to open the western tourism circuit by providing necessary logistics.

### 3.7 GEORGE O. OTIENO'S NELIYO PASHA BUSINESS CENTRE



George O. Otieno at his Neliyo Pasha Business Centre, Siaya

#### **Business description, location and contact**

The business was founded in 2008, registered in 2010; and began operating in July 2011.

Email: [georgeoty@yahoo.com](mailto:georgeoty@yahoo.com)/[neliyopashacentre@gmail.com](mailto:neliyopashacentre@gmail.com): Tel: 0724 068 217 / 0717 043 348

The business was financed by personal contribution

#### **Current activities**

The business centre offers internet services, computer services, computer training and other cybercafé services.

#### **Key achievements**

Has serviced a large number of clientele in Siaya town..

#### **Challenges**

Demand for quality machines

#### **Future plans and projection**

To become an ICT solution centre efficiently providing effective services to the society.

#### **Any other unique aspect of the project.**

The centre employs qualified personnel assisting the clients under minimum supervision

### 3.8 CHARLES S. MAELO'S KUKU POULTRY FARM



Charles S. Maelo's Kuku Farm, Bungoma

#### **Business description, location and contact**

The chicken rearing business which is situated at a home was founded and registered: 1<sup>st</sup> FEB 2008. Start up capital was Kshs.100,000/=. Email: charlsheen@yahoo.com: Tel. 0721-625-199/0736-974-778

#### **Current activities**

- Supply of variety of chicken and chicken Products mainly eggs, both fertilized and none fertilized.
- Sale of chicken manure.

#### **Key achievements**

The business is rearing 1000 chicken enjoys a larger market share within Bungoma town through customers satisfaction.

#### **Challenges**

Delay in the supply of the day old chicks from the hatchery.

#### **Future plans and projection**

- Increase current stock from 1,000 to 3000 layers in the next two year.
- Venture into manufacturing of the chicken feeds in order to reduce the cost of input and also supply the feeds to other local poultry farmers in order to generate more income

#### **Any other unique aspect of the project.**

Providing employment the youths.



### 3.9 JAMES M. GEGE'S CYRUS ENTERPRISE COMMUNICATIONS



James M. Gege, Manager of a residential, Mombasa

#### **Business description, location and contact**

Business which specializes on real estate was founded and registered in Mombasa in 2010. Initial capital was from own savings and family donations. Email:cyrenco@gmail.com:  
[Tel:722382208](tel:722382208)

#### **Current activities and players**

Business training, business planning and consultancy, real estate agent and farming, supply chain management, event organization.

#### **Key achievements**

Managed to utilize profits in putting an irrigation system on my farm.

#### **Challenges**

- Financing is a challenge; I am operating an account with family so that I can access a loan from Youth Enterprise fund.
- Opportunity in hospitality industry, conference facility and guest rooms in Rabai district. The loan I anticipate is to assist me in this.

#### **Future plans and projection**

Managing a conglomerate of business in the hospitality sector, horticulture and business consulting.

#### **Any other unique of the project**

The financing for the business will be purely self sustaining.

### **3.10 RISPER MORAA PIONEER ECDE COLLEGE TRANS-MARA**

#### **Business description, location and contact**

Business was founded in 2009 but registered in 2011 in Kilgoris.

Email address...moraaris@yahoo.com.....Tel +254723433953 ..

#### **Current activities**

...Training of ECDE teachers...both in diploma and certificate level

#### **Key achievements**

1. Being able to mobilize over 40 students in this particular area.
2. Taking the students through national exams.....
3. Running the institution with minimal complaints .....

#### **Challenges**

1. Mobilizing locals to further studies and especially married women is not easy, but we are engaging the area chiefs and educationists in enlightening most of them.
2. Most students don't pay school fees as most of them rely on farming. Some supply the institution with food and their fees is deducted from the money.

#### **Future plans and projection**

We aspire to add more courses...and start an ECDE model pre-school.

#### **Any other unique aspect of the project.**

When we start a pre-school, it will be an attachment centre for our students and also create employment opportunities for some of them.....

### **3.11 DAVID ALEW AKUDUKORU RELNOY ENTERPRISE LTD**

#### **Business description, location and contact**

Business founded in August 2008 in Kapenguria.

Email address.....relnoykumat@yahoo.com.....Tel...0727577285

#### **Current activities**

Construction works, ICT services.

#### **Key achievements**

Expanded my business to other region  
Earned profit from the same.

#### **Challenges**

Competition- Use SWOT analysis  
Financial challenges – loan but high rates  
Equipments  
Competent workers  
Future plans and projection

#### **Future plans and projection**

Owning construction equipments e.g grader, earth movers etc  
Expand to southern Sudan and East Africa in general.

### **3.12 DIANA KOMBO KINENI SHOP**

#### **Business founded in Kisii**

Email address.....dianakombo@yahoo.com.....Tel...0720952389

#### **Current activities**

Normal selling of products both farm produce and industrial ones.

**Key achievements**

Able to supply commodities to the neighborhood.

**Challenges**

Competition from existing traders and I address this by adding value to my goods and slightly reducing price on some products.

**Future plans and projection**

Expand it and employ more personnel.

**3.13 OKIIRY FRANKLINE CONSTROTECH SOLUTIONS LIMITED**

Founded and registered in 2009 in Eldoret.

Email address...okiiry@yahoo.com..Tel...+254733138045.....

**Current activities**

- a. Business Consultancy
- b. Farming
- c. Trainings
- d. Business cells

**Key achievements**

- a. Successfully financed and seen one business emerging under my mentorship employing 4 people.
- b. Engaging people with special skills in managing different work related problems.
- c. Best youth entrepreneur (MOYAS-ENABLIS 2009)
- d. Started farming activity though struggling with upgrade finances.

**Challenges**

There are so many opportunities one at hand is planting fodder which is much profitable but financing this is a real challenge.

**Future plans and projection**

To expand my presence in the whole Rift and further to the whole country by 2013 and by 2015 be a market leader.

**Any other unique aspect of the project**

Most farmers in the region have specialized in maize planting yet many of them have at least 5 heads of cattle on average. This requires fodder which they don't venture in I would like to bridge the gap and make profits out of it according to my projections I can make 180% profit margin as opposed to planting maize.

**3.14 COLLINS OWADE ESTATE & ENTREPRENEURS LTD.**

**Business description, location and contact**

**Business founded and registered in 2010** in Bondo

Email address [owadecollo@yahoo.com](mailto:owadecollo@yahoo.com) ..Tel. 0721-953738

**Current activities**

We currently acquire parcels of land from individuals in different towns, subdivide and offer interested customers for some profits.

We also broker parcels of land for individuals at a percentage fee.

**Key achievements**

We've managed to acquire some strategically situated parcels in some towns and get ready buyers for them.

We've successfully proved satisfaction of our clients; both the sellers and the buyers almost to full percentages.

**Challenges**

There are the small moneyed big dream customers; want parcels of higher value than what they can afford and pay the difference in negligible installments of which many a times they default.

There are those brokering clients who change their minds without notice and hence disappointments and possible mistrust by clients we take to view property.

**Future plans and projection**

I plan to source for adequate funds that allows me buy any parcel or building of my interest then sell them when they've gained good value and at pleasure, without any hurry to recover the capital for other ventures.

**Any other unique aspect of the project.**

The fact that time frame doesn't dictate much when it comes to property sales but its only a question of willing buyer willing seller that matters.

**3.15 SANGURAH RAMARI GOOD SHELTER FOR GOOD HEALTH**

**Business description, location and contact**

Founded and registered in September 2010 in Kitale.

Email address...N/A.....Tel...0727436310

**Current activities**

Mobilizing/ assembling locally available materials, by members who are mainly peasant farmers.

**Key achievements**

Project acceptance as a solution to a pressing need / problem.

**Challenges**

Building a solid group with trust among members is a problem. This is being solved by creating management cells at different levels to accommodate everyone. In future members will start their own hardware from which to buy materials and sell to the public for profit.

**Future plans and projection**

To register a construction company and run a wholesaling hardware that sources its supplies from manufacturers.

**Any other unique aspect of the project.**

It is a social enterprise that will immensely benefit from the group synergy.

**3.16 STANLEY ELAIN ETUKON TOURISM INDUSTRY. TOUR COMPANY**

**Business description, location and contact**

Business founded at Lodwar

Email address...stanleyelain@yahoo.com.....Tel...0710832817.....

Due to Financial constrain I diverted my ideas to start a bar and a butchery

**Current activities**

Running a bar and a butchery of which am doing well

**Key achievements**

progress in the current business with a vision of fulfilling my safari company in future

**Challenges**

Supply chain of livestock to the market, prices have hiked up as compared to the previous year. Minimal space for expansion

**Future plans and projection**

Need for accommodation facility to cater for more customer in future.

**Any other unique aspect of the project.**

Marketing to both locals and visit through leaflets and local radio

**3.17 FLORENCE AKUMU ALLBRIGHT EARLY CHILDHOOD DEVELOPMENT TEACHERS' TRAINING COLLEGE**

**Business description, location and contact**

**Business founded and registered in 2009 at Kakamega**

Email address [allbright@gmail.com](mailto:allbright@gmail.com).....Tel 0724881444.....

**Current activities**

Training

**Key achievements**

The first group of candidates to sit for the KNEC exam managed to come out with 100% pass for diploma class and 95% for the certificate class

**Challenges.**

Financial challenge but managed to cope with loans from friends and family members.

Spotted opportunities in the ECD consultancy area and currently moved on to register a consultancy firm dealing with children affairs.

**Future plans and projection**

...expand my institution by increasing the number ...of courses offered so as to make use of the economies of large scale production....and acquire my own premises

**Any other unique aspect of the project.**

Has not been ventured in to by so many people

**3.18 NYASIO WALTER OUMA ELI WAL KIOSK**

**Business description, location and contact**

Business founded at Mbita Point in 2005 though not registered.

Email address...[nyasiowaltz@yahoo.co.uk](mailto:nyasiowaltz@yahoo.co.uk) Tel 0736110893

**Current activities**

We sell assorted house hold materials as well as wholesaling United Miller's brand of bread

**Key achievements**

The business has expanded than expected and has become the sole source of income to support my family and even the extended family.

**Challenges**

Competition, especially from the wealthy and established businessmen, and instability in business environment is some of the major challenges faced. Public relations skills and self discipline is of paramount advantage.

**Future plans and projection**

Further expansion and turn the business into a supermarket.

**3.19 CHARLES OLWAMBA AND SALIM DIDI MELLONIC AFRICA**

**Business description, location and contact**

Founded in and registered in June 2011 by though not yet registered

Email address.....olwamba@gmail.com.....Tel...0722487218.....

**Current activities**

Business planning and strategy for masses

Creation of linkages

**Key achievements**

Volunteered for a local community based mfi named micro aid programme (map) where i was later incorporated as a programme assistant to help revamp the programme.

**Challenges**

Challenges: 1. Scarce resources 2. Negative perception towards business skills training since majority believe business success is based on luck

**Future plans and projection**

Set up a website to allow for information and technology transfer

Expand our services to cover western Kenya region with an intention of spreading throughout each region.

Target youth group with an intention of transforming them into saving and credit groups without impairing their social perspectives

**Any other unique aspect of the project.**

We supply seeds and avail necessary information. Upon harvest we shall recover our cost and share the profit. We expect the youths to carry on with the venture.

**3.20 MARK W. MAINA KIAMBIO OUTREACH**

**Business description, location and contact**

Business founded in 2005.

Email address.....marcwmaina@yahoo.com.....Tel...0720672031.....

**Current activities**

Initially activities were to share with community during festive seasons (but the project immaturely came to an immature end due to change in status of the facilitators).

**Key achievements**

Managed to mobilize the community around to donate different resources that we managed to distribute to the identified community members.

**Challenges**

With a mobilized community, its possible to assist the less fortunate in the society may it be within the business circles mentoring and coaching or as in our project social circle.

**Future plans and projection**

Reorganize and form a team to work on a project to support livelihoods development among the youth and women targeting the less fortunate.

**Any other unique aspect of the project.**

Ability to create value from nothing.

**3.21 JOSEPH W. NDUNG’U BANANA DISTRIBUTION AND MARKETING**

**Business description, location and contact**

Business founded in Muranga in 2008 though not yet registered.

**Current activities**

Purchase of bananas from small scale traders locally and sell them to high potential markets in Nairobi, its outskirts and other big towns.

**Key achievements**

Increased volume sales

**Challenges**

**Challenges:** Overcrowded market, low quality produce, too many levies charged, fragile market

**Future plans and projection**

Expansion, target supply in institutions for stability, increase purchases

**Any other unique aspect of the project.**

Involves distribution from one area to market far away.

**3.22 PATRICK MWAI AND PAUL MBURU PAMWA Consultant**

**Business description, location and contact**

Business founded and registered in 2010 at Race Course road in 2010 by

Email address: pamwacons@gmail.com...Tel:0723546431/0721794281

**Current activities**

Marketing the firm and looking for any clients willing to offer the firm assignment.

**Challenges**

Balancing between employment and the business project. The co-partners are working on part time for the project but plans to go full time once the projects is sustainable.

Securing assignment. Currently the main activity is marketing by sending company profile to potential clients.

**Future plans and projection**

PAMWA consultant plans to start training centres in all counties and look for sponsors who could facilitate giving training to potential clients who may not be in a position to pay.

**26 other case study profiles whose particulars are provided below to be submitted as a separate document**

No.	Name	Email	Phone	Location	Name /type of Biz
1.	Anne W. Njogu	annjogu@gmail.com	0721773722	Kikuyu	-
2.	Aram Wambugu Waweru	Aram.waweru@gmail.com	0722178734	Garissa	Agribusiness Entrepreneur
3.	Cecilia Wanjala	ceciliandinda@yahoo.com	0734588530	Nairobi	-
4.	Collins Reagan Juma Owade	owadecollo@yahoo.com	0721953738	Bondo	Business plan and record keeping trainer
5.	Dennis M. Onami	dennokua@yahoo.com	0727001218	Kisii	Construction
6.	Dickson I. Ekwang	dlogiel@yahoo.co.uk	0726252874	Lodwar	Retail Shop
7.	Dominic Amotto	amottodom@yahoo.com	0735524864	Bondo	Poultry farming
8.	Enoch Kirwa Rotich	enochkrotich2000@yahoo.com	0721782140	Chepkoilel	Typesetting and printing
9.	Eunice M. Kebaso	kebbs2@yahoo.com	0725316413	Nakuru	Agribusiness
10.	Fredrick Musyoka	fmutie09@yahoo.com	0733920124	Endebes Kwanza Transzoia	Stockist Seed seller
11.	Jack Okinyi	jack_okinyi@yahoo.com	0722230481	Mbita Point	Construction and Poultry keeping
12.	John K. Itapar	kalengojohn@yahoo.com	0713975310	Lodwar	Malimali shop
13.	Job Wafula	werfular@gmail.com	0722145440	Kimilili	Tomato and poutry farming
14.	Mang'era Jane Boyani Moraa	mangera.jane@yahoo.com	0734916870	Kisii	Cereals Business
15.	Moses I. Obutu	Isanda.kenya@yahoo.com	0723559138	Gucha South / Transmara	Director; Registered company
16.	Mumia Isalambo	<a href="mailto:mumiaisalambo@yahoo.com">mumiaisalambo@yahoo.com</a>	0725519965	Kitale	Limuli Dam WRUA Fish keeping, bee keeping and tree nursery
17.	Mutoko Derrick	ricksmko@yahoo.com	0724164848	Kitale	Transport Business
18.	Pamela Nekesa Murunga	pamela_nekesa@yahoo.com	0729968138	Bungoma	Business
19.	Prisca Pato Manyale	pmwanyale@gmial.com	0714676168	Kilifi	General supplies
20.	Raymond Oluoch	odhiambo3@gmail.com	0723292608	Mbita Point	Poultry farming and feed mill(Consultancy on poultry farming and feed ration and manufacturing
21.	Robert M. Etubon	etubonrobert@yahoo.com	0720466217	Katilu – Turkana	-
22.	Rose N. Wamalwa	rosewamalwa08@yahoo.com	0735748706	Kakamega	Trainer of Youth and women on enterprise development
23.	Sangura R. M. Robert	rsangurah@yahoo.com	0734441833	Kitale	Entrepreneur trainer, consultant and counselor
24.	Simon Simiyu	Mukoko_ss@yahoo.com	0720937952	Nairobi	Safaricom Dealer
25.	Stanley Elain	stanleyelain@yahoo.com	0710832817	Lodwar	-
26.	Thomas Nyanuga Omwamba	thomwaliza@yahoo.com	NONE	Kitale	Small scale horticultural farming



#### ANNEX 4: BS&ED AND EDA GRADUATE PROFILES

No.	Name	G	Email	Phone	Location	Name /type of Biz	Name of Employer
1.	Eric Omondi Oyucho	M	<a href="mailto:oyuchoe@hotmail.com">oyuchoe@hotmail.com</a>	0728339001 0733361639	Sakwa, Bondo	Beachpoint Fuel Dealers Fuel Business	-
2.	Sylvia Wanyonyi	F	<a href="mailto:sylviachilikona2007@yahoo.com">sylviachilikona2007@yahoo.com</a>	0723082790	Siaya	Poultry Farming Keeping of broilers and layers and selling the products	-
3.	Julia W. Nduta	F	<a href="mailto:jwnduta@yahoo.com">jwnduta@yahoo.com</a>	0729694766	Muranga	Clean Shine Services Floor/Upholstery cleaning	-
4.	Abdi Kassim	M	<a href="mailto:kassimkah@yahoo.com">kassimkah@yahoo.com</a>	0725803076	Meru	Retail shop	-
5.	Mumia Isalambo	M	<a href="mailto:mumiaisalambo@yahoo.com">mumiaisalambo@yahoo.com</a>	0725519965	Kitale	Limuli Dam WRUA Fish keeping, bee keeping and tree nursery	-
6.	Agatha Mutuka	F	<a href="mailto:agathamutuka@yahoo.com">agathamutuka@yahoo.com</a>	0726729980	Nakuru	-	National Bank of Kenya, Nakuru
7.	Ahmed Salim Mohamed	M	<a href="mailto:gaditokhan@hotmail.com">gaditokhan@hotmail.com</a>	0726245272	Garissa	Dhobi Business	-
8.	Alice Wanjiku Kimani	F	<a href="mailto:alicekimani2008@gmail.com">alicekimani2008@gmail.com</a>	0723352715	Murang'a	-	Equity Bank Murang'a
9.	Andrew Mutai Loreng'e	M	<a href="mailto:andmtai@yahoo.com">andmtai@yahoo.com</a>	0724834951	Amagoro	Farming	-
10.	Anne W. Njogu	F	<a href="mailto:annjogu@gmail.com">annjogu@gmail.com</a>	0721773722	Kikuyu	-	-
11.	Aram Wambugu Waweru	M	<a href="mailto:Aram.waweru@gmail.com">Aram.waweru@gmail.com</a>	0722178734	Garissa	Agribusiness Entrepreneur	-
12.	Ayoo Joseph Okulo	M	<a href="mailto:Aims.2001@yahoo.com">Aims.2001@yahoo.com</a>	0721569642	Kisumu	Mpesa Agent	Nyanza Young Entrepreneurs Initiative
13.	Cecilia Wanjala	F	<a href="mailto:ceciliandinda@yahoo.com">ceciliandinda@yahoo.com</a>	0734588530	Nairobi	-	-
14.	Charles Olwamba		<a href="mailto:olwambo@gmail.com">olwambo@gmail.com</a>	0722487218	Nyamonye – Bondo	Micro Aid Programme Business Development services	Mellonic Africa
15.	Colin Thumbi Mundia	M	<a href="mailto:colyske@yahoo.com">colyske@yahoo.com</a>	0724812413	Nyeri	Taxi Business	Safaricom Ltd
16.	Collins Reagan Juma	F	<a href="mailto:owadecollo@yahoo.com">owadecollo@yahoo.com</a>	0721953738	Bondo	Business plan and record keeping trainer	-
17.	David Alew Akudukoru	M	<a href="mailto:relnoykumat@yahoo.com">relnoykumat@yahoo.com</a>	0727577285	Kapenguria	ICT Construction Works	-
18.	Dennis M. Onami	M	<a href="mailto:dennokua@yahoo.com">dennokua@yahoo.com</a>	0727001218	Kisii	Construction	-
19.	Diana M. Kombo	F	<a href="mailto:dianakombo@yahoo.com">dianakombo@yahoo.com</a>	0720952389	Kisii	Agribusiness Kiosk	Teacher TSC

20.	Diang'a O. Humphrey	M	<a href="mailto:humphd2000@yahoo.com">humphd2000@yahoo.com</a>	0720267130	Kisumu	Running a cyber	Equity Bank Kisumu
21.	Dickson I. Ekwang	M	<a href="mailto:dlogiel@yahoo.co.uk">dlogiel@yahoo.co.uk</a>	0726252874	Lodwar	Retail Shop	-
22.	Dominic Amotto	M	<a href="mailto:amottodom@yahoo.com">amottodom@yahoo.com</a>	0735524864	Bondo	Poultry farming	-
23.	Enoch Kirwa Rotich	M	<a href="mailto:enochkrotich2000@yahoo.com">enochkrotich2000@yahoo.com</a>	0721782140	Chepkoiel	Typesetting and printing	-
24.	Eunice M. Kebaso	F	<a href="mailto:kebbs2@yahoo.com">kebbs2@yahoo.com</a>	0725316413	Nakuru	Agribusiness	-
25.	Evans Kipkorir Mutai	M	<a href="mailto:buighut@yahoo.com">buighut@yahoo.com</a>	0720583415	Kericho	Cyber café	Equity Bank Kericho
26.	Esther Njoki Muchiri	F	<a href="mailto:enjoki@yahoo.com">enjoki@yahoo.com</a>	072875430	Nairobi	Farming short period crops	State Law Office
27.	Florence Akumu	F	<a href="mailto:fakumu85@yahoo.com">fakumu85@yahoo.com</a>	0725732988	Kakamega	Youth Trainer Economic and Social	Yes Youth Can for Winrock International
28.	Francis Njeru Miano	M	<a href="mailto:njeruf franco@yahoo.com">njeruf franco@yahoo.com</a>	0721918387	Meru South	-	ICT Manager Sipet College - Meru
29.	Fredrick Musyoka	M	<a href="mailto:fmutie09@yahoo.com">fmutie09@yahoo.com</a>	0733920124	Endebes Kwanza Transnzoia	Stockist Seed seller	Kenya Seed Company
30.	George Njenga Kingori	M	<a href="mailto:gknjenga2003@yahoo.com">gknjenga2003@yahoo.com</a>	0724447593	Nakuru	Mpesa Agent	Equity Bank Kilifi
31.	George Otieno Onyango	M	<a href="mailto:georgeoty@yahoo.com">georgeoty@yahoo.com</a>	0724068217	Siaya	Information Communication Technology	-
32.	George Simiyu Manyali	M	<a href="mailto:gmanyali2005@yahoo.com">gmanyali2005@yahoo.com</a>	0723407705	Cherangany	Posho Mill	-
33.	Hezekiah O. Nyandika	M	<a href="mailto:hezenyaoch@yahoo.com">hezenyaoch@yahoo.com</a>	0725315574	Nairobi	-	-
34.	Isaac Krop Ambole	M	<a href="mailto:amkrop@yahoo.com">amkrop@yahoo.com</a>	0710698866	Pokot	Agriculture sector entrepreneur	-
35.	Jack Okinyi	M	<a href="mailto:jack_okinyi@yahoo.com">jack_okinyi@yahoo.com</a>	0722230481	Mbita Point	Construction and Poultry keeping	-
36.	James Munga Gege	M	<a href="mailto:jamugeus@yahoo.com">jamugeus@yahoo.com</a>	0722382208	Mariakani	Training and consultancy services	-
37.	Jane Ngumbao Ngeti	F	<a href="mailto:janegeti76@yahoo.com">janegeti76@yahoo.com</a>	0733682302	Likoni	-	-
38.	Jared Ooko Deya	F	<a href="mailto:deyaooko@yahoo.com">deyaooko@yahoo.com</a>	0723452036	Kisumu	Tours and Travels Part-time University Lecturer	-
39.	John Gichinga Kamau	M	<a href="mailto:gikamaui@yahoo.com">gikamaui@yahoo.com</a>	0720320559	Nakuru	-	Teacher: United Methodist Mission Schools
40.	John K. Itapar	M	<a href="mailto:kalengojohn@yahoo.com">kalengojohn@yahoo.com</a>	0713975310	Lodwar	Malimali shop	-
41.	John Mulongo	M	<a href="mailto:johnwangilamulongo@yahoo.com">johnwangilamulongo@yahoo.com</a>	0713975310	Mt. Elgon / Trans Nzoia	-	SYNOVATE, Kenya Researcher
42.	Joseph Waweru Ndung'u	M	<a href="mailto:ndugujw208@yahoo.com">ndugujw208@yahoo.com</a>	0722477265	Murang'a	Training CBOs	Catholic Diocese of

							Murang'a
43.	Josiah Imbayi Mukoya	M	<a href="mailto:mukoya82@yahoo.com">mukoya82@yahoo.com</a>	0724866006	Eldoret	GreenHouse	Mercy-Corps Youth empowerment
44.	Juliana Namada	F	<a href="mailto:juliesimonis@yahoo.com">juliesimonis@yahoo.com</a>	0722883641	Nairobi 1	Business consultancy, Mpesa Agency, Gift shop	-
45.	Julie A. Kute	F	<a href="mailto:Kukjulie05@yahoo.com">Kukjulie05@yahoo.com</a>	0734521791	Nyakach	Mpesa Agent	-
46.	Kaliakamur Cheseret Christine	M	<a href="mailto:ccheseret@yahoo.com">ccheseret@yahoo.com</a>	0712675363	Kapenguria	Retail shop	-
47.	Kevin Collins Yongo	M	yongo.kevin@yahoo.com	0720483349	Bondo / Suba	-	KENFAP Enterprise Development
48.	Kevin Kadipo	M	kkadipo@yahoo.com	0723699992	Mtongwe-Msa	Production and sale of youth newsletter	AMURT
49.	Kikechi Conrad	M	<a href="mailto:Conrad.kikechi@yahoo.com">Conrad.kikechi@yahoo.com</a>	0729818052	Mbale	Retail shop	-
50.	Knight Moraa Omwoyo	F	<a href="mailto:knightmoraa@yahoo.com">knightmoraa@yahoo.com</a>	0723337528	Nairobi	Tailoring and dressmaking	KIRDI
51.	Lokwanamoi Chenangat Tereza	M	<a href="mailto:chenangat@yahoo.com">chenangat@yahoo.com</a>	0720923193	South Pokot	Dealer in Beauty precuts ,second hand clothes and potato farming	-
52.	Loreen Achieng Odhiambo	F	<a href="mailto:Achylo2009@gmail.com">Achylo2009@gmail.com</a>	0721291118	Nairobi	None	None
53.	Macharia Samuel Maina	M	samdemic@gmail	0722488894	Muranga	IMCO Holdings	-
54.	Maelo Simiyu Charles	M	<a href="mailto:charlsheen@yahoo.co.uk">charlsheen@yahoo.co.uk</a>	0721625199/ 0736974778	Bungoma	KUKU Farming Poultry farming	-
55.	Mang'era Jane Boyani Moraa	F	<a href="mailto:mangera.jane@yahoo.com">mangera.jane@yahoo.com</a>	0734916870	Kisumu	Cereals Business	-
56.	Mark Wachira	M	<a href="mailto:marcwmaina@yahoo.com">marcwmaina@yahoo.com</a>	0720672031	Meru	-	Equity Bank Meru
57.	Moses I. Obutu	M	Isanda.kenya@yahoo.com	0723559138	Gucha South / Transmara	Director; Registered company	-
58.	Mukhwana Wafula Job	M	<a href="mailto:werfalar@gmail.com">werfalar@gmail.com</a>	0722145440	Bungoma	Selling of dry maize(cereal banking)	KENFAP
59.	Mutoko Derrick	M	<a href="mailto:ricksenko@yahoo.com">ricksenko@yahoo.com</a>	0724164848	Kitale	Transport Business	-
60.	Nancy Naserian	F	<a href="mailto:Naserian20002000@yahoo.com">Naserian20002000@yahoo.com</a>	0723678247	Transmara	Youth Officer	MOYAs
61.	Nyasio Walter Ouma	M	wuodnyasio@gmail.com	0721862667	Mbita Point	Small scale shop management	-
62.	Okiiry Frankline Oyengo	M	<a href="mailto:okiiry@yahoo.com">okiiry@yahoo.com</a>	0733138045	Eldoret	Consultancy firm	-
63.	Onchweri N. Albert	M	Albertnyanchoka@yahoo.com	0729787887	Nairobi	Pharmaceutical Business	K.I.U Western Campus
64.	Pamela Nekesa Murunga	F	<a href="mailto:pamela_nekesa@yahoo.com">pamela_nekesa@yahoo.com</a>	0729968138	Bungoma	Business	-
65.	Patrick Mwai Ndonga	M	<a href="mailto:pamwandonga@yahoo.com">pamwandonga@yahoo.com</a>	0723546431	Nairobi	-	Technoserve
66.	Peterson Kariuki	M	<a href="mailto:peterosnk04@yahoo.com">peterosnk04@yahoo.com</a>	0724589325	Narok	Tour guiding	-

67.	Prisca Pato Manyale	F	<a href="mailto:pmwanyale@gmial.com">pmwanyale@gmial.com</a>	0714676168	Kilifi	General supplies	Mobiash Africa Ltd
68.	Raymond Oluoch	M	odhiambo3@gmail.com	0723292608	Mbita Point	Poultry farming and feed mill(Consultancy on poultry farming and feed ration and manufacturing	-
69.	Robert M. Etubon	M	<a href="mailto:etubonrobert@yahoo.com">etubonrobert@yahoo.com</a>	0720466217	Katilu – Turkana	-	
70.	Rose N. Wamalwa	F	<a href="mailto:rosewamalwa08@yahoo.com">rosewamalwa08@yahoo.com</a>	0735748706	Kakamega	Trainer of Youth and women on enterprise development	Global Women’s Water Initiative(GWWI)
71.	Ruth Matumbai Sikolia	F	<a href="mailto:ruthnabalayo@gmail.com">ruthnabalayo@gmail.com</a>	0722610032	Kitale	Agribusiness/Trainer in SMEs	TransNzoia District Business Center
72.	Salome Gakii Mukinda	F	salgaks@yahoo.com	0725680277	Embu	Obsolete clothing business	-
73.	Sangura R. M. Robert	M	<a href="mailto:rsangurah@yahoo.com">rsangurah@yahoo.com</a>	0734441833	Trans Nzoia	Entrepreneur trainer, consultant and counselor	-
74.	Simon Mnang'at Lochaun	M	<a href="mailto:cassauria@yahoo.com">cassauria@yahoo.com</a>	0711962368	Makutano:Kapenguria	ICT Centre and a Driving School	Kapenguria Supermarket
75.	Simon Simiyu	M	Mukoko_ss@yahoo.com	0720937952	Nairobi	Safaricom Dealer	YEDF ENGO DEV'T FOUNDATION
76.	Stanley Elain	M	<a href="mailto:stanleyelain@yahoo.com">stanleyelain@yahoo.com</a>	0710832817	Lodwar	-	MoH and Sanitation
77.	Stella Wanja	F	<a href="mailto:wanjastellah@yahoo.com">wanjastellah@yahoo.com</a>	0722569584	Meru	Selling Women Accessories	Kenya Methodist University
78.	Thomas Nyanuga Omwamba	M	<a href="mailto:thomwaliza@yahoo.com">thomwaliza@yahoo.com</a>	NONE	Kitale	Small scale horticultural farming	-
79.	Titus Pkemei Peghin	M	<a href="mailto:titeghin@yahoo.com">titeghin@yahoo.com</a>	0729475666	Maralal	Mpesa Phone accessories	Northern Rangeland Trust
80.	Wamukoya K. Joseph	M	<a href="mailto:Jwamukoya!@yahoo.com">Jwamukoya!@yahoo.com</a>	0722901323	Bungoma	Electronics, Solar and Video	-
81.	William Dakta Petang'ole	M	<a href="mailto:petawil@live.com">petawil@live.com</a>	0722245697	Kitale	Equity Group Foundation Entrepreneurship Trainer	Euity Bank - Kitale
82.	Zackary Gikomi Chege	M	<a href="mailto:chezack2005@yahoo.com">chezack2005@yahoo.com</a>	0724012774	Embu	General retail shop	Equity Bank Embu
83.	Risper Moraa Ondara	F	<a href="mailto:moraaris@yahoo.com">moraaris@yahoo.com</a>	0723337528	Transmara	ECEDE College	-

## 8.5: ANNEX 5: ENROLMENT IN SELECTED YOUTH POLYTECHNICS

### MOGOTIO YOUTH POLYTECHNIC, BARINGO

NO.	Year	Boys	Girls	Total
2.	2010	208	75	283
3.	2009	183	62	245
4.	2008	119	42	161

### AHERO YOUTH POLYTECHNIC, KISUMU

NO.	Year	Boys	Girls	Total
2.	2010	63	8	71
3.	2009	38	7	45

### MAPIMO YOUTH POLYTECHNIC, MAPIMO

NO.	Year	Boys	Girls	Total
2.	2010	90	42	132
3.	2009	-	-	-

### VITENGENI YOUTH POLYTECHNIC, KILIFI

NO.	Year	Boys	Girls	Total
2.	2010	38	28	66
3.	2009	42	17	59

### MATHARE YOUTH POLYTECHNIC, NAIROBI

	Year	Boys	Girls	Total
1.				
2.	2010	34	17	51
3.	2009	17	6	23-

## **8.6: ANNEX 6: TERMS OF REFERENCE**

### **1.1 Purpose of the Assignment**

The purpose of this assignment is to undertake a mid-term review which will examine the performance of the KNYDP including the previously related but closed YES-MSE Project. The review will include:

- i) Evaluation of the progress in programme/project implementation, measured against planned outputs set forth in the Programme/Project Document in accordance with availed/allocated budget,
- j) Assessment of features related to the process involved in achieving the outputs, as well as the initial and potential impacts of the programme/project.
- k) Identify causes and issues hindered adequate achievements of targets.
- l) Identify and document programme's successes and opportunities for improvement with a view to increasing incomes and job creation.
- m) Identify weaknesses and strengths of the programme design and recommend any necessary changes in the overall design and orientation by evaluating the adequacy, efficiency, and effectiveness of its implementation.
- n) Make detailed recommendations on the work plan for the remaining programme period.
- o) Assess early signs of the programme success or failure and prompt necessary adjustments.
- p) Identify lessons learnt and best practices from the programme/project which could be applied to future and other on-going youth interventions.

### **1.2 Scope of the Mid-Term Review**

The review will diagnose problems and suggest any necessary corrections and adjustments. It will evaluate the efficiency of programme management, including the delivery of outputs and activities in terms of quality, quantity, timeliness and cost efficiency. The evaluation will also determine the likely outcomes and impact of the programme in relation to the specified goals and objectives. The review will comprise the following specific elements:

- Assess whether the programme design is clear, logical and commensurate with time and resources available;
- A summary evaluation of the programme and all its major components (entrepreneurship development training, support to YP training) undertaken to date;
- An assessment of the scope, quality and significance of the programmes outputs produced to date in relation to expected results including a prognosis of the degree to which the overall objectives and expected outcomes of the project are likely to be met;
- Administrative, operational and/or technical problems and constraints that may have influenced the effective implementation of the programme and present recommendations for any necessary operational changes;
- Lessons learned during project implementation;

- Recommendations regarding any necessary corrections and adjustments to the overall project work plan and timetable for the purposes of enhancing the achievement of project objectives and outcomes including recommendations on the way forward.

### **1.3 Deliverables**

The following will be the three deliverables:

- a) Comprehensive report of the review indicating clearly number and profiles of youth trained.
- b) Minimum of one (1) case study for each district where training was conducted.
- c) A recommendation of at least five (5) best cases for conducting further interviews and documentation.

### **1.4 Review Methodology:**

The mid-term review will be conducted in a participatory manner working closely with relevant stakeholders and partners including ultimate beneficiaries and intermediaries, officials in the Ministry of Sports and Youth Affairs and UNDP. The process will start with a desk review of programme/project documentation and also take the following process:

- Desk review of programme/project document, outputs, quarterly work-plans, progress reports;
- Interviews with the Programme Staff and others;

Consultations and/or interviews with relevant stakeholders involved, implementing partners, representatives, local communities, and graduates of the training programmes, trainers, private sector, and other organizations