Overview of Report

This annual report highlights the work CAP Youth Empowerment Institute, Kenya (CAP YEI) was able to achieve in their skills development and support for youth to access livelihood opportunities, including engagement in gainful employment and small business start-ups in Kenya between August 2017 and August 2018. Our strategic design and delivery of a demand driven skills training among youth in Kenya continued to have significant positive effects on youth. Through our programs, we were successful in adding the number of youth who trained for work skills to reach a total of 34,261.

At CAP YEI, we believe in partnership with all the people who in one way or the other, are affected by our work in reaching, training, job placement, and entrepreneurship support for youth. We engage private businesses to understand the skills demands in their workforce; we link youth graduates from our program to private and public organizations for jobs and business opportunities; we engage the TVET sector authority and trainers to build their capacity to adopt our Basic Employability Skills Training model aspects for their improvement; and we partner with international development community for their financial and technical support of our programs. In addition, we collaborate with research community and academia to develop research journal articles as a strategy to enrich the knowledge in youth skills development and education sectors.

In the coming year, we look forward to making further progress in towards our key objectives of training youth in skills for work, entrepreneurship and life skills and supporting them to access jobs and start small business. We believe and have confidence that we will achieve a great success in these objectives because we follow our strategic plans, continue to innovate, and utilize the support of our partners.

About Us

In Kenya, CAP-YEI provides quality learning and sustainable livelihoods to vulnerable communities of young people by assisting youth in their efforts to take advantage of promising labour market-oriented opportunities, access savings, and find credit to open pathways to safe and positive futures—all with a view to addressing critical issues faced in the paradoxical context of booming economic growth coupled to growing
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2017-2018

youth unemployment in Kenya. Our demand-driven training uses customized curricula that help youth develop work-readiness skills and apply these skills in the employment market. Our program also provides post-placement support to youth, including access to alumni networks, job networking, and linkages to financial services needed to set up businesses. We operationalize our program using the Basic Employability Skills Training (BEST) Model—a nine-circle process model that starts with a market scan to determine labour force needs in the various sectors. The program offers real-time, experiential and hands-on training to deserving youth, which supports facilitative engagement with businesses, government, and other stakeholders.

Youth are also encouraged and assisted to form peer groups, savings groups, and small income-generating activities while they are still attending training in our institutions. Once established, these groups continue to become part of alumni networks that facilitate linkages to opportunities in the world of work and businesses. We focus on skills training in high-demand sectors such as: hospitality; security and guarding services; floriculture; electrical and electronics; automobile; clearing and forwarding; air conditioning and refrigeration; and industrial garment manufacturing.

To induce a sustainable change, we also engaged in transforming Kenya’s technical and vocational training (TVET) systems, specifically, the vocational training centers (VTCs) through efforts aimed at strengthening their trainers’ capacities who apply the BEST model and at demonstrating the value of BEST model’s integration into existing systems. The success of our efforts are contingent upon having a wide array of parties (e.g., representatives of businesses, business associations, employers, mentors, government agencies, vocational training institutions, youth organizations and financial services providers) work in close collaboration and champion the BEST model and its expansion to an even wider circle of potential stakeholders.

Our Strategy

Our current five-year (2016-2021) strategy guided by the theme, Expanding and Sustaining the CAP-BEST Program Model in Kenya focuses on the following strategies.

1. Training youth in employment market demand skills
2. Facilitating youth in life skills for character development
3. Training youth in entrepreneurship, financial literacy and savings skills
4. Supporting linking youth to on-the-job training sites, internship, and employment opportunities
5. Providing post placement counseling and support to our alumni
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Acronyms

CAP YEI CAP Youth Empowerment Institute
BEST Basic Employability Skills Training Model
ISO International Standards Organization
CRS Catholic Relief Services
EU European Union
GIZ Gesellschaft für Internationale Zusammenarbeit
MCF MasterCard Foundation
TVET Technical, Vocational, Education and Training
VTC Vocational Training Center
MOU Memorandum of Understanding
TVETA Technical, Vocational, Education, Training Authority
CDACC Technical and Vocational Education and Training Authority
CBET Competency Based Education and Training
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Our Mission

To build safer, healthier, and productive communities of young people capable of supporting self-directed growth and positive citizenship

Our Vision

CAP YEI’s vision is to be an end-to-end community based solutions provider in linking quality learning and sustainable livelihood for vulnerable communities of children and young people

Our Quality Policy

- We at CAP Youth Empowerment Institute are passionate about the youth, and endeavor to impart our Customers with market driven technical, entrepreneurial and life skills that enables them livelihood opportunities and serve employer with competence.
- We are committed to consistently meeting and exceeding our Customers’ needs as well as all applicable statutory and regulatory requirements. We shall effectively implement the Quality Management System to meet the requirements of ISO 9001:2015.
- We shall strive to provide and continually improve our services, processes and systems towards the enhancement of our Customers and relevant stakeholders’ needs and expectations. We shall endeavor to provide a professional working environment that supports self-actualization and enhances staff morale.
Message from Our Executive Director

2016-2017 was a very tough year for us. There were intense general election campaigns that affected our work directly and indirectly. Operations in our center around Nairobi, Kisumu, and Mombasa were most affected because of often abrupt and violent protests leading to destruction of property, killing of people, and overall threat to lives and livelihoods. Some businesses often closed in fear of looting and destruction by protesters and criminals. This affected many of our youth who worked as employees in some of the businesses, or were working in their own business premises.

The flooding of 2018 was destructive to many lives and property; working in major cities and towns were rendered very difficult. In particular, we encountered challenges in helping youth get placed into various internship and job placements. Overall, our national economy shrunk due to the effects of high fuel prices, weak currency, and overall effects of electioneering and flooding.

Despite these challenges, we were able to reorganize our working strategies to align our work. We continued to utilize monitoring and evaluation findings and recommendations to accommodate changes in our operations as we continued to focus ourselves in positively impacting the communities of youth. We were able to secure new partners who supported us, including funding, technical support, and advice. Employers of our youth continued to be loyal to them; they continued to draw from the pool of our trained youth as the source of their employees and volunteers. We continued to train and motivate our staff to be able to arise to the challenges brought about by emerging challenges and opportunities. We also enhanced our departmental and regional leadership to be able to support the work we do for our youth. In addition, we have aligned all our work to the vision and mission of the Kenyan Government TVET system.

This report outlines some achievements and progress in key areas in 2016-2017 program implementation and expected deliverables. Our continued success is not a coincidence, but a result of concerted effort from staff, partners and project beneficiaries. The challenge is to stay ahead of the task and effectively utilize the opportunities presented to us. We continue to invest our resources—human, fiscal, research base and partners in our program and organizational priorities. CAP YEI is strategically positioned in the youth skills development sector, and we look forward to continue building on this for greater success in 2018-2019 financial period.

Mr. Ndungu Kahihu
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Our Reach in 2017-2018:

(a) Under strategic objective: Provide 23,030 marginalized youth with employability skills and support to access internship and job opportunities, through CAP’s Basic Employability Skills Training (CAP-BEST) model in 20 existing and new demonstration and replication centers that will function as accredited vocational training centers within the Kenyan TVET sector.

38 Training Centers

20 MCF Training Centers
5 GIZ Training Centers
7 EU Training Centers
6 CRS Training Centers
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12,579 Enrolled into program

9,392
Enrolled youth in MCF project

1510
Enrolled youth in GIZ project

1392
Enrolled youth in EU project

285
Enrolled youth in CRS project
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1,1841 completed Training

870 - EU project  1,292 - GIZ project  9,394 - MCF project  285 - CRS project

6,909 Job Placement

264 - EU project  657 - GIZ project  5,991 - MCF project

949 Businesses Initiated

75 - EU project  214 - GIZ project  660 - MCF project
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245 Further Studies

6 - EU project

37 - GIZ project

202 - MCF project

Mixed Livelihood for MCF Project

44 Female

25 Male
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CAPYEI PRESENCE IN KENYA

(b) Under strategic objective: Facilitate adoption of the CAP-BEST model components into the Kenyan TVET system through training and capacity building of 500 VTC instructors and managers to improve learning outcomes in the TVET institutions in order to reach 39,000 young Kenyans with improved market-relevant soft and technical skills.

5 Regions of Kenya and 16 Counties reached by Capacity Building Training
- 83 Vocational Training Centers
- 241 Instructors Trained
- 4,247 VTC students reached indirectly

KEY
- MCF Project Centers
- GIZ Project Centers
- EU Project Centers
- CRS Project Centers

Capacity Building Regions
- Coast Region
- Rift Valley Region
- Central Region
- Nyanza Region
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(b)  
(c) Under strategic objective: Provide 4,000 graduates of the CAP-BEST model support to establish and grow micro-businesses in the agriculture, digital, manufacturing and service sectors through demonstration, replication and VTC partner centers.

10,487 - Total Bank Accounts opened

426 - bank accounts opened in EU project

1,398 - bank accounts opened by GIZ project

8,663 - bank accounts opened in MCF project

Average Savings

Ksh. 719.00 Average savings in GIZ and EU Project

Ksh. 5,117 Average savings in MCF Project

Total Savings

Ksh. 8,131,531 = Total savings in MCF project

Ksh. 1,036,032 = Total savings in GIZ and EU projects
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**Saving Groups**

- 577 - Saving groups formed in MCF project
- 20 - Saving groups formed in EU project
- 67 - Saving groups formed in GIZ project

**Saving Groups registered**

- 530 - Registered savings groups in MCF project
- 17 - Registered savings groups in EU project
- 34 - Registered savings groups in GIZ project

**Total Group Savings**

- Ksh. 2,192,153 = total group savings in MCF project
- Ksh. 80,350 = total group savings in EU project
- Ksh. 171,800 = total group savings in GIZ projects
Program Coverage

a. **Thematic Area 1:** Direct Technical, Life Skills, and Entrepreneurship Skills Training

Overall enrolment of the youth since inception of phase two of our program stood at 12,579. These are:

- 1,510 Enrolled youth in to GIZ project; 802 of them male and the rest 708 are female.
- 1,392 Enrolled youth in to EU project; 772 of these are male and 620 of them are female.
- 285 Enrolled youth in to CRS project; 177 of them are male and 108 are female.
b. **Thematic Area 2: Post Training Job Placement**

We put in a lot of efforts to see a total of 6,909 youth transition to jobs after our training. These were:

- 264 job placement for EU project youth
- 657 job placement for GIZ5 project youth
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- And 991 job placement for MCF project youth

- Thematic Area 3: Entrepreneurship Start-ups and Support
  - There were 949 businesses initiated thus far. Of these:
    - 75 trainees from EU project started own businesses in which 30 were female while 45 were male youth
    - 214 businesses were started by youth from GIZ project and in which 86 were female and 128 were female youth
    - 660 businesses were started by youth from MCF project in which 369 were female and 291 were male youth
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- Overall 10,487 bank accounts were opened out of a possible 12,579 youth who enrolled into our program. Of these,
  - 8,663 accounts were opened by youth in the MCF project.
  - 426 were opened by youth in the EU project and
  - 1,398 were opened by youth in GIZ project
- Average Savings for each youth was Ksh. 5,117 for youth in the MCF Project and Ksh. 719.00 average savings for youth in the GIZ and EU projects.
- Total Savings for youth in the MCF project was Ksh. 8,131,531 while Ksh. 1,036,032 was the total savings in GIZ and EU projects.
- We were able to form saving groups in our program as a platform for youth to accumulate capital and to pool resources. We were able to form saving groups as follows:
  - 577 saving groups formed in MCF project
  - 20 saving groups formed in EU project
  - 67 saving groups formed in GIZ project
- Out of all the 664 saving groups we formed, we were able to register some as follows
  - 530 registered savings groups in MCF project
  - 17 registered savings groups in EU project
  - 34 registered savings groups in GIZ project
- These saving groups saved average amounts as shown below:
  - Ksh. 332,259 average group savings in MCF project
  - Ksh. 4,017 average group savings in EU project
  - Ksh. 2,564 average group savings in GIZ projects
- Our saving groups were able to save money as follows:
  - Ksh. 2,192,153 was total group savings in MCF project
  - Ksh. 80,350 was total group savings in EU project
  - Ksh. 171,800 was total group savings in GIZ projects

d. **Thematic Area 4**: Capacity Building Training and Support

- Capacity building strategy of our program helped to reach 16 Counties in 4 regions of Kenya
- Facilitated capacity building training of 241 instructors in 83 VTCS
- Indirectly reached and trained 4,247 youth through the training of their trainers in the BEST Model aspects.
- TVETA/CDACC accredited the Occupational standards and CBET Curriculum for (1) Building and construction course; (2) Hospitality course; and (3) Hair dressing and beauty therapy course.
- The MOU for capacity building MOUs’ were drafted and shared with Counties and their respective VTCs for signing. The process of signing these MOUs’ is ongoing, with 3 counties already completed signing them.

**Our Partners**

- 5 — Donor partners
- 1 — Learning Partner
- 350 — Hospitality
- 42 — Electrical
- 7 — Information Technology
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- 34—Hair Dressing
- 46—Industrial Garment Manufacturing
- 21—Building and construction
- 305—Entrepreneurship, financial literacy, and savings
- 238—Security and guarding
- 27—Floriculture
- 92—Life skills
- 22—Clearing and Forwarding
- 60—Automobile
- 4—Welding
- 22—Refrigeration and Air Conditioning

Challenges Faced by our Program

In the period between August 2017 and August 2018, we faced numerous challenges more than any other year. Most of the challenges we faced were related to the election of August 2017, flooding, and overall overwhelming demand for the program by youth than we can accommodate all of them. There were massive protests before and immediately after the general election in August 8th 2018 and later in the repeat of the presidential election in October 26th 2017. They were very dangerous for our youth and our staff, particularly, in Nairobi, Kisumu, and Mombasa. We closed training sessions of our youth, postponed important dates and events such as job placements, meeting private and government stakeholders, conducting special field and exposure visits to work sites, and conducting post placement and surveys and follow-ups.

The violent protests later evolved into boycotting products and services from certain companies, leading to serious economic effects, leading to challenges in placement of our graduates. Job placements for a couple of our batches of training were delayed more than we would do in normal situations.
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Protesters barricade roads following disputed presidential election in 2017
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Dangerous election protests in Kenya in 2017
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Protesters dispersed by police
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Kenya received unusually heavy rains since March 10th of 2018 that caused serious flooding of cities, roads, and almost everywhere. It resulted in many deaths, destruction of property, and marooning of people and livestock. Our centers in Lodwar, Mombasa, Lamu, Athiriver, Kilifi, and Taita Taveta closed some time during the flooding. Other activities were also put on hold to avoid more destruction and deaths.

Flooding in one of the slums of Nairobi
Over the years, the growing demand for our skills training has been on the rise among youth. While we have many centers spread around Kenya, most of those centers can only accommodate so much students for each batch of training. There are a few youth who would wish to enroll, but we do not have the space and resources to take them all.
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Individuals who visited our training centers in need of the training
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Trainees in classroom after getting enrolled into the program
My name is Patrick Mutwiri Kinoti. I was born on 11th May 1998 in Meru County. My father passed on in 2012 and my mother started farming for us to survive on. Through many challenges at home and at school, my mother struggled to put us in school. At the end of secondary school, I managed to score grade D in my final exam. I couldn’t get any chance to study at the university or diploma colleges. But one day, I met a friend who told me there was short course training at CAP YEI in Meru. I enrolled immediately and started a course in hospitality. With my certificate and skills in hospitality and entrepreneurship, I have a determination to better my life through working and be the best chef in the world. I have a dream to start my own hotel since I have entrepreneurship skills. I really thank CAP YEI for giving me the best skills that are needed in industries and life skills and am ready to further my hospitality education in future.
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Prisca Somokwo Jepchumba is a 25 years trainee from our center in Eldoret. She is a total orphan and therefore she was unable to continue with her college studies after completing high school. She began to look for casual jobs in eateries in town to earn a living and care for her other siblings. She worked there as a casual only earning Kshs. 250 a day. She did not stay there for long since it was day in day out casual job. When she realized that she realized it was tough to get by, she went home to her village and started small farming, to grow vegetables for sale in a small piece of land. She began growing all kinds of vegetables like sukuma wiki, managu etc, to sustain herself and siblings.

Later, she was informed by her friend who happened to be alumni of CAP YEI, about our program in Eldoret. She joined our program in January 2018. During life skills training, Priscah showed great interest and focus to learn work skills. After the interest inventory test, it was clear that she was a potential security guarding. During training she was so passionate in security career and she always performed very well in the field drills and in theory. In a few weeks of training she began to visualize her career ambition as a professional security officer.

Upon completing the course, Priscah managed to secure a job at Riley Security Services limited in Eldoret Town. She was posted to Kimilili Co-operative Bank in Bungoma, where she was assigned duties and started earning Kshs. 13,000 per month. She has since then been able to pay fees for her siblings and more so support her grandparents in farming and basic needs. She has set a long-term goal of saving part of her income to continue with her career education in the future. She is also in the process of widening her vegetable farming. She appreciates CAP YEI so much for the opportunity to train and get her employment.
My name is Karwirwa Joy. I was born February 23, 1998. I studied at Muuti-o-Nthunguri Primary School beginning in 2005 and completed in 2012. I later joined Ruiri High School, but transferred to St Francis Secondary School in the year 2015 where I completed secondary studies.

Since I joined CAP YEI, I learnt a lot in life skills and in entrepreneurship classes. In Life Skills, I started to develop my confidence and self-motivation to succeed. In entrepreneurship, I learned how to save and manage my money and how to start a business.

I thank CAP YEI for taking me this far; to develop my work skills and learning how to save money for my further studies.

My name is Wendy Adhiambo Oduor; I am 20 years old. I did my primary education from the year 2003 to 2010, later joined secondary school in the year 2011 in which I continued till I completed in the year 2014, attaining a grade of C+. After high school studies, I got employed and worked as an M-Pesa agent in Kisumu for almost 2 years then later relocated back to Nairobi to live with my aunt.

One day, I came to know about CAP YEI through one of my aunt’s friends, and then I later joined. I am thankful to the good training CAP YEI provided to us; it empowered us with the knowledge and skills for work that led to us getting access to jobs easily than before. My sincere gratitude goes to CAP YEI who supported me further to start my cosmetic business at Umoja 1 Area. The Business is running on well, with good profit.
Salma Kerubo is the first born in a family of four. She started schooling in the year 2004 in Getembe primary school in Kisii County. Later joined Captain Omayo where she did her primary final exam in the year 2013 and managed to get 213. After that she joined Getembe secondary school in 2014 to 2017 and managed to get a minimum grade of D-. After finishing her form four exams, she joined CAP YEI in January 2018 having heard of it through a friend.

She chose to train in welding and fabrication in our center. After she completed the training, she was linked to SPRY ENGINEERING LTD in Nairobi for internship where she continued to show her hard work and determination. Later I was offered a job opportunity in the same company with starting salary of Ksh 9,000 a month.

Salma is very grateful to CAP YEI for giving her the opportunity to join the institute to learn work skills. Even though Salma initially was not very much willing to study Welding and Fabrication—she thought it was a men’s course, life skills training, counseling and a talk from her trainers, leading her to join the course, she is not regretting doing the course and she dreams of owning her workshop.
My name is Obed Kipchumba Ronoh, aged 22 years, from Uasin Gishu County. I was born and raised in a family of seven. I schooled at St Cecilia Secondary School Marinda and completed Kenya certificate of secondary Examinations (KCSE) and attained mean grade of D- (minus) in 2016. After form four I was employed at Tumaini Bakery in Kapsabet where I worked as track loader. In 2017 December I got information about CAP YEI from alumni of CAP YEI in my village who gave me a link to join CAP YEI so I could improve my skills and get connected to better livelihood opportunities.

I successfully applied to join the training. The first eight days in the program saw us trained in life skills which really changed my thoughts as I had given up in life. Life skills really transformed my thinking; I got motivated and encouraged by other trainees who I met at the training center and more so, CAP YEI trainers who made my learning fantastic and enjoyable.

After life skills and interest inventory test, I got placed into hospitality class. During the technical training sessions, I got more interested and motivated by my trainers and the guest lecturers who mentored me and told us stories about their background which really made me realize that many other people also had tough lives. During classroom training and practical sessions, I got really refreshed and this changed my thinking and my health really improved, since every morning we had intense running and physical body fitness. In the midst of our class sessions we had opportunities to visit hospitality establishments where we got exposed to the industry.

Our trainer linked me to an internship opportunity at Better Health Restaurant. The manager was impressed by my work and I was employed as a Chef after one month internship with starting monthly salary of Ksh.15, 000. I am really happy for this opportunity. In addition, while at the training, we were inspired by our entrepreneurship trainer to consider starting small business to supplement our income. Because I had experience in pastry, I started the business of preparing snacks and supplying to local shops. I am currently saving so that I can get enough capital to open my own bakery.

I thank and appreciate CAP YEI and MasterCard foundation for giving me this golden opportunity to enhance my livelihood and more so my center facilitators for the training and mentorship which really changed my negative attitude to start seeing hope in life.