A TRACER STUDY OF CAP YEI DIRECT REACH ALUMNI
FROM 2011 TO 2018
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<td>Basic Employability Skills Training</td>
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<tr>
<td>CAP YEI</td>
<td>CAP-Youth Empowerment Institute Kenya</td>
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<td>CBC</td>
<td>Competency Based Curriculum</td>
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<td>KDF</td>
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<td>KUCCPS</td>
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<td>National Industrial Training Authority</td>
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<td>Short Messaging System</td>
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<td>Technical Training Institution</td>
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<td>TVET</td>
<td>Technical and Vocational Education and Training</td>
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EXECUTIVE SUMMARY

CAP Youth Empowerment Institute (CAP YEI) has been implementing a 3-4-month Basic Employability Skills Training (BEST) model. The training targets vulnerable out-of-school youth who have completed primary and secondary school, and are between ages 18 and 25 years. CAP YEI is guided by three core objectives:

- To ensure disadvantaged youth acquire life skills, relevant labor market skills, savings education, and small business development.
- To facilitate disadvantaged youth to access internship and job opportunities through institutionalized public-private partnerships.
- To ensure youth receive vital pre and post job placement counselling, support, and services including access to finance, as they transition to work.

The aim of the BEST model is to support the targeted youth in their efforts to find work and/or develop small enterprises. The BEST model and curriculum is based on a demand-led nine-step framework of activities guided by set objectives, and is guided by findings from a labor force demand survey conducted in each target locations/Counties. CAP YEI implements the BEST model through public-private partnerships for its sustainability and scalability.

The training courses are delivered both at CAP YEI’s own centres, and in partnership with selected vocational training centres. The courses present a mix of life skills, technical skills, financial management skills, and are capped by a period of internship or attachment at workplaces to ensure the learners gain work-place based training and experience. The partnership between CAP YEI and the MasterCard Foundation started in 2011. Even though the partnership has reached more to date, it has directly reached 19,500 vulnerable Kenyan youth and indirectly reached about 15,800, over the seven-year period under review.

In order to examine how the CAP YEI alumni trained over the seven year period 2011-2018, have fared in their ‘journey to earning’ whether by securing wage employment, or through entrepreneurship, or continued into further learning, CAP YEI engaged the services of Breinscope consultants to carry out a tracer study which reached a sample of 1177 of the direct youth beneficiaries.

Additionally, the tracer study aimed to assess the extent to which the graduates of CAP YEI training program re-engage with the program. The survey provides actionable recommendations that can benefit the project in the future. Further, the study was used to validate previous studies done on impact of skills training on youth employability.

Methodology

The study applied a “retrospective approach” and used several methodologies with a view to triangulate multiple sources of evidence so as to ensure validity and reliability. Data was gathered through desk review of all relevant literature and project documentation, from in-depth interviews and from quantitative survey using questionnaires. Random and purposive sampling approaches
were used to select respondents for the survey. Based on the beneficiary database, 19,500 youth have been reached directly by the program between 2011 and 2018 and relying on Krejcie & Morgan’s formula (Krejcie & Morgan, 1970), 1012 beneficiaries were targeted from this population. However, the sample was increased by 20% to 1,214 to take care of the possibility of missing targeted respondents. Stratified sampling technique was used to ensure a representative sample of graduates from the various cohorts (defined by year of graduation), center locations, course/trades, employment type (self/wage/salary employment), gender and also by urban, peri-urban and rural stratification were reached. A multi-stage system was then adopted to help in sampling of the individual youth. For the selection of key informants, a representative sample of 30% of the total of each category was relied on to select respondents. The sampling procedure for key informants was purposive and was done in consultation with CAP YEI staff. In summary, based on sampling procedure indicated earlier that provides for a representative sample of the 19,500 beneficiaries reached, the study reached 1,177 beneficiaries, of which 1,169 (comprising 6% of all youth from the study period) were reached through survey questionnaires, while key informant interviews reached 8 additional youth beneficiaries, 12 CAP YEI trainers and 8 CAP YEI Project staff.

Overview of Findings
Age being a key recruitment criterion into the CAP YEI program was an important parameter for investigation and analysis in the tracer study. It was found that out of the 1,169 beneficiaries that were traced and surveyed, 81% were aged between 18 and 25 years at the time of joining the program, with the remainder aged above 25. Observations from facilitators indicate that the youth who are younger and fresh out of secondary school were somewhat not very focused during the program as compared to the older youth who are more exposed to life and its challenges. Further they observed some lack of enthusiasm towards work in their job placements and sometimes they are difficult to control and are impatient. The older youth were observed to be more focused and settled, often demonstrating dedication and a sense of responsibility at the work place.

Of the beneficiaries reached in the tracer survey, 52% were male while 48% were female. A comparatively larger number of beneficiaries (38%) reached were from the 2018 cohort, as compared to all other years. The program has had more participants as the years progressed. Also, the latter year graduates have a higher likelihood of still being in touch with the programme, hence higher likelihood of being more traceable, and willing to respond to the study as compared to earlier years.

One of the challenges that youth face today is adequately balancing a career with their social relationships. Interviews with project facilitators and staff indicated youth in integrated residential centers (where learners were drawn from all parts of the country and were residential) learnt to relate well with those from different cultures and regions of the country, thus better interpersonal life skills. Also, there are links between the timing of various major life events, including age at marriage and the economic development of an individual. At the time of the study more beneficiaries had established families as compared to before the training. Most of those reached in the study reported that the incomes secured gave them confidence to set up families as they would be able to fend for them.
Education and training are key factors of success in the employment and labor market. They also act as strong predictors of career pathways among youth. The study established that majority of the youth (82%) in employment had a Kenya Certificate of Secondary Education (KCSE) level of education on joining the program which was a key jumpstart towards success as compared to those with below secondary school education.

A significant proportion (37%) were found to have selected courses based on recommendations by others (parents/guardians/friends), with fewer students (26%) selecting courses based on the career guidance received from project trainers and a similar percentage based on their own interest and selection. Eleven percent were unsure of which course to take at entry point, but in any case, they still proceeded to complete the courses. Interviews revealed that some youth chose courses merely because what they wished to pursue was not on offer. The survey further found that some courses were preferred by one gender than the others. For instance, hospitality and hair dressing and beauty are chosen mostly by female youth, whereas courses like security, electrical installation, building and construction and automotive are preferred by the male youth. Asked why they joined the program, 44% said they joined to acquire skills for salaried/wage employment while another 30% wished to acquire skills for self-employment, 16% wanted to gain more knowledge while less than 10% were not sure why they joined or were influenced by their peers.

A great number of the youth (87.3%) value the training received from CAP YEI programme most while only 0.4 percent value the attachments and counselling most. For the youth joining the CAP YEI training program, personal goals mainly revolved around acquiring skills that would enable them secure decent and gainful employment. Through the training, they have learnt how to set goals and have become self-aware and assertive in the work environment.

The youth have transited into different trajectories, with the transition rates into each of the routes (employment, entrepreneurship and further learning) varying according to the courses pursued. Transition rates to wage employment range from 40-80% depending on the training courses pursued. Entrepreneurship accounts for between 20-50% of the transitions while further learning opportunities account for approximately 3-10% of the trainees. Trainees in fields such as computer studies, hospitality and automobile initially ventured into wage/salaried employment since the cost of establishing businesses in those fields can be quite high. Some trainees may opt to pursue further learning opportunities to increase their chances of employability.

The program has yielded a great deal of success in terms of employability. Majority of the beneficiaries (72%) are earning an income, while 26% were not earning any income earning at the time of the study and 3% had continued to further learning only. There were more males earning an income than were females. Of those earning an income, 73% are in wage/salaried employment, 21% are in own businesses, while 5.73% are engaged in both self-employment and wage/salary employment (multiple earning strategies as a way to increase their earnings). The number of those with income opportunities varied from year to year with some years recording higher proportions than others. 23% of those graduating in 2013 were not in any type of income earning opportunity at the time of the study with a higher percentage (29%) from 2018 cohorts not in employment. An
examination further revealed that courses such as welding, sales and marketing, refrigeration and air conditioning, and plumbing had 100% youth trained being in wage employment. Some course trades, especially those linked to the construction industry and floriculture tend to be seasonal which explains why a big percentage of beneficiaries of these trades were unemployed during the study. The program leaders already identified some of the courses were no longer marketable and had stopped offering them. For instance, a course like floriculture was no longer on offer having demonstrated limited demand in the labor market.

The study established that in utilizing these skills, most of the beneficiaries enter wage/salaries employment (54%) when 40% gain self-employment or start own businesses. Fewer women (15%) than men go into self-employment or start own businesses. More of the females (30%) than the males (24%) are in regular or salaried employment. Analysis on the earnings indicate that females increased their earnings just as male did, though males did so by a higher amount. This finding validates the findings of a 2011-2015 longitudinal study by the University of Minnesota which stated that females were getting by and male were getting ahead based on the sample that had been examined in that study.\(^1\) The number of alumni transitioning to self-employment increases steadily within 2 to 3 years of graduation. It can be presumed that the youth entered into wage employment first to build their capital base, experience and/or networks before engaging into businesses. It could also be that their need for finances increase with time, and hence they begin to venture into mixed livelihoods for added income, and as some suggested, build a capital base and experience for future businesses.

The beneficiaries take varied periods before securing employment opportunities whether wage or business. Overall, a majority (84%) of those in salaried employment took between 0-3 months before their first wage/salaried employment after training. While up to 65% of the youth trained in customer relations got their first employment within the first three months, some 10% from the same course waited between 18 to 36 months before securing employment. The scarcity of job opportunities may imply that more students are graduating from similar programs across the country. Electrical course took longer to secure employment/self-employment as the trainees have to undergo a longer internship of minimum six month after training as part of competency certification requirement that ensures they are able to handle electrical tasks safely.

Nearly every youth (95%) reached by the survey found the training received from CAP YEI useful in solving their work-related problems except 36% of those in customer relations, 20% of those in welding and 10% of those in building and construction. The usefulness of the training in solving problems at work has fluctuated over the years, being most useful for those graduating in 2017 and 2018 (97%). There could be varied reasons for this, top on the list being the fact that the training curriculum has been improving over the years, and the fact that those recently trained call into application much of what is taught, since they left CAP YEI more recently. Those that have not found the training useful indicated they have adopted such coping strategies as considering other opportunities away from what they were trained. CAP YEI continues to support the youth through

\(^1\) Getting Ahead and Getting By: Exploring Outcomes of Youth Livelihoods Programs, University of Minnesota
continuous monitoring, securing internship opportunities and converting these internships to job placements and follow up. Most of them (84%) find the follow up support given adequate or very adequate while just 4% find it not adequate for solving work related problems.

Whenever they do not quickly find work in the courses trained, the youth have found work in other trades. The study established that 23% of those graduating in 2016 had not found income earning opportunities (whether salaried or self-employment) in the courses trained, while all the youth graduating from CAP YEI training in 2011 had found income earning opportunities in the trades they attended. At least 86% of those not in work related to trades attended cited lack of income opportunities in the primary trades when 3% of them blamed lack of adequate skills in the trained areas.

The beneficiaries hold varied positions, playing different roles at their places of work and this oscillates depending on years the beneficiaries completed training. A large majority of the beneficiaries in salaried employment, i.e. 469 out of 772 are still at entry level with 138 out of the 772 being at management levels in their work places, and 248 being technicians.

An important substantive element of decent work and a measure of employment quality is adequate earnings. The youth in wage/salaried employment have seen improvements in their incomes/earnings from what they earned before training. Before attending CAP YEI trainings, the earning for majority was in the range of Kenya shillings 5,000 to 10,000 per month. The incomes/earnings however doubled after attending the trainings and now ranges between Kenya shillings 10,000 to 20,000 per month. A significant number are earning between Kenya shillings 20,000 to 30,000. Only 29% of the youth reached reported their earnings are adequate while the rest find their earnings not adequate. Many of the youth felt that they were being underpaid.

The youth in self-employment are engaged in entrepreneurial activities in various sectors. The most common sector for most of the businesses is the service sector, such as hospitality, hairdressing and beauty, found to employ 82% of those reached, with only 5% in the manufacturing sector. The businesses are in most cases (79%) individually owned (sole proprietorships) with only 2% being limited companies. One of the factors contributing to fewer trainees entering manufacturing was the lack of start-up kits and high required start-up costs for such businesses as compared to service sector businesses.

The monthly earnings from the businesses also vary with most of them (61%) making up to Kenya Shillings 10,000 per month when only 2% make between Kenya Shillings 50,000 to 100,000 per month. This varies by sector, for instance (45%) of the businesses in the agriculture sector make less than 5,000 per month, 50% of those in the manufacturing sector make between 5,000 to 10,000 a month and 25% of those in manufacturing sector are earning less than 5,000 per month.

Most of the businesses were financed with personal savings of the entrepreneurs even as this varied from one sector to the next. Those in agriculture sourced up to 83% of their business financing from personal savings and were least likely to access loans (11%). The service sector businesses sourced 78% from personal savings and 13% from grants from friends and relatives. The manufacturing
sector sourced 57% of their business finances from personal savings and 29% from loans – this was the sector which had the highest loan whilst getting 14% from grants.

Some of the businesses (34%) have created employment opportunities for other people, thus reducing unemployment. This also varies from one sector to the other - 13% of the businesses in the manufacturing sector were employing others while 35% in the service sector business and 32% of those in the agriculture sector had created employment for others.

In terms of further learning 19% of the beneficiaries had secured opportunities for further learning with 45% of these continuing with the same courses they took under the CAP YEI programme. Up to 60% of these report that CAP YEI training helped them secure these opportunities. Some of them were able to save to finance further studies based on the training from CAP YEI. Many of them join either Technical Training Institutions - TTI (42%) or Vocational Training Centres - VTCs (26%). At least 17% of them have joined National polytechnics when another 15% have joined universities. Many of them opt for further learning immediately after the training program to enhance their employability. In seeking further learning opportunities, the trainees generally do not join programs similar to CAP YEI. They opt for courses that are more certification driven and examined by the national examination council.

The ability to manage personal finances and make the right decisions regarding budgeting, investing and business planning, is something that every young adult should have. It allows an individual to understand and maximize whatever level of income they earn. The beneficiary youth save part of their earnings with up to 79% of those reached answering in the affirmative when asked whether they save some of their earnings. Only 21% of them said they do not save some of their earnings. They mostly save to accumulate funds for startup capital for new business or to expand existing businesses. The program trained the youth to embrace a saving culture and even helped open bank accounts for them while at CAP YEI training. However, by the time of the tracer study, not all of these accounts were still operational. Only 46% of the bank accounts were active as countless youth had moved to places away from the bank, while some of them felt the cost of maintenance was too high due to the standing monthly charges. The youth were also helped by the program to form saving groups and only 18% of those reached during the study are still in these saving groups. Despite this, several youth (47%) joined other saving organizations and facilities including banks (58%), SACCOs (30%), Microfinance Institutions (0.4%) while others save and borrow on digital/mobile banking platforms (12%).

Despite the financial literacy training received, and youth being made aware of the available financial services, not many of the youth have accessed these services. Only 29% of those reached have ever accessed credit. The most common source of credit for the youth turned out to be the digital/mobile platforms from where 62% have accessed credit in the recent past. The banks account for only 12% while 11% of them have since borrowed from SACCOs.
**Key Learnings**

- Some of the courses are highly marketable – Plumbing, Air-conditioning and Refrigeration
- Youth transition into wage employment immediately after training but over time move to self-employment or mixed livelihoods
- Youth starting businesses in manufacturing sector have their businesses delivering higher incomes, whereas agribusiness and service sectors are providing higher employment opportunities
- Male incomes tend to go higher up than female after training

**Recommendations**

- Increase enrolments into marketable courses
- Reinforce entrepreneurship training
- Involve others (parents, guardians) in course selection
- More women need to be encouraged to take traditionally perceived male dominated courses as these deliver higher incomes.
1. INTRODUCTION

The partnership between CAP YEI and the MasterCard Foundation started in 2011. Since that time the CAP YEI program and BEST model have grown and improved in many ways. Over the seven-year period, about 19,500 vulnerable Kenyan youth have been reached directly and about 15,800 indirectly. CAP YEI commissioned a tracer study with the aim of finding out in what ways the CAP YEI alumni trained over the past seven years have fared in their ‘journey to earning’ through careers, entrepreneurship, further learning and life in general. The study process would also aim to encourage CAP YEI alumni to reengage with the program and with the other youth.

The study sought to assess impact along the following domains:

i) Respondents background and reasons for joining the CAP YEI program
ii) Employment outcomes, challenges faced, how they overcome them, income, impact, achievements and prospect for the future at individual level and in contributing to society
iii) Entrepreneurship outcomes, challenges faced, milestones met, and future prospects
iv) Further learning: how youth have continued to learn and how this has affected their livelihoods and life outcomes
v) Life and family milestones – how the youth have dealt with the challenges of life and how, if at all, the CAP YEI program has been of help
vi) Financial literacy outcomes: savings behavior, borrowing, investing
vii) Critique of the CAP YEI model and program – how could CAP YEI have prepared them better to cope with the challenges of work, life and family?
2. METHODOLOGY AND PROCESS

For this study, the “retrospective approach” was adopted which involved research into appropriate data files and students’ records kept by the project with homes, addresses and telephone numbers as a starting point.

Study Design
Overall the tracer study used several methodologies in triangulation to ensure there are multiple sources of evidence for validity and reliability. Consequently, it drew upon both quantitative and qualitative methods involving;

1. **Desk study and review of all relevant literature and project documentation.** The literature included the UMN report “Getting Ahead and Getting By” longitudinal survey - 2011 to 2015; other surveys that have enabled a comparative analysis of the post training impact of CAP YEI program; MasterCard Foundation studies; KENYA - Tracer study: Measuring longer term impact on children and families of interventions against child labour (ILO, 2012) while project documents included the project scope of work, annual work-plans, project progress and monitoring reports, and annual reports. All such data/ records are appropriately referenced in the study report.

2. **In depth interviews** to gather primary data from the beneficiaries using a structured methodology. Information was solicited from key informants including the youth, trainers, project staff and others as guided by the project staff.

3. **Quantitative survey using questionnaires.** The questionnaires were uploaded on the Kobo Toolbox which provided a good platform to collect data using mobile devices i.e. smartphones and tablets. This is based on Kobo Collect, the android-based application used to collect the data which feeds into the Kobo Toolbox account. The Kobo Collect on phones was preferred because of mobility and because the forms could be used offline.

The study was undertaken in four basic steps: conceptualization, collection of data and its analysis and a social media campaign with a competition in which alumni were encouraged to post written, video or photo testimonials on a dedicated platform. It was mainly during the first phase that the individual aspects of implementation were decided. The collection phase was crucial for gathering reliable information.

**Phase 1**: Concept and instrument development; preparation of data collection tools. The key objectives and the target population (all students) were decided, and only the sample of those to be reached was selected and the questionnaire prepared and tested.

**Phase 2**: Data collection. In this phase the tracer study team readied the instruments for implementation (necessary tools, training), to ensure high participation (good contact database, reminders). Personal interviews were conducted with graduate beneficiaries; and sometimes telephone surveys were used as a complementary measure.
**Phase 3:** Social media campaign, competition (alumni posted written, video or photo testimonials), earned prizes and alumni reconnected with CAP and with each other.

**Phase 4:** Data analysis and dissemination. A range of technical approaches were relied on for proper coding and data storage, as well as data analysis and interpretation. There was a draft report, before a final one, summarizing the project’s implementation and analysis.

Dissemination of the results and the link with other labour market information tools was conducted in December 10th 2019; it was a necessary step that ensured that the results of the study will reach all the users. Proper attention to this phase remained essential to ensure the effectiveness of the study as a labour market information tool for CAP YEI.

**Sampling**

Appropriate random and purposive sampling approaches were used to select respondents for a survey and to identify participants for the qualitative approaches.

Based on the beneficiary database, 19,500 (from demonstration and replication centers) youth have been reached directly by the program between 2011 and 2018. The study thus derived the sample size using the Krejcie & Morgan’s formula from this population. Based on 95% confidence level and 3% confidence interval, 1012 beneficiaries were targeted for the tracer study. Of these, 34% were from demonstration centres and 66% from the replication centres. The sample was increased by 20% to 1,214 to take care of the possibility of missing targeted respondents. Any disparities were considered through probability proportional to size sampling.

Stratified sampling technique was relied on to ensure the various batches/cohorts (by year), center location, course/trades, employment (self/wage/salary employment), gender and geography (urban, peri-urban and rural) were reached. A multi stage system was then adopted to help in sampling of the individual youth. Care was taken on statistical sensitivity. This helped to enhance the confidence level, margin of error and the cluster size which were considered in the sampling.

Simple random sampling was then employed to select the specific individual respondents because it gives every element in the target population, and each possible sample of a given size, an equal chance of being selected. This method yielded representative samples of total beneficiaries of the program and allowed the use of inferential statistics in analyzing the data collected. Every beneficiary had an equal and independent chance of being selected, being independent of each other.

A scientifically representative sample size of 30% of the total of each category was relied on to select a sample of CAP YEI programme staff, past and present trainers and other relevant informants reached with informant interviews. According to Mugenda (2008), a 30% sample size is sufficient to represent a population in social science research.
The sampling procedure for key informants was purposive and was done in consultation with CAP YEI staff. This is a form of non-probability sampling in which only those individuals with adequate information on the programme were included in the sampling framework.

**Sample Frame**

Based on the respective instruments/tools, approaches and informants for the tracer study; the following sample frame guided the study;

**Table 1 Sample Frame**

<table>
<thead>
<tr>
<th>Respondents to be reached</th>
<th>Population</th>
<th>Sample</th>
<th>Tools/Approaches</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Survey</td>
<td>KII</td>
</tr>
<tr>
<td>Beneficiaries</td>
<td>19,500</td>
<td>1214</td>
<td>1,212</td>
<td>1,214</td>
</tr>
<tr>
<td>Demonstration</td>
<td>6,378</td>
<td>436</td>
<td>430</td>
<td>436</td>
</tr>
<tr>
<td>Replication</td>
<td>13,112</td>
<td>778</td>
<td>772</td>
<td>778</td>
</tr>
<tr>
<td>CAP YEI trainers (Present)</td>
<td>10</td>
<td>0</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>CAP YEI trainers (Past)</td>
<td>10</td>
<td>0</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Project staff</td>
<td>30%</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

The samples were proportionately distributed based on centres (demonstration and replication), year/batch, courses and gender.

**Data Collection Procedures**

Data was collected by the tracer study consultants in close collaboration and with technical support from CAP YEI. The team comprised a Lead Consultant, who was in-charge of all local study activities; a Co-consultant; 2 field supervisors and 25 enumerators.

For ease of implementation, the study was divided into 5 zones; Coast, Central, Central Rift, Nyanza and Western and each zone assigned an overseer.

The enumerators underwent a two-days training. A pre- and post-training evaluation was conducted for the enumerators to ensure training outputs were achieved i.e. good understanding of the data collection tool, guidelines for effective interviewing and research ethics. The training topics were structured into sessions around the study objectives, tracer study principles, expected outcomes, terminologies and meaning, data collection process, roles, and approaches for effective data collection.

The data was collected from all the different project sites in a period 14 days. The enumerators, after training, collected data from the various respondents using the Kobo Collect tool deployed on mobile phones or tablets. All the KIIIs were undertaken by the consultants and supervisors.

**Data Processing, Analysis and Presentation**

The data is, whenever appropriate, segregated by center, geographical spread and socio-economic parameters (skill/trade, gender, age and year of graduation). The data and information
was processed and analysed using both qualitative and quantitative procedures. The analysis involved summarizing the mass of data collected and presenting the results in a way that communicates the most important features of the tracer study and in particular answering all the relevant questions.

**Analysis of the qualitative data**
Open ended responses from key informant interviews, literature and programme documents reviewed were recorded appropriately for further processing. Responses were coded and analysed for themes and compared to validate quantitative results and identify any possible findings not included in the quantitative results. The qualitative data was transcribed fully in line with the tracer study objectives and questions. Content analysis was augmented with constant comparative analysis with data collected using the quantitative collection method (Questionnaires). Information from the desk review and interviews were integrated using question by method matrices to facilitate comparisons, and identify common trends and themes.

**Analysis of quantitative Data**
The quantitative data obtained from the Kobo Collect were exported to Excel and analysed using Pivot tables which involved summary and visual presentation (tabulation and charts). Frequencies and percentages have been calculated to describe the basic characteristics of the data including the respondents according to skill/trade, employment status, gender, age, cohort (year of graduation) and centre.

**Cross tabulations and Triangulation**
Cross tabulations is used to show the relationship between two or more study questions. In this study, a combination of several research methods are utilized to get the wide view of the programme and thus triangulation was a significant tool. Triangulation facilitated validation of data through cross verification from two or more sources.

**Data Quality Control and Checks**
Quality output at every stage is fundamental to the success of the entire tracer study process. Every team member associated in this study was part of the quality control processes to deliver high quality data according to research standards and ethics. The overall role of ensuring quality output during fieldwork and data processing was however under the docket of the Consultants with assistance of the CAP YEI staff.

To ensure validity of the research instruments, this study adopted content validity to assess how relevant the instruments captured specific study questions. To minimize random error the study ensured that all items accurately address the questions. The instruments were pre-tested based on the pre-testing sample size prescribed by Mugenda & Mugenda (2003) at between 1% and 10% of the study sample size.
The methodologies were also designed to deliver high standard data according to research standards and ethics. The training of enumerators emphasized the importance of ethical practice, care and attention to detail in interviewing and recording responses.

Strict supervision, guidance and backstopping were done by the Consultants and the CAP YEI staff. During fieldwork, daily consultations and reporting meetings were held to address any data gaps and quality concerns. The consultants constantly checked the work of the interviewers. Any problems were rectified in the field. The field supervisors and the consultants also visited the field sites to check on the progress of the field teams in the different locations for spot checks. Daily data quality checks were done at the end of the day to address quality lapses. Further cleaning with logical checks was carried out on the completed data sets prior to analysis.

Methodological Challenges
Some admission records lacked phone numbers or had outdated contact information. Field staff and identified graduates however helped to identify other graduates who would participate in the study. Because of their tight work schedules and the reluctance by employers to release them, some of the target youth could not be reached. Some of these were as a result reached and interviewed by phone. While the social media campaign was expected to arouse the youth interest in taking part in the study, this did not effectively facilitate and increase the response rate.

The project staff noted that earlier communication would have helped them plan better - the email notice was too short - too close to the day when the enumerators appeared in the centres. Although this was not the Consultant’s doing, the general feeling was that the internal communication channels need to be more efficient and elaborate to maximize on time taken.

A major challenge faced with the Thika Residential center cohort was in reaching them in Mandera, their place of origin. The students have a strong cultural drive and preferences, communication challenges and a resistance to the interviewing process; wishing to only respond to the CAP-YEI staff they dealt with in the past.
3. FINDINGS AND CONCLUSIONS

1. Respondents background

Respondents reached

Based on the respective instruments/tools, approaches and informants for the tracer study; the following respondents were reached by the study;

Table 2 Respondents Reached

<table>
<thead>
<tr>
<th>Respondents to be reached</th>
<th>Tools/Approaches</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Survey</td>
<td>KIs</td>
</tr>
<tr>
<td>Beneficiaries</td>
<td>1,169</td>
<td>8</td>
</tr>
<tr>
<td>CAP YEI trainers</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>Project staff</td>
<td>0</td>
<td>8</td>
</tr>
</tbody>
</table>

The youth respondents reached were proportionately distributed based on centers (demonstration and replication), year/batch, courses and gender across the country as shown in the map below.

Figure 1 Distribution Youth Respondents reached
Age

In this tracer study, age is a significant demographic factor and it shaped the classification of beneficiary populations. Principally for this tracer study, age is very imperative since target beneficiary group intake was based on age, and the youth would either be too young or otherwise not acceptable according to how old they either were at the beginning of training or now. Of the 1169 beneficiaries that were traced and surveyed in the study, the majority (81%) was aged between 18 and 25 years when they joined the program as shown in figure 2.

Figure 2 Ages of Beneficiaries

This clearly show that majority of the beneficiaries traced during the study were indeed within the minimum age required. Many of the course facilitators suggested a review of the age at which the youth join the program. It was felt that the Kenya Certificate of Secondary Education (KCSE) holders joining the CAP YEI programs should be admitted one year after completion of their O-Levels. The facilitators also felt that the program should allow enrolment of youth aged up to 28 years. The reason given is that the youth who are fresh out of secondary school view the training program as an extension of school and at times do not take it seriously. On the other hand, the older youth are more exposed to life and its challenges and take the program more seriously. The youth in the lower age brackets have been reported to be reluctant towards work in their job placements and sometimes they are unruly and unnecessarily confrontational. The older youth are more focused and settled. The older youth also demonstrate dedication and a sense of responsibility at the work place. The older youth are also more open to travel and work away from home while the younger youth only seek opportunities close to their homes as advised by their guardians.

Gender

Findings from the study show that CAP YEI trained a total of 19,500 vulnerable Kenyan youth directly and about 15,800 indirectly. Of this, the study was able to reach 52% male while 48% were female as figure 3 indicates. This indicates significant effort by CAP YEI to strike a relatively good balance between male and female trainees. The study further established that it took a significantly shorter time for male youth to get their first incomes than for females. There was a significant positive change in income from male youths after training as compared to female youth.
For instance, 2% of the respondent males were earning between KES 15,000 -20,000 before training but after training and at the time of the survey the number went up to 14% for the male youth earning this amount. For the same incomes bracket the increase in numbers of female youth went up to 9.5% from 2.9% but the growth income was less than that of male with 9.5% women earning between KES 15,000-20,000 as compared to the male youth. In fact, males earning went up higher for the higher income brackets than female counterparts. For instance, less than 0.1% of the males were earning over KES 30,000 as compared to 0.5% of females but after training 6% of the males were earning over KES 30,000 as compared to 3.2% females. Growth in incomes was significantly higher for males after training.

**Figure 3 Gender of Beneficiaries**

Graduation Year

There were more graduated beneficiaries traceable and willing to respond to the study in later years than earlier. This is probably because there were fewer graduates in the beginning years of the project compared to the later years. As well, the more recent graduates have kept closer ties with CAP YEI than those graduating earlier.

Most of the beneficiaries reached by the study (38%) graduated in 2018 with only 13% reached among those graduating between 2011 and 2013. This is explained by the fact that more youth benefited from the program over the years. The number of youth graduating from the programme has increased over the years as shown in the figure below. This is attributable to the increase in the number of graduates joining the program and discussions with trainers and project staff suggested additional resourcing, including increase in number of training centers, that enhanced the number of trainees the program could take.
Marital Status

One of the challenges that youth face today is adequately balancing a career with their relationship. So often a job or training program can result in an individual being caught up in a cycle that leads to the risk of these or social relationships receiving less focus and attention.

There are links between the timing of various major life events, including age at marriage and the economic development of an individual. Marriage patterns among the youth influence socioeconomic factors and employment status. Of the beneficiaries this study reached, 83% were single when only 16% were married. The youth also reported that as a result of the opportunities that the CAP YEI training program had opened up for them, their family status had changed. Of those reached, only 8% were married when 91% of them were single before the training as figure 5 illustrates. They were now in a position to provide for their families as sole bread winners, support their siblings through school and also assist their guardians to open up businesses. Some youth reported that they have since been able to relocate from the remote or slum settings they were raised in to better neighborhoods.
Education

Education and training are key factors of success in the employment and labor market. They also act as strong prognosticators of non-vulnerable jobs among youth (Sparreboom & Staneva, 2014). Education attainment trend for the beneficiaries are unlikely to progress beyond certain levels in their career progressions and are hence, likely candidates for the lowest levels of income.

Generally, across the gender and graduation years divides, there was little variation in formal educational attainment prior to joining the program.

The study established that majority of the youth (82%) had at least Kenya Certificate of Secondary Education (KCSE) level of education on joining the program. Some (2%) had diploma level education which in most cases would be above the trainings offered by the program.

Figure 6 Education

Courses

Some courses are preferred by the youth, and this preference also applies to one gender than the others. For instance, as the figure below indicates, hospitality, hairdressing and beauty are preferred mostly by women whereas courses like security, electrical installation, building and construction and automotive are preferred by the males.
**Reasons for selecting courses**

Most youth (37%) selected courses based on recommendations by others (Parents/guardians/friends), with fewer youth (26%) selecting courses based on the career guidance received from CAP YEI trainers, when up to 11% are not sure why they selected the courses they undertook as figure 8 shows. This calls for the need to include others (Parents/guardians/friends) during career guidance. Moreover, interviews with the youth indicate some chose courses merely because what they wished to pursue was not offered.

**Figure 8 Reasons for Selecting Course**
Reasons for joining the CAP YEI program

Asked why they joined the program, most (44%) said they joined to acquire skills for salaried/wage employment while another 30% wished to acquire skills for self-employment as shown in the table below. Some 7% were influenced by their friends when only 3% joined to get a certificate, confirming that the youth are interested in joining the job market upon graduation and not on certification.

<table>
<thead>
<tr>
<th>Why did you join CAP YEI program in the first place?</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Because my friends were joining</td>
<td>7%</td>
</tr>
<tr>
<td>To acquire skills for salaried/wage employment</td>
<td>44%</td>
</tr>
<tr>
<td>To acquire skills for self-employment</td>
<td>30%</td>
</tr>
<tr>
<td>To be more knowledgeable</td>
<td>16%</td>
</tr>
<tr>
<td>To get certificate</td>
<td>3%</td>
</tr>
</tbody>
</table>

Residence

Youth tend to reside around where they work and as the figure below suggests, most of them (63.6%) reside in urban areas.

Figure 9 Beneficiaries’ Residence and Place of Work

As well, the youth have not migrated much after the training as only 36% are not residing in the same area where they were trained as shown in figure 10.
Greatest benefit from the program

After completion of the training program with CAP YEI, the youth were placed in internships and subsequently jobs in their respective fields. Some of the respondents were still in employment while others had transitioned into self-employment with businesses that even employ additional staff. Others progressed in their career paths with one graduate of the security guard course now enlisted in the Kenya Defense Forces, a feat he attributed to the skills gained during the CAP YEI training program. A great number of the youth (87.3%) value the training received from CAP YEI programme most, when only 0.4% value the attachments and counselling as shown in the table below. Probably the programme has not instilled the significance of these among the beneficiaries or the youth simply do not appreciate their worth. For the youth joining the CAP YEI training program, personal goals mainly revolved around acquiring skills that would enable them secure decent and gainful employment. The respondents mentioned that they were satisfied with the achievements they had made so far in terms of financial stability, considering their backgrounds. They were still committed to career growth and business expansion to continue raising their living standards and those of their dependents. The life skills training offered under the CAP YEI training offered several benefits to the trainees. Through the training, they learnt how to set goals, have become self-aware and assertive in the work environment. The youth also mentioned that they had significantly improved in their communication and other interpersonal skills and were more focused and ambitious.

Majority of the respondents reached with Key Informant Interviews are yet to proceed with further learning. They chose to keep working since they were required to support their siblings and their own families. They still hope to enroll for further learning opportunities once they have financial stability or have saved up enough money. A few of the respondents have since pursued further learning opportunities up to diploma level in fields related and unrelated to the programs they undertook while at CAP YEI.
Table 4 Benefits of CAP YEI Program

<table>
<thead>
<tr>
<th>What did you receive from CAP YEI programme that you remember most?</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attachments</td>
<td>0.4%</td>
</tr>
<tr>
<td>Business clinics</td>
<td>4.4%</td>
</tr>
<tr>
<td>Counselling</td>
<td>0.4%</td>
</tr>
<tr>
<td>Industry exposure</td>
<td>2.0%</td>
</tr>
<tr>
<td>Mentorship</td>
<td>4.0%</td>
</tr>
<tr>
<td>Skills training</td>
<td>87.3%</td>
</tr>
<tr>
<td>Work placement support</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

Post Training Trajectories

It is in CAP YEI’s interest that every youth enrolled in the training program is placed in employment during and after the training to provide a platform for immediate skills transfer in the workplace. The staff members at each of the centers therefore work to ensure that each trainee secures an internship and ultimately a job placement. CAP YEI alumni have taken various trajectories after training, such as employment or entrepreneurship while others have opted to pursue further learning opportunities.

The transition rates of the students into each of the aforementioned trajectories (employment, entrepreneurship and further learning) vary according to the courses pursued. Students are admitted in cohorts, with each cohort comprising between 70-72 students. Transition rates to employment range from 40-80% depending on the training courses pursued. Entrepreneurship accounts for between 20-50% of the transitions while further learning opportunities account for approximately 3-10% of the trainees.

Trainees in fields such as computer studies, hospitality and automobile initially venture into employment since the cost of establishing businesses in those fields can be quite high. Considering their financial backgrounds, trainees are advised to seek employment first in order to gain exposure to the dynamics of running businesses as well as to raise capital for setting up their own businesses later. Trainees in fields such as hair dressing report higher transition rates into entrepreneurship due to the possibility of operating as freelance hairdressers and the lower income barriers to entry in this industry. It has been noted many of the trainees begin operating small businesses alongside their employment and ultimately transition to self-employment within a period of 2-3 years.

Some trainees may opt to pursue further learning opportunities to increase their chances of employability. Trainees pursuing diploma courses in Technical and Vocational Education and Training (TVET) institutions often pursue the same courses they pursued under CAP YEI as these institutions offer the same technical courses offered by CAP YEI. Those trainees who join universities do not proceed with the same courses; rather pursue those that have been allocated to them by the Kenya Universities and Colleges Central Placement Service (KUCCPS). Other trainees opt to advance their studies by enrolling at the National Industrial Training Authority (NITA), such as those in the automobile courses.
Other than the three trajectories mentioned above, every cohort contains a proportion of youth who drop out of the training programme or reject the work placement opportunities sought for them. A few youth drop out of the training programs due to family-related challenges, health problems and pregnancy. Pregnancies in most cases happen prior to joining the programs. The life skills component of the training covers aspects of Sexual and Reproductive Health to ensure that such cases do not occur. A few trainees also reject work opportunities due to personal preferences or advice from the guardians.

Nearly all the beneficiaries (96%) have utilized the skills and support received from the program even though the males have tended to use theirs slightly more as the figure below indicates. Fewer females than males have used the skills and support from CAP YEI.

**Figure 11 Uses Skills and Support**

At the time of the survey, 72% got into employment (wage and self), 26% were not employed and 2% continued learning only.

**Figure 12 Post Training Trajectories**
Use of the Skills and Support from CAP YEI
The study established that most of the beneficiaries used the skills acquired at CAP YEI to enter wage/salaries employment (54%) when 40% used the skills to gain self-employment or start own businesses. Fewer women (15%) than men go into self-employment or start own businesses using the skills. More of the females (30%) than the males (24%) use the skills for regular or salaried employment. As well, more women use the skills for continued learning.

Figure 13 Use of the Skills and Support from CAP YEI

Remained in touch with CAP YEI since the training
All the youth reached during the study have somehow remained in touch with CAP YEI and through various channels. Most commonly, this has been through the phone (74%) as shown in the figure below. Others have used both telephone and short messages-SMS (18%) while the use of e-mail is least common.
**Giving back to CAP YEI**

A good number of the beneficiaries (60%), as the figure below indicates, have given back to CAP YEI in one way or another. They report to have advised youths to join CAP YEI, assisted trainees to get attachment or mentored other trainees. Others have assisted trainees on attachment to gain skills when others have supported youth to get internship. A good number have been peer counsellors to CAP YEI youth while others have given tokens of appreciation to CAP YEI trainers. Some of the youth do this whenever they find time to visit CAP YEI centers.

**Figure 15 Giving back to CAP YEI**

Those who have not been able to give back cited such reasons as being based in another city far from CAP YEI centers or being busy. One of them even found a center was closed while another felt it was still too early to give back, being a fresh graduate. Another nonetheless had no reason for not giving back.
Those that do, are giving very few hours of their time to CAP YEI in any given month with up to 79% giving only a maximum of 1 hour.

**Figure 16 Hours Given Back**

Nearly all the youth reached (99%) would recommend another youth to join CAP YEI Training mainly because they have themselves found it helpful. Others report they would recommend CAP YEI because it is affordable and cheap. Another group would do so because CAP YEI gives life skills lessons and empowers students on the business world. Some would recommend CAP YEI because it empowers youth by helping them to be independent, mentors the students and helps to enhance their social and business skills.

The few others that would however not recommend CAP YEI said so either because the only center they know was closed or because the trainings have so far not helped them. Asked what they would change at CAP YEI for the better, they suggested the provision of better training equipment, having centres in areas currently not covered, add course varieties, more learning period and more practical lessons, more teaching staff and providing attachment opportunities for all trainees. It is also the wish of the beneficiaries that the program would provide enhanced career guidance and where possible certified government exams, probably at diploma and certificate levels.
II. Employment outcomes

Beneficiaries in Either Wage or Self Employment
The program has yielded a great deal of success in terms of employability. Majority of the beneficiaries (73.14%) are earning an income, while 27% were not earning any income earning at the time of the study. Of those earning incomes, 73.33% are in wage/salaried employment, 21.94% are in own businesses, while 5.73% are engaged in both self-employment and wage/salary employment (multiple earning strategies as a way to increase their earnings). The number of those with income opportunities varied from year to year with some years recording higher proportions youth than others. 23% of those graduating in 2013 were not in any type of income earning opportunity at the time of the study with a higher percentage (29%) from 2018 cohorts.

Figure 17 Employment Status

An analysis of the employment status by trade or courses completed also showed more beneficiaries taking some courses have found employment than others. For instance, all (100%) youth trained in
welding, sales and marketing, refrigeration and air conditioning and plumbing are currently employed as shown in the figure below. On the other hand, only 50% of those trained in floriculture, 55% of those in building and construction and 58% of those trained in industrial garment making are employed. Some of these courses, for example floriculture have been dropped from the program as they demonstrated limited demand.

It is also essential to be cognizant that some of the trades, especially those linked to the construction industry tend to be seasonal, so that while the graduates may be in employment at other times, during the survey they may have been redundant.

Figure 19 Employment status by Trade

Employment Types
Most of the beneficiaries (73%) are in wage or salaried employment with some 6% engaged in both self-employment and wage/salary employment (multiple earning strategies) as shown in the figure below. Beneficiaries are engaged in entrepreneurial activities during free time to make more money suggesting that what they earn in the salaried job does not give them enough money.
While some are in both kinds of employment because of unplanned opportunities that present by virtue of their employment, others are in both because of the inadequate income from one stream. Many youth are therefore engaged in these mixed livelihoods to take advantage of strategic opportunities or simply for the need to make ends meet.

Of all those employed and earning wages, most of them are females (77%) while lesser males (71%) are in this category. This to a large extent invalidates the University of Minnesota report whose findings on a smaller sample indicated that female youth were simply “getting by” and not “getting ahead” as their male counterparts. However the tracer study did establish that fewer females (18% against 24%) are in self-employment than males as shown in the figure below.

The type of employment the youth are engaged in has also tended to vary by course or trade. Some trades or courses are more prone for self-employment than others and as shown in the figure below, all (100%) those reached and trained in refrigeration and air conditioning are in wage employment, and so are all those who trained in plumbing. Most (75%) of those in Sales and marketing are engaged in both types of employment.

It is significant to note that some courses, for example floriculture, IGM and Customer relations were eventually dropped from the program as they demonstrated limited demand.
Although most of the youth are placed in jobs after the training, some go immediately into entrepreneurship. The number of alumni transitioning to self-employment increases steadily within 2 to 3 years of graduation. The reason is that most prefer to be employed to build a capital base for the businesses. Once they have enough capital, they open business while still employed (mixed livelihoods). The employment acts as a fallback in case the business fails. Should it succeed, they transition into full entrepreneurship.

III. Employment outcomes (Wage/Salaried Employment)

Duration before Wage / Salaried Employment
The youth in salaried employment, spend a range of time before securing their first employment. Most of them (84%) take between 0-3 months before their first wage/salaried employment after training in most of the courses as shown below.
The duration before wage / salaried employment tends to vary from one course to the next and while up to 65% of the youth trained in customer relations get their first employment within the first three months, some 10% of them wait between 18 to 36 months before securing employment. However, up to 50% of those trained in sales and marketing take between 10-12 months before first employment as shown below.

Figure 24 Duration before Wage / Salaried Employment by Trade

The scarcity of job opportunities may imply that more youth are graduating from similar programs across the country. The introduction of new courses in the TVETs and by CAP YEI also means that youth can chose courses that are within their interests. This attracts younger people to pursue such courses, thus increasing the enrollment in TVETs and by extension CAP YEI’s programs. This suggests that a precise labor market assessment to inform the program and by extension the youth on the most marketable courses to pursue is still desirable. As already noted, some courses were eventually dropped from the program as they demonstrated limited demand.

Electrical course took longer to secure employment/self-employment as the course itself demanded that they do a six month internship after training as part of ensuring that they were competent safely to handle electrical tasks.

Challenges
The youth in wage / salaried employment have faced a range of challenges, with the most common being low salary (63%) as shown below. The least (6%) experienced challenge across the board is lack of career progression. As youth gain experience in their field, they expect to earn more
income as well as engage in challenging projects and responsibilities. Lack of progress means less happy youth in the long term. Boredom and career fatigue sets in and the youth become disengaged, defeating the very purpose for which CAP YEI trains them.

**Figure 25 Challenges in Wage / Salaried Employment**

There is a variation in the different challenges faced across gender. More males (61%) experience the challenge of inadequate technical skills than females (39%) when more females face inadequate social skills (60%) as shown below. This suggests the females are more adept at acquiring technical skills during the training. The challenge of lack of career progression however faces both genders equally.

**Figure 26 Challenges in Wage / Salaried Employment by Gender**

These variations are also evident across the trades, for example, all (100%) youth employed in customer relations, plumbing, sales and marketing and welding decry low salary as the main challenge facing them. Only those in ICT indicated lack of career progression as equally challenging. Half (50%) of those in electricals and electronics also find inadequate skills equally challenging. Lack of social skills is most common among those in floriculture as shown below.
Nearly every youth reached found the training received from CAP YEI useful in solving their problems except 36% of those in customer relations, 20% of those in welding and 10% of those in building and construction. Other courses where some youth found the training not useful in solving their employment related problems are automobile, hospitality and security.

Figure 27 Challenges in Wage / Salaried Employment by Trade

Figure 28 Usefulness of Training in Solving Wage / Salaried Employment Problems
The usefulness of the training in solving problems at work has fluctuated over the years, being most useful for those graduating in 2017 and 2018 (97%) while least useful for those graduating in 2015 when 13% of them found it not useful as shown in the figure below.

Figure 29 Usefulness of Training on solving the problem over the years

Those that have not found the trainings useful have adopted such coping strategies as considering other opportunities, while being positive. Others have sought further training from friends, peers and more skilled persons while some have taken to further studies.

Some 75% of the youth receive help from the employers when they meet challenges at their places of work, with all those in sales and marketing, refrigeration and air conditioning, plumbing and floriculture responding in the affirmative. Nonetheless, only 20% of those in welding and 47% of those in electrical installation reported receiving help from their employers when faced with challenges as shown below.
The beneficiaries that have been receiving help from employers to solve their work-related challenges said the most common kind of support received from the employers is training on the job (49%) as shown below. As a result, youth are learning new skills that can improve production. Some 10% of them have been helped with tools and equipment or with support for further training.

Those not receiving support or help would mostly like assistance or backing for further training (59%) when only 7% of them wish for tools and equipment as shown below.
The kind of help wished for also tends to vary by trade as all (100%) youth trained in industrial garment making and hairdressing and beauty would like to receive coaching. Likewise, all those trained in clearing and forwarding, electrical and electronics, information technology and security management would like to receive support for further training. All those in welding would like to be supported with tools and equipment. Some 33% of those trained in electrical installation would like to receive on the job training and so are 25% of those trained in building and construction and hospitality respectively as shown below.

CAP YEI continues to support the youth and most of them (65%) find the follow up support given adequate when 19% find it very adequate while just 4% find it not adequate at all.
All the youth (100%) in refrigeration, plumbing, and clearing and forwarding find it adequate while up to 67% of the youth trained in sales and marketing find it not adequate at all when some 23% of those in electrical installation also think not adequate at all as shown below.

The level of adequacy of follow up support has been fluctuating over the years and youth graduating during some years have found it more adequate than others.
Employed in the technical course you were trained in

Whenever they do not quickly find work in the courses trained, the youth have found work in trades other than those trained in. However, all the youth graduating from CAP YEI training in 2011 have found employment in the trades trained in.

Figure 37 Employment in Courses Trained

Those not employed in the trades trained in cite a range of factors for that. 86% of them say it is because they have not found employment in the trained trades. Some 3% of them claim lack of adequate skills in the trained areas have barred them from getting the right employment.
The youth have also changed jobs from time to time with 25% reporting to have changed jobs since their first job after CAP YEI training. More males are reporting so (56%) as compared to the females (44%).

The frequency with which the beneficiaries have changed jobs has also tended to contrast across gender, with more females (57%) having changed jobs more than thrice even as more males (58%) have changed jobs thrice, twice (52%) and at least once (94%) respectively.
Roles/position in Wage / Salaried Employment

The beneficiaries hold varied positions, playing different roles at their places of work and this oscillates depending on years the beneficiaries completed training. Most of the beneficiaries who are in salaried employment - 61% (469/772) - are still at entry level with only 18% (138/772) at management levels in their work.

Interesting to note however, is that most of those in management level have been in the job market or employment for shorter duration, considering they graduated between 2015 and 2018. Those graduating earlier are mostly still at the entry level. This suggests an improvement in the quality of training provided over the years.

Earnings in Wage/Salaried Employment

The youth have seen improvements in their incomes/earnings from employment. Before attending CAP YEI trainings, the earnings for majority were in the range of Kenya shillings 5,000 to 10,000.
per month. This however shifted after attending the trainings and now ranges between Kenya shillings 10,000 to 20,000 per month, with many more earning between Kenya shillings 20,000 and Kenya shillings 30,000.

Figure 42 Earnings from Salaries/Wages

Before training, the 772 beneficiaries in wage/salaried employment cumulatively earned a total of Kenya shillings 933,330 (average Kenya shillings 1,292) per month which increased to Kenya shillings 2,257,968 (average Kenya shillings 2,924) as at the time of the tracer study. Noteworthy is that the male beneficiaries tend to earn more than their female counterparts, both before and after the trainings.

Figure 43 Earnings from Salaries/Wages by Gender

The salaried earn more as some of them do more than one job. For example there is a beneficiary who works in G4S, a security firm during the nights only and during the day he does electrical wiring. He earns a salary and extra income from the skills earned in electrical wiring. Those in business only, do not earn as much as those in regular employment. This implies that those with mixed
livelihoods earn more than those with only one livelihood stream. A few in hairdressing business for instance said they don’t have a place of work since they cannot afford to pay rent. They have to move to where the customers are. A number of them report they don’t earn much because the customers are mostly their relatives, friends or neighbors, whom they cannot charge the fair amount of money.

**Adequacy of the Earnings from Wages/ Salaries**

An important substantive element of decent work and a measure of employment quality is adequate earnings. Only 29% of the youth reached reported their earnings are adequate when the rest find their earnings not adequate. Many felt they are underpaid. The reality however is that the youth’s lifestyle costs rise as their life circumstances change. As they start having families and their needs change, the amount of money they need to finance their lifestyle goes up. School fees, entertainment costs, and other miscellaneous monthly costs add up, especially if they are spending more than they save.

**Achievements and prospect for the future**

Most of the beneficiaries in employment who were reached during the study averred that the future prospects for their jobs are either good (72%) or very good (20%) with only 7% thinking the prospects are bad/bleak as shown below.
An analysis of the same across different trades nonetheless indicates a variance from one trade to the next. All (100%) beneficiaries trained in sales and marketing fear for their trade and that the future prospects are very bad/bleak. The most promising jobs for those in employment are those trained in refrigeration and air conditions, plumbing and information technology as all (100%) the beneficiaries reached indicated their future prospects are good. The automobile trade is also good for employment as 51% of those reached reported the future prospects are good when another 38% of them said the prospects are very good.

**Figure 46 Future Prospects by Trade**
IV. Entrepreneurship Outcomes (Self-employment)

Business sector
The youth in self-employment are engaged in entrepreneurial activities in various sectors. The most common sector for most of the businesses is the service sector that was found to employ 82% of those reached, with only 5% in the manufacturing sector as shown in the figure below.

Figure 47 Business Sectors

The youth are in these different sectors for a variety of reasons. While some indicated they prefer the trades due to passion, interest or talent, others are in those trades because they have the skills acquired at CAP YEI.

Business registration
Only 25% of the businesses are registered as required by law and as would be essential for most lending agencies. This puts them on a possible collision course with law enforcement agencies besides limiting available opportunities for credit. Most (86%) of those in the agriculture sector are not registered, when only 26% of those in the service sector are registered as indicated below. CAP YEI may consider supporting business registration in liaison with the various county government authorities, i.e. the department of trade and revenue which registers all businesses and issues business permits for purposes of revenue collection.
Business ownership
The businesses are in most cases (79%) sole proprietorships with only 2% being limited companies as shown below.

Earnings from Business
The monthly earnings from the businesses also vary with most of them (61%) making up to Kenya shillings 10,000 per month when only 2% make between Kenya shillings 50,000 to 100,000 per month as shown below.
Sector wise, there are also variations in the profits made by the businesses each month. Most (45%) of the businesses in the agriculture sector for instance make less than 5,000 per month while up to 50% of those in the manufacturing sector make between 5,000 to 10,000 a month with only 25% of the businesses in the manufacturing sector earning less than 5,000 per month.

Sources of Business Capital
Most of the businesses were financed with personal savings of the entrepreneurs even as this varied from one sector to the next, with those in the agriculture sourcing up to 83% of their capital from personal savings while the service and manufacturing sectors sourced 57% and 78% of their capital finances from personal savings respectively. Not many of the businesses relied on loans to finance
their start-up. Only the manufacturing sector received substantial amount of loans for their start-ups with 29% of them being financed through loans.

**Figure 52 Sources of Capital**

![Figure 52 Sources of Capital](image)

Some of the businesses (34%) have created employment opportunities thus employing other people and reducing unemployment. This also varies from one sector to the next with only 13% of the businesses in the manufacturing sector employing others when 35% of the service sector business and 32% of those in the agriculture sector employing other people. This suggests that training youth in the service and agriculture sectors has a greater multiplier effect in job creation than the manufacturing sector.

**Figure 53 Businesses Employing Others**

![Figure 53 Businesses Employing Others](image)

**Challenges faced**

The businesses started by CAP YEI alumni have faced a myriad of challenges with the major challenges being finance/capital (68%) and business registration/licensing (54%) as shown in the figure below. This calls for support to see them acquire capital and register the businesses. Encouraging the youth to save through financial literacy training and linkages with financial service providers will go a long way in surmounting the financial and capital challenges.
Noteworthy is that up to 43% of those reached do not find technical skills a challenge at all when another 47% of them find it a minor challenge. This may necessitate provision of skills upgrading programmes for the beneficiaries as shown in the above figure.

There is also need for market information services and linkages based on sound market assessments before businesses commence to help the 41% of those in businesses that find marketing either minor or a major challenge.

**Business Prospects**

The prospects for some of the businesses are bleak or bad (8%), especially in the agriculture sector where up to 19% think so about their businesses. Nonetheless, for up to 30% of those reached, the prospects are good, with some 30% believing it is very good as shown below. The prospects for businesses in the manufacturing are good since the respondents reached indicated they are either good (63%) or very good (38%) as shown below. Training youth in trades that would see them enter into this sector therefore promises a worthy future for them.
V.  Further learning

Secured opportunities for further learning

Not many of the youth (only 19%) have secured opportunities for further learning with only 45% of these continuing with the same courses they took under the CAP YEI programme. Up to 60% of these reports that CAP YEI training helped them secure these opportunities. Some of them were able to save to finance further studies based on the training from CAP YEI.

"After attachment, I got a job at Tumaini supermarket which triggered in me the idea of saving for my current studies", reported a beneficiary.

For others, the certificate from CAP YEI helped to get the opportunities. This was an entry requirement for diploma course, while for some it helped in applying the National Industrial Training Authority (NITA) exams.

Institutions joined

The type and quality of further training and education that youth chose to pursue post-program varied considerably with most of them (42%) joining either Technical Training Institution - TTI or
Vocational Training Centres - VTCs (26%). At least 17% of them have joined National polytechnics when another 15% have joined universities. This suggests the quality of training received at CAP YEI is of good quality standards thus meets acceptable standards and is broadly recognized.

**Figure 57 Institutions Joined**

The beneficiaries that have continued with further learning have found the training useful with 59% of those reached reporting they have been useful when another 29% have found them very useful as shown below. Only 2% have found the further training not useful.

Many of the trainees opt for further learning immediately after the training program to enhance their employability.

Majority of these trainees who gained admission into technical colleges pursued the same courses that they had enrolled for at CAP YEI. Those trainees that register for courses in the universities rarely proceed with the courses they trained for at CAP YEI, since they are highly practical and technical courses.

Trainees also enroll for further learning opportunities after months or years of working. These trainees usually have worked and saved some money to pay for the learning opportunities. The further learning is done in a bid to improve their chances of career progression.

In seeking further learning opportunities, trainees do not join programs similar to CAP YEI. They opt for courses that are more certification driven and examined by the national examination council. These kinds of trainings run for a period of 1-2 years (certificate and diploma courses) as well as 4 years for those in bachelor’s degree programs. The further learning opportunities offer nationally recognized certification but, in some cases, lack the life skills component and hands-on training approach offered by the CAP YEI model. In addition, the CAP YEI model is accessible to those youth with little formal education as enrolment does not depend on high school grades.
VI. Life and family milestones

Usefulness of the life skills training

Coming from disadvantaged backgrounds, some of the youth are found to suffer from low self-esteem unsure of what to do with their lives. According to a facilitator interviewed said at times, these youth engage in anti-social behavior such as khat-chewing and alcohol abuse. The youth also have poor communication skills.

The literature reviewed suggests that life skills component of CAP YEI’s training model empowers the youth to be more productive and responsible members of society. According to project staff interviewed, the youth are equipped with communication and decision-making skills; and are taught about the effects of anti-social behavior.

“Through the training, they learnt how to set goals, they have become self-aware and be assertive in the work environment”. Project Staff.

The youth interviewed also mentioned that they had significantly improved in their communication and other interpersonal skills and were more focused and ambitious.

The youth have generally found the life skills training useful as it either helped in their businesses, their daily lives, and their work or in further learning.

Role/position in community before and after CAP YEI training

The youth interviewed were now either single, single parents, married with no children and married with children (figure 5). Majority of those who were single and with no children indicated that they had plans to begin families within the next one year. The youth reached through interviews also reported that as a result of the opportunities that the CAP YEI training program had opened up for them, their family status had changed. They were now in a position to provide for their families as sole bread winners, support their siblings through school and also assist their guardians to open up
businesses. Some youth reported that they have since been able to relocate from the remote or slum settings they were raised in to better neighborhoods.

The role and position of the youth in their respective communities improved mainly because of the economic transformation that resulted from participating in the CAP YEI program. Some of the youth have now proceeded to provide mentorship to fellow youth in their home areas and mentor high school students from the schools they attended.

VII. Financial literacy outcomes

The ability to manage personal finances and make the right decisions regarding budgeting, investing and business planning, is something that every young adult should have. It allows an individual to understand and maximize whatever level of income they earn.

The financial literacy and entrepreneurship skills training has helped improve the beneficiaries’ business skills. It has developed their business acumen that can help them plan their business, calculate profits and set prices. Using these skills, they have been able to save and acquire capital, with several starting and managing their own businesses well. This includes access to financial services from different financial institutions.

Saving part of income

The beneficiary youth save part of their earnings, with up to 79% of those reached answering in the affirmative when asked whether they save some of their earnings. Only 21% of them said they do not save part of their earnings as shown below.

Beneficiaries not saving money found it difficult to save for a number of reasons that include; the high cost of rent, electricity and water that eat into their business earnings, leaving little to save. A few female beneficiaries claimed that when they started earning, their spouses stopped contributing to the household expenses and thus leaving them as the sole family breadwinners with not much left to save.

They mostly save to accumulate funds for startup capital for new business or to expand existing businesses. Others save to pay children’s education, further their own learning, for emergencies or for personal development that includes building a house and setting up a home.
How much is saved per month

Those reached during the study and save part of their income save an accumulated total of Kenya shillings 395,916 per month. Most of them save less than Kenya shillings 5,000 in a month as shown below.

The program trained the youth to embrace a saving culture and even helped open bank accounts for them while in training. However, by the time of the tracer study, not all these accounts were still operational. As shown below, only 46% of the bank accounts were active as countless youth had moved to places away from the bank, while some of them felt the cost of maintenance was too high due to the standing monthly charges. There were also cases of lost or forgotten passwords and account numbers. A number of the beneficiaries already had bank accounts with other banks which had terms they considered more favorable. Having not established any income stream, a large part of them had no money to keep in the accounts. For others in employment, the employers had their preferred banks for their employees.
The youth were also helped by the program to form saving groups and only 18% of those reached during the study are still in these saving groups as shown below.

**Figure 61 CAP YEI Accounts and Saving Groups**

The savings group concept requires that members be committed, ready and willing to save in the group. Not every beneficiary has these characteristics. The greatest setback leading to this low proportion of the youth remaining in the groups is group dynamics and lack of commitment from other members. Besides, the youth found it difficult to keep track with former classmates. Asked why they were not members of any group, some said they were not in the groups because they did not have money to save; not because they are earning less, but possibly because they are spending more and sometimes unwisely. A number of them were not members because of trust issues. The concept is founded on commitment and trust which is sometimes hard to find among the youth, especially the male.

Despite this negative outlook, several youth (47%) joined other saving organizations and facilities including banks (58%), SACCOs (30%), Microfinance Institutions (0.4%) while others save and borrow on digital/mobile banking platforms (12%).
Accessed credit

Even with the financial literacy training received, and youth made aware of the available financial services, not many of them have accessed these services. Only 29% of those reached have ever accessed credit. The most common source of credit for the youth has turned out to be the digital/mobile platforms from where 62% of those reached have accessed credit in the recent past as shown below. The banks account for only 12% while 11% of them have since borrowed from SACCOs.

Figure 63 Access to Credit
A proportion of the youth borrow for such basic needs as buying airtime for their phones, while others do so for capital to expand business. There are cases of borrowing for emergency as well as for school fees and medical expenses, personal development or even to pay off another loan.

**Assets acquired since the training**

The youth have been able to acquire various assets even though most of these would appear as extravagances other than essential wealth. Whereas it may in some cases be regarded as a luxury, the most common asset acquire by the youth are televisions (83%) with only 3% of them acquiring land.

**Figure 64 Assets Acquired**

*What Assets have you acquired since the training?*

- TV: 83%
- House: 6%
- Fridge: 2%
- Motorbike: 6%
- Land: 3%
VIII. Case Studies

Charles Mwangi

The story of Charles Mwangi (not real name) is similar to that of many youth born and raised in the rural countryside of Kenya. He was raised in difficult circumstances by his single mother in Embu. With the burden of meeting their basic needs, Charles' mother could barely raise the required funds for his education. Notwithstanding these struggles, Charles managed to complete his primary education but joining a secondary school was a mirage. Life seemed to have come to the end for this young man until he joined the CAP-YEI programme – batch 7 in Embu.

After his training in hospitality, Charles got an internship and was eventually employed on a full-time basis. His current employer in the hospitality industry is Starwood Gardens in Kerugoya. His adeptness in tasks assigned to him has earned him a good relationship with his employer. Charles is optimistic of a salary raise at work as he continues to flourish there.

With the entrepreneurship skills gained during his training with CAP-YEI, Charles approached Equity Bank for a business loan which he took to support his mother start her cereals business thus enabling her fend for his siblings. Charles helps his mother balance out her books to ensure the loan is paid on schedule and the business is making some profit.

Charles has given back to CAP – YEI by providing referrals to the programme. Though not documented, he provides peer support to those who reach out to

“Were it not for the intervention I got from CAP YEI training, I do not know where I would be!” said Charles as he narrated his story.

Mary Akinyi

Mary Akinyi (not her real name), is 23 years and total orphan who was supported by her auntie up to form four. She attained a grade of C+ but could not continue with her education or go to any vocational training because of lack of finances. She spent her time working for people as a domestic worker with very little pay and no upward looking future.

She joined CAP YEI training where she trained in hospitality for 3 months. Since graduating, Mary has been getting contractual jobs; never staying without a job for even a month. All these have come with improved earnings. Currently, she is employed with One Acre Fund as Customer Care Call Agent in Kakamega.

CAP YEI training was an eye opener for her. The training in life skills and entrepreneurship has opened a world of opportunities to her. She started savings upon graduating and has opened a shop in Kisumu. Through the skills learned at CAP YEI, she is able to effectively monitor her business operations with her presence only required on weekends when she visits Kisumu. She started her
business with only Kshs. 800 buying small carrier bags, expanded to bigger bags and now stocks school items. Her stock is worth Kshs. 50,000 and her net profit per month is Kshs. 10,000.

“I am very proud to be an employer now…. thanks to CAP YEI”. Mary.

Mary has enrolled at a modelling agency in Kisumu to pursue a modelling carrier in High-end fashion. She plans to join Kisumu Polytechnic and pursue a Diploma in Hospitality.

Mary now supports her auntie by educating her children and her social profile has improved within her community. She talks to young girls and youths in the church whenever she comes to Kisumu.

Mary is not ready for marriage now until she attains additional education and improves her business.

**John Mugo**

John Mugo (not real name) underwent electrical training at the CAP –YEI center in Nyeri (Batch 01). John had lost hope in life when he completed high school and consigned himself to a life of misery since he had no relative or parent to support his further education. The options he could readily see were a life of crime to sustain himself. Upon hearing of CAP- YEI and the opportunity it would provide for him to get skills training within 3 months, John took up the chance and dedicatedly attended his lessons and internship opportunity.

Indeed life had a new meaning for him. Upon completion of training, John joined the working world. With the capital he was able to raise, he bought a petrol-driven chain-saw and went into timber business, culling trees with permits to do so from the local authorities. Within time, he invested in a pick-up truck to ferry the timber to different vendors. Using the business entrepreneurship skills acquired during his training, John further diversified his business and bought a public address system that he would hire out to people having events. John believes that a world of opportunity lies ahead of him. He is grateful to CAP for opportunity provided.

John is now a family man with a wife and two children.

**Obadiah Lenakio**

A natural born leader Obadiah (not real name) underwent security Management Training under the CAP-YEI programme in Nyahururu (batch 9). He refused to let past circumstances define him. Elected by his peers as the batch President, Obadiah chose to tap into his entrepreneurial strength and identified other peers from his batch who mirrored his desire to grow in business.

Together they went into the poultry industry, specifically selling eggs. The business profit margins were good – at least Kshs. 300/- per crate. Obadiah and team are now looking at increasing their volumes and to diversification and value addition in future. They are contributing to the poultry value-chain. As a team, they meet once a week to review the business performance, decide on profit share and plough-back in order to grow the business.
Obadiah is single but once the business is stable, he hopes to start a family.

**Emily Ajikon**

Emily Ajikon (not real name) faced a range of educational, work and life challenges before, CAP YEI training. She had no employment and neither did she have any employable skills. She did not even know how to save and manage her meagre personal finances.

After receiving skills and support from CAP YEI, Emily opened a salon. She has subsequently been able to achieve most of the goals she set for herself during the training. She has managed to take her daughter to school and even bought a plot (land) on which she is aspiring to build a house. Afterwards, she hopes to continue further learning.

Emily’s family status changed since the training besides meeting many new people in her life. She has been involved in mentoring other youth through community networks.

**Peter Waikiki**

Peter (not real name), a young man from a single-parent headed household saw nothing but doom and a bleak future. With his siblings to be fed, clothed, educated, he had to accept with a heavy heart that his journey in education was over. Misery, poverty, negative peer influence into illicit activities were looming even though he could not afford it, his peers would provide it but he questioned; “How will I repay all this?”

That sense of caution shaped the career he is flourishing in today. When he heard about CAP-YEI, after a discussion with his mother, he joined the programme and underwent security training. Upon completion of training, he underwent his internship and eventually was employed.

This provided the much needed lifeline to his family. He was able to augment the family’s fiscal needs and the hope of a better future for his siblings was apparent. So positive was the impact of the training on that family that the mother approached the CAP Centre Coordinator and sought to be trained as a Security Guard since the positive impact on her son’s life was evident.

“This is my reason for coming to work every day. The impact in the lives of the youth we serve has a ripple effect on the society where these youth return”. Peter

**Linette Omogi**

Linnet (not her real name) just had a form 4 certificate and was doing promotion jobs before joining the CAP YEI program. She learnt about the CAP YEI opportunity in church. It was a hard time then because there were no prospects of going back to school and she was staying with her sister. During CAP YEI training, she had to move and stay with another relative nearer to the center to minimize transport costs. Luckily, she got a job immediately after internship and moved out to her own place. She worked for a few years before setting up a business and enrolling back to school. She enrolled for an advanced hospitality course.
“The program has computer classes as a package in it something that we did not do in CAP YEI. In tend to purse my education to the furthest I can go. CAP gave me a foundation and I am grateful to it”. Linette

Together with friends, they have an outside-catering business. Even though the hotel she was working in closed down, the situation did not get very bad as she did not solely rely on employment. She also sells shoes thus fully using the skills acquired at CAP YEI. While the business has its ups and downs, she is managing.

Linette is looking forward to having her own family too. Right now she stays alone but is engaged. She has a fiancée and hopefully “I will invite the CAP YEI family for wedding next year”. She has no child yet.

**Caroline Atieno**

Caroline Atieno (not her real name) is total orphan who scored a D+ in form four. After completing her schooling, she changed several jobs in various supermarkets, working in sales and earning a salary of between Kshs. 3,000 - 6,000. She lacked entrepreneurship skills but had always been interested in running her own business.

When Caroline joined CAP YEI, she was taught life skills and entrepreneurship. She decided that she was to be an entrepreneur with a goal to start a fresh juice place.

Upon graduating she lacked capital to purchase blenders and securing a strategic location to start fresh juice. With her entrepreneurship skills acquired during the training, she started with minimal capital to stock eggs and later got an Mpesa dealership. Since she started operating her business, her turnover per month has risen to Kshs. 15,000 with the Mpesa account having a float of Kshs. 40,000. She earns a net profit of Kshs. 5,000. She ploughs much of the profit back into the business to increase the stock of eggs and Mpesa float. She plans to employ one person in future. She says business can be good but due to lack of enough capital to boost it, the returns remain low. She joined a saving group during the CAP YEI training but the group disintegrated after graduating.

Cynthia is now married with one child and she supports her husband in running the family. Her husband is also a hustler like her. The CAP YEI training brought self-esteem to her, improved her communication skills hence she is able to sell more and above all, support the household budget. This has enabled her to have a say in her family because of her contribution.

If CAP YEI would bring refresher courses in entrepreneurship, Caroline would attend to improve her entrepreneurship skills.
IX. Critique of the CAP model and program

CAP YEI’s adoption of the Basic Employability Skills Training (BEST) model has made the Institute successful thus far. Given the background of the youth that are recruited to join the program; equipping them with basic employability skills and facilitates the improvement of their social and economic wellbeing. It is evident that this model was a product of prior research to identify the requisite skills and orient the CAP YEI training programs to meet employers’ needs.

The BEST model is unique as it equips trainees with requisite skills within a short duration. Further, the courses are highly practical rather than theory-based which is advantageous to trainees with little academic background and learning difficulties. The practical nature of the lessons also offers a seamless transition from the classroom to the job market. Within 15 days of completion of training, the trainees are assured of job placement. This greatly boosts the trainees’ self-esteem.

There is a high level of commitment and dedication from the project implementers and staff which has earned CAP YEI community acceptance. There is continued interaction with youth from as early as the recruitment phase, through to the training and follow-up periods that creates a strong support system for trainees. This kind of approach that has cultivated a positive public image has paved the way for a continuous flow of students.

The CAP YEI program has played a significant catalyst role in allowing vulnerable youth to gain access to training opportunities and job placements. Most of the youth joining the program are disillusioned and hopeless but the life-skills training enables them to redefine their purpose in life.

The 3-month duration of the training program enables the youth to be market-ready in a short period which is both motivating and beneficial to the unemployed youth. The life skills for instance enables the youth appropriately apply the technical skills and maneuver the challenges of the work environment. The Interest Inventory Test that is undertaken prior to technical training ensures that course placement is informed by trainee interest and skills thus reducing the drop-out rate and change of courses. The ‘technical skills focus’ of the training model ensures that trainees with little educational background are still provided with opportunities to earn a living and transform their lives.

Most tertiary institutions in the county provide only the training component without job placement and follow-up. However, CAP YEI addresses this by securing internship opportunities and converting these internships to job placements. Further, the follow-up conducted by the staff members ensures that the trainees and employers remain cordial in their working relationship. This model has gained some traction in dealing with the youth unemployment menace in the country.

CAP YEI’s program also has a place in education reforms and policy in the country. The Ministry of Education is currently championing Competency Based Education and Training (CBET) with this new direction evidenced by the launch of the Competency Based Curriculum being implemented at the lower primary education level. This move was necessitated by the growing youth unemployment rate despite having attended tertiary learning institutions. Employers have consistently reported
that institutions of higher learning have been producing 'half-baked' graduates who do not possess the technical skills to fulfill work requirements. This is largely due to the fact that the previous curriculum was more knowledge-based than competence-based.

Various aspects of BEST model such as: The Interest Inventory Test, lesson delivery through facilitation, on-the-job-training, internship/work placements and follow-up are some of the best practices that CAP YEI can contribute to the education policy reform conversations. The approach adopted by the Institute has ensured that youth from some of the most vulnerable backgrounds are market-ready within a few months and have the requisite skills for employment and entrepreneurship.

CAP YEI since inception has maintained a focus on instilling life and technical skills, which have now become the focus of the Ministry of Education. The Institute should therefore be at the forefront of the curriculum review discourse demonstrating how CBET can and should be implemented at all education levels. CAP YEI possesses a huge documentation trail that justifies the success of competency-based training with a curriculum that has been used and replicated across the country. This transcends what could otherwise be referred to as localized success of the program.

While the training programs seek to mainly equip youth with technical skills, through life skills training the trainees have developed soft skills that have increased their adaptability in the job market. In some cases, youth come into the program with hostile and extremist ideologies due to the context they have been raised in. During the training, they are able to appreciate and accommodate more socially acceptable views and their soft skills are greatly improved.

Out of each cohort joining the program, a network is formed with a significant majority (close to 80%) maintaining linkages through social media after the training comes to an end. These alumni are able to keep in touch and support or fend for each other due to the bonds created during the training period and the values instilled during their time at CAP YEI.

For every youth enrolled into the program, it is anticipated that they will complete the program and ultimately attain work placement. However, as mentioned earlier some of the youth drop out of the program due to family, financial or health related issues. Other youth also reject some of the placement opportunities that were sought for them. During the program, the youth also form a savings group in which they are supposed to contribute to after they start earning in employment or entrepreneurship. These savings group do not survive for long after inception owing to the fact that the youth are posted to different parts of the country making it difficult to maintain financial accountability.
4. KEY LEARNINGS AND RECOMMENDATIONS

Key Learnings
➢ Some of the courses are highly marketable – Plumbing, Air-conditioning and Refrigeration
➢ Youth transition into wage employment immediately after training but over time move to self-employment or mixed livelihoods
➢ Youth starting businesses in manufacturing sector have their businesses delivering higher incomes, whereas agribusiness and service sectors are providing higher employment opportunities
➢ Male incomes tend to go higher up than female after training

Recommendations
➢ Increase enrolments into marketable courses
➢ Reinforce entrepreneurship training
➢ Involve others (parents, guardians) in course selection
➢ More women need to be encouraged to take traditionally perceived male dominated courses as these deliver higher incomes.
CAP YOUTH EMPOWERMENT INSTITUTE
WHERE ARE THEY NOW? WHAT ARE THEY DOING? HOW ARE THEY DOING?
A TRACER STUDY OF CAP YEI DIRECT REACH ALUMNI FROM 2011 to 2018
CAP Youth Empowerment Institute (CAP YEI) is seeking to engage a suitable researcher or firm to carry out a trace study of its youth program beneficiaries in Kenya. The TOR for the work can be found below.
Interested applicants are requested to send their expression of interest to: hr@CAP YEI.org by the 10th of May 2019.

1. Introduction: The partnership between CAP YEI and the MasterCard Foundation started in 2011. Since that time the CAP YEI program and BEST model have grown and improved in many ways. Over the seven-year period, about 19,500 vulnerable Kenyan youth have been reached directly and about 15,800 indirectly. CAP YEI would like to engage the services of a consultant, individual or firm to carry out a tracer study of a sample of the youth beneficiaries reached directly as well as a parallel sample of youth reached indirectly.

2. Purpose of Tracer Study: (a) To find out how the CAP alumni trained over the past seven years have fared in their ‘journey to earning’ through careers, entrepreneurship, further learning and life in general. (b) to use the study process to encourage CAP alumni to re-engage with the program and other youth.

3. The study will seek to assess impact along the following domains:

(i) Respondents background and reasons for joining the CAP YEI program
(ii) Employment outcomes, challenges faced and overcome, earnings, roles, achievements and prospect for the future
(iii) Entrepreneurship outcomes, challenges face, milestones met, prospects etc
(iv) Further learning: how youth have continued to learn and how this has affected their livelihoods and life outcomes
(v) Life and family milestones – how the youth have dealt with the challenges of life and how, if at all, the CAP program has been of help.
(vi) Financial literacy outcomes: savings behavior, borrowing, investing etc.
(vii) Critique of the CAP model and program – how could CAP have prepared them better to cope with the challenges of work, life and family?

4. Suggested Process (open to discussion):

(i) A questionnaire field survey that will target a percentage of youth, aiming for representation from each year of training and batch.

(ii) A competition in which alumni will be encouraged to post, written, video or photo, testimonials on a dedicated platform. The best will earn prizes.

(iii) Prizes to be won by a number of youth who take part and are willing to share their phone number?

(iv) A sample survey of CAP YEI trainers, both current and those who have left the organization, to elicit their views about the program. The experience with youth, volunteers, employers and other staff. Have they remained in touch with any alumni? What did they learn from delivering the program? How has this experience helped or hindered their own careers? What would they change about the CAP YEI program if they had the chance?

(v) Deliverables: (a) Written report (b) a socio media campaign that helps alumni to reconnect with CAP and with each other (b) Recommendations to CAP YEI

5. References:

The design of the study will also reference some of the previous studies that have been carried out on the CAP YEI program and others. These include: (a) the UMN report “Getting Ahead and Getting By” a summary of a longitudinal survey carried out between 2011 and 2015 (b) other surveys that will enable a comparative analysis of the post training impact of CAP YEI program measured against other similar programs (c) MasterCard Foundation studies commissioned to specifically establish impact of different programs on vulnerable youth as well as gender implications of different ‘youth learning to earning’ models (d) KENYA - Tracer study: Measuring longer term impact on children and families of interventions against child labor (ILO, 2012)
Annex: **Suggested list of questions and information (open to discussion)**

**Background Data:**
- Name (Optional): Your gender: Your Age: Where do you live? Where do you earn a living? What is your highest level of education?
- Contact (optional): Tel, Email etc
- Marital status. If married: how long have you been married? How many children do you have?
- How old were you when you joined CAP YEI: What was your marital status then? Did you have children? How many?
- CAP YEI Center attended: Batch number: Course Program; What was your highest education level when you joined? What was your highest professional qualification? Did you have a job?

**General:**
1. Why did they join the CAP YEI program in the first place?
2. How did they hear about the program?
3. What do they remember most about CAP: training? Staff? Support? etc
4. How have youth used the skills and support they received from CAP YEI?
5. To what extent have they been able to achieve the goals they set for themselves during the training?
6. Have the remained in touch with CAP YEI since the training? If YES, through which means? (a) Phone (b) email (c) website (d) SMS (e) Other
7. What do they think of the follow up support offered by CAP YEI?
8. Since you left the training, have you ‘given back’ to CAP YEI in any way? If NO, why not? If YES how? How many hours of your time per month do you give?
9. Would they recommend other youth to join CAP YEI training? Why/why not?
10. Given a chance, what would you change about the CAP YEI training? Why?

**Employment:**
1. How many alumni have continued on the livelihood pathway through employment? How many years have they worked now?
2. What have been the major challenges they faced in employment?
3. Do you receive any help from your employer? If YES what kind of help (a) coaching (b) training on the job (c) support for further training (d) tools and equipment (f) Other help If NO, what kind of help do you wish your employer gave you?
4. Has the training they received from CAP YEI helped them in overcoming these challenges? If YES, how? If NO, how have they coped?
5. How many have retained the introductory technical course they received as a career? How many have changed and why?
(vi) How many alumni have changed jobs? How often? What position are they holding now? Is it: (a) Management (b) entry level (c) other?
(vii) How many have changed location? Where are they now?
(viii) What was their average earnings per month immediately after CAP YEI?
(ix) What is their average earnings per month today?
(x) What are the job prospects for the future as they see it?

Entrepreneurship:
(i) How many alumni have started businesses? In which sector? Is the business registered? If YES is it: (a) a business name (b) Sole proprietorship (c) partnership (d) limited by guarantee/shares (e) Other
(ii) Do you involve family members in the business? (How many?) Do you involve other CAP YEI alumni? (how many?)
(iii) Why did chose to do this business?
(iv) Is your business based on the course you learned at CAP YEI?
(v) Is your business based on a passion or talent that you have? If YES, which passion/talent?
(vi) How are the businesses doing in terms of (a) earnings (b) milestones attained (c) challenges overcome (d) business growth.
(vii) How much are they making from the business?
(viii) How do they finance their business?
(ix) Are the businesses employing other people? If YES, how many?
(x) How many businesses did they try before they settled on the current one?
(xi) How many youth are holding a job and running a business at the same time??
(xii) What are the major challenges they face in business? How has the CAP YEI training helped them to cope? If NONE how have they managed?
(xiii) What are the prospects for the business for the future?

Further learning:
(i) How many youth have secured opportunities for further learning? How did they secure the opportunity?
(ii) How many have continued with the technical course they did at CAP YEI? How many joined: (a) VTC (b) TTI/TVC (c) National Polytechnic (d) University (e) Other
(iii) Did you join any other training programs similar to CAP YEI? If YES, why? How long did the training last? What was different about the way you learned, compared to CAP YEI? Did the CAP YEI experience help you to learn better? Was the training useful?
(iv) How are CAP Youth doing as far as further training is concerned? What are the achievements to date
(v) What are the aspirations of youth alumni now in terms of: livelihood, learning and life in general?

Life and Family outcomes:
(i) How many alumni have changed family status since the training?
(ii) How many CAP alumni have: children, families or both?
(iii) How many have plans to form families in the next one year?
(iv) How did the life skills training help in their (a) lives (b) work (c) business (d) further learning (e) Other?
(v) How did the alumni roles/position in community change after CAP YEI training?

Financial literacy outcomes:
(i) Have you continued with savings after CAP YEI? If YES, how much do you save per month? What are you saving towards?
(ii) Do you still have the account you opened in CAP YEI? Are you still in the savings group that you started?
(iii) Did you join a savings organization after CAP YEI? What kind? (a) SACCO (b) Chama (c) Micro Finance (d) Digital (e) Bank (f) Other
(iv) Have you ever accessed credit? If YES (a) From where? (b) How much (c) How often? (d) What did you borrow for?
(v) Have you acquired any assets since the training, such as (a) TV (b) Fridge (c) Car (d) Motorbike (e) House (f) Land (g) Other. What is their estimated value in Ksh?
(vi) Have you lost any assets? What kind? What is the estimated value?
(vii) Are you involved in mentoring other youth? How do you do this? (a) through my Church or Mosque (b) through the CAP YEI network (c) through community organization (e) through schools (f) Other way
(viii) Would the alumni say they are: (a) doing very well in life (b) doing not so well (c) doing badly (c) doing very badly --- in their lives