



CAP YEI Gender Inclusivity Study



Kenya

CAP YEI Gender Inclusivity Study - 2019

Report by Right Track Africa, Kenya



and

New Economy Development Group, Canada



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Abbreviations and acronyms

BEST	Basic Employability Skills Training
BMN	Business Mentors Networking
CAP YEI	CAP-Youth Empowerment Institute
CBET	Competence Based Education and Training
CDACC	The Curriculum Development Assessment and Certification Council
EACC	Ethics and Anti-Corruption Commission
EPZ	Export Processing Zones Authority
ESGIAR	Entrepreneurial, Social, General Intelligence, Investigative, Artistic, Realistic
EU	European Union
GIZ	The German Agency for International Cooperation
IITs	The Interests Inventory Tests
IYLDP	Individual Youth Learning Development Plan scores
KCSE	Kenya Certificate of Secondary Education
KES	Kenya Shillings
MCF	MasterCard Foundation
NITA	National Industrial Training Authority
OJTs	On Job Trainings
TVETA	The Technical and Vocational Education and Training Authority
UFE	Utilization-Focused Evaluation

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Executive Summary

This report is a gender inclusivity analysis of the CAP Youth Empowerment Institute (CAP YEI) program in Kenya. This was in response to an observation made (in [a 2016](#) longitudinal study by University of Minnesota) that there was a difference in the development and growth trajectories of male and female graduates (UMN, 2018). This study explores how CAP YEI's support to their trainee youth and how this affects gender differentiated stability and growth in post-training employment or entrepreneurship. The study also explores the industries that CAP YEI links the graduates with and how these influence gender-based post-training growth. From the findings, the report presents recommendations how CAP YEI can improve observed gender-based trainee needs.

The analysis used CAP YEI's scope of engagement with the youth through the "Basic Employability Skills Training (BEST)" cycle as well as the youth status, and post training support. This was based on the understanding that the youth background, and how the institute supports them through its BEST steps, has a bearing on how they prosper. The data was collected from 520 alumni (60% female and 40% male) trained between the batch of November-December 2016 to the batch of July-August 2018. The sampled alumni were from 33 CAP YEI institutions across the five regions (Nairobi, Mt Kenya, Western, Central rift and coast region). The youth were graduates from seven most populated courses offered by CAP YEI, including hospitality, security, automobile, electrical, hair and beauty, building and construction and industrial garment manufacturing. Information was also collected from the CAP YEI management staff, training centre managers and regional coordinators, representatives from respective industries and government officers in charge of vocation training. The study also used CAP YEI program reports and other relevant materials.

Total number of graduates through CAP YEI

Since 2011, the MasterCard Foundation has trained 26,000 youth through CAP YEI through the Demonstration and Replication centres. The training has gained such popularity as to attract similar support by the European Union (EU) and the German GIZ.

The youth before joining CAP YEI

There was no notable gender-related advantage in the recruited youth. Most (82% female; 81% male) had attained at least Kenya Certificate of Secondary Education (KCSE), and a majority were single (89% female and 94% male). Many were not engaged in any income generating activities and depended on their parents. Most (65% of the male and 75% of the female) did not have any skills before the training. The few female youth skills listed were knowledge of computer packages, basics of hair plaiting, customer service, working as data clerks/secretarial skills, babysitting or day care, washing (clothes, dishes) and general housekeeping. A few male youth reported skills in metal welding, bodaboda (motorcycle) riding, motor vehicle driving, entertainment DJs, masonry, and playing soccer.

Market Scanning

CAP YEI identifies potential skills for youth training during this first BEST step. The markets scans studies for skills gaps that can be provided by the youth. Prevailing labour market situations dictate the skills required by potential employers in any location. CAP YEI uses the capacity the potential employers require to design courses for the trainee and guide graduate placement. The CAP YEI market scans have largely been gender-blind (or gender-neutral), i.e. *“Not strategically designed to specify skill-demands for gender-based uptake and growth”*.

Curriculum Development

CAP YEI uses regulations from the Curriculum Development Assessment and Certification Council (CDACC) to develop their training guides. The CDACC guides are gender-blind and CAP YEI courses are not designed separately for females or males. The institution holds Business Mentors Networking (BMN) meetings to discuss youth gender interests but it was not clear how this had addressed or supported related post-training growth.

Recruitment ('Road Shows')

Managers and facilitators from the CAP YEI training centres promote the courses and centres during public meetings (*barazas*¹) using flyers/brochures. Mobilization is also done through community leaders (area chiefs, youth leaders), religious leaders and their alumni. There are no guidelines for gender-based recruitment. Those interviewed said that they tried to ensure there was a gender balance recruit but the final intake depends on numbers of males and females who show interest, turn up and qualify. The managers also reported that it was increasingly becoming difficult to get male youth into their centres. Potential male trainees were reportedly engaged in other livelihoods such as bodaboda riding and working as casual labours, hence not willing to take up full day training. According to centre managers, the majority of young men approached requested for evening classes or part-time opportunities. In the north eastern and coastal regions, culture and religion limits the extent to which female youths can be allowed to move far away from their parents for training.

During training

Induction

It is through this BEST step that the youth are trained in life skills and personal growth. They receive aptitude testing and counselling to help them in courses selection. The step was rated positively (by the alumni) for addressing any gender-based fears, concerns and interests (*“How to fit into the classes, given their economic background, age, mixed gender in same class, etc.”*). The induction process was conducted the same way for all the admitted students, without any regard to gender. There were reports of unstructured, informal talks for girls by the trainers (not an institutional process), dealing with relationships, pregnancies, balancing taking care of kids and school as a young mother etc.). The training centre managers use an Interests Inventory tests (IITs) to gauge the strength of a trainee for specific

¹ Public meeting convened by Chiefs

training. Most of alumni (68% female and 75% male) were allocated their first-choice courses, and many were satisfied. Requests for course re-allocation appear to be based on how the youth perceive gender suitability for particular skills. Female youth prefer 'soft' courses (e.g. hospitality) while male youth prefer 'hard' courses (e.g. automobile maintenance). During induction, the recruited youth are placed in 'peer groups' which have been instrumental in supporting gender-oriented fears and limitations such as family challenges, attitude and positive thinking, self-esteem, identity, background and broader life expectations. The CAP YEI trainers reported that they constantly challenged the youths' gender-based perceptions through the IIT process.

Classroom training

In the classroom training, the male and female trainees are handled in the same way when preparing them for employment and entrepreneurship. Class participation and concentration by male and female youths depends on the courses and topics, and differs from batch to batch. Male are more active and confident in the courses or topics perceived to be 'hard' courses (*automobile, building and construction, etc.*); the female are more the same in courses perceived to be 'soft' (*hospitality, hair and beauty, etc.*). This perception may interfere with the extent to which the youth focus on the acquisition of skills necessary for employment and subsequent growth.

Assignments

For this process the students visit working facilities, equipment and processes that are not available (or easily acquired) by the CAP YEI training centres. The visits are arranged by youth peer groups formed during the induction stage, and consist of both males and females. There was no difference observed in how these visits were arranged for the males and females, but most of the alumni reported being satisfied with the arrangements.

Work Readiness

This is among the final BEST training stages where the trainees are prepared for job seeking and settlement (resume (CV) preparation, grooming, managing interviews, etc.). There were no differences in how this is done for the male and female youths. Female trainees alerted of potential work hazards (physical labour demand, security, sexual discrimination or harassment, working hours, etc.).

Placement

CAP YEI uses an Individual Youth Learning Development Plan scores (IYLDP scores) to guide student placement but the institute also applies matchmaking system using intuition and personal knowledge of each graduate. This may also depend on the gender of the graduate.

The training centres have no control over what gender should go to what opportunities. Employers dictate who they want to employ – the numbers and gender. The perception that jobs are meant for certain genders continues to prevail when seeking employment, especially among the female youth. For instance, out of female youths who graduated from building, only 6% joined the industry of construction. Majority

of them sought for employment in unrelated industries such as hospitality, sales and marketing, MPesa¹services etc. This is different for male alumni who graduated from the building and construction where 36% of them joined the same industry. These perceptions are a reality on the ground however, CAP YEI are working towards challenging some of these perceptions. For instance, initially employers were sceptical about the 'three-month trainings' but CAP YEI managed to convince employers that the graduates are equally qualified. Some employers ALSO hold strong perceptions that some jobs are for either male or female and CAP YEI is gradually convincing them to allow female students to demonstrate their capability in any job.

All alumni interviewed reported that their entry-level salaries were inadequate (on average KES 6,327 for female and KES 6,740 for male). Most are below the average minimum salaries for skilled and semi-skilled employees. The female alumni reported how they are limited to the extent to which they can take up available opportunities. They presented factors such as distance away from home (they are not able to (or even allowed to by their parents and/or husbands) to travel far from their families), unfriendly working environments with harsh supervisors, being overworked, and gender discrimination. Despite a uniform completion level for both genders, the female alumni are limited by salary levels they are offered, the incremental rates, and the flexibility of working locations.

Entrepreneurship

There is supposed to be a 100% transition of all the trainees to employment. After internships, those wishing to go to or continue with their businesses are supported by the centres in the form of motivation, business skills training, opening of accounts, linking to financiers, etc. Some will run businesses while in internship. The choice of entrepreneurship as a livelihood is not covered in the BEST model and it is not clear how this is managed during placement stage. However, beginning phase 2, CAP YEI embarked on a deliberate plan to support entrepreneurship and it is expected that 4,000 youths will be in self-employment 2021. They have reached 1,439 youths (as of August 2019) who are in entrepreneurship. The study established that immediately after graduating only four (**4%**) of both male and female alumni ventured into business. The proportion has increased overtime; at the time of the study about **21% of female** and **13% male alumni were** running their own businesses. Lack of investment capital is the major impediment.

Program Review

This is the final BEST step where CAP YEI reviews the cycle of steps but it was not clear how this directs how male and female students' performance and support.

Post-training support

CAP YEI follows up their graduates for six months, with facilitators from the training centres monitoring the alumni through telephone calls and occasional random visits. The random visits were quite effective

¹ MPesa: mobile money transaction services using Safaricom telephone system and operated in kiosks or front desk counters

for both employees and employers because they later are compelled to remain alert on how they treated the former. Employees also keep alert and hardworking to prove the effectiveness of the training. Female alumni are given special attention when they indicate that they are in inadequate working conditions, especially if there are reports of 'sexual harassment'. This has led to the institute developing a Sexual Harassment Policy for potential employers and the alumni.

Youth Status (AFTER Leaving CAP YEI)

Most of the alumni who graduated (52% female and 60% male) were still in employment by the time of this study (May 2019). Over 70% of alumni (in employment/ entrepreneurship) interviewed valued what they were doing at the time of this study. About 21% female and 13% male were operating their own businesses. Only a moderate 15% of the female and 17% male of the graduates were unemployed. About 3% of female and 4% of male youths had gone for further studies. Another 10% female and 6% male were doing other things (mixed livelihoods) such as; online writing, supermarket attendants, bank agents, farming, sales and marketing, joined Kenya youth service, Kenya defence forces etc. There were shifts between the first placement choice (immediately after graduation) and what the youth were doing (at the time of this study). The highest drop (83%) was female alumni who had been employed in the electrical industry. The female graduates from building and construction courses; 46% of them were unemployed. About half (47% of female and 53% of male working) had changed jobs at least once. Some female alumni went for hospitality jobs even after being trained in unrelated courses such as automobile, building and construction, electrical etc. The highest job drops for male alumni (62%), and those were jobless, was among those had joined hair and beauty industry. They attributed this to poor salaries paid in this sector.

Employer perspectives

This study analysed the three aspects of industries that influenced how employed CAP YEI youth fared: opportunity identification, their involvement in the training, and graduate uptake and development. The employers that were interviewed did not distinctly remember being involved in CAP YEI market scans. Some remember CAP YEI facilitators approaching them for on-job training, internship and job opportunities for their trainees. Other interactions include invitation to seminars and trainee mentorship programs. The employers presented basic work entry points that largely required physical strength, especially building and construction, security, electrical and automobile service sectors. In the hotel industry males' physical strength is favoured for moving furniture and handling unruly customers. The male graduates were favoured for being relatively more agile and ready to take on risky assignments (e.g. climbing on top of unfinished building). This was the reason why female graduates avoided such jobs or were not readily absorbed. Male employees are more flexible in working hours, and can easily be transferred with short notices. Male staff also have the advantage of not going for extended maternity absences. According to the Employment Act of the Kenyan Law (Section 29), female employees are entitled to three months maternity leave. Male employees can only apply for two weeks paternity leave. However, the employers interviewed valued female employees for being more presentable, approachable, good in public relations, faithful and good at handling customers. They also reported that the female workers had a natural tendency to maintain cleanliness and order. In security, women are

employed to specifically manage (check) female visitors, attend reception desks, maintain financial and stores records.

External factors also influence staff employment and retention. Social and family responsibilities place a greater burden on women in taking care of their families (children, parents and husbands). This affects their employment survival and longevity. Sometimes it is the parents, guardians and husbands who influence decisions made by women employees, such as choice of job, staying or relocating. The employers said that this gives little or no room for women workers to prove their capabilities, and most of them get frustrated and demotivated and resign. Employers advised that those conducting market scans to explore for female-friendly opportunities. Employers in the automobile services said they are willing to employ any CAP YEI graduate as long as they have the capacity, ability, knowledge and willingness to carry out the tasks efficiently.

Analysis

This study affirms the observation that there is a difference in career development and growth patterns for young women as compared to young men. Gender differentiated economic activities and skills are supported by cultural and traditional attitudes. CAP YEIs pre-training activities, such as market scanning, are affected by such outlooks. It is possible for CAP YEI to design them in ways that will deepen an understanding of what can serve both male and female student and alumni. CAP YEI may have to strengthen this line of training, counselling and support. Post-training growth projection favours the male graduates. The greatest forces influencing how the different gender prosper after training appears are the job opportunities demanded and available to the alumni and post-training growth trends. Even though CAP YEI extends its support to its graduates through limited follow-up programs a plea by the female alumni that this support be extended further shows that they require this to survive and grow (prosper).

While CAP YEI continues with its gender-inclusive training program, the institute may have to find ways of sharing this interest with communities (culture custodians), employers and policy makers. The recommendations made hereafter are based on factors within CAP YEI control and influence and factors beyond that influence.

Recommendations for factors within CAP YEI's control

1. Market scanning should strategically consider unique gender perceptions, interests and needs for target youth development, while continuously address and challenge societal perception about the hazards of job-specific gender-matching. Employers will provide certain perceptions that can help CAP YEI in programming to ensure gender stereotypes are continuously challenged.
2. There is need to incorporate courses relevant to those interested in entrepreneurship, which present almost equal success chances to both male and females.
3. Induction: Continue with life skills training to help youth address their fears, concerns and interests. Use the youths' Peer Groups to address any gender-based challenges

4. Course choice: CAP YEI should also address (and minimize) the job -gender stereotyping and resulting perception of 'soft' and 'hard' courses and preference by the youth and community at large. CAP YEI could find ways of the male and female graduates taking up any course as long as they are interested, feel suited and qualify. Where possible, CAP YEI could invite career counsellors to help with this.
5. During class room training. The formation and strengthening of peer groups should continue because the youths highly influence each other and could use the system to address their gender-based challenges. Students should be made aware of gender-based employment challenges throughout the training period. There is a need for social protection/support for the female students and alumni. This includes being prepared to learn or work while taking care of family. There is need for a continuous training on ways of dealing with gender-based harassment. Inviting counsellors for motivation talks is a possible approach. CAP YEI should also ensure those female students who drop courses to attend to their families are followed up and encouraged to continue.
6. Entrepreneurship training. A good number of female trainees were interested in or started small business when they joined CAP YEI. This interest and the increased training in knowledge and skills should be sustained even during the three-month training. Where possible, CAP YEI can promote Business Clubs, which can also be formed during peer group formation.
7. Post-training support. CAP YEI needs to have close monitoring especially for female students during assignment visits. Female alumni recommended the follow-ups be extended to one year after their training. CAP YEI developed a sexual harassment policy after studies revealed harassment during training (by male trainers) and post training (during internship/employment). CAP YEI has developed a Sexual Harassment Policy, whose implementation should be supported and monitored for effectiveness.
8. It is possible that using the fate and future benefits of the female alumni dropping from employment is not easily reflected through economic well-being parameters (wage gain, business income, etc.). Their subsequent benefits (or lack of) should be studied using other parameters (e.g. social and psychological gain, etc.).

Recommendations for factors beyond CAP YEI's control

There is a strong cultural attitude to what professions or career are suited to which gender. CAP YEI could join forces with like-minded fair gender promoters through various approaches.

1. Communicate the gender varied prosperity trajectories through public awareness forums and policy briefs. CAP YEI is already doing advocacy work but needs to do more to create more awareness especially to the larger community.
2. Design the course publicity forums to include the suitability of both male and female youth for all professions.
3. Interact and communicate with potential employers about the suitability of gender for any profession, promoting cases where this works out.

1. Introduction

About 55% of youths in Kenya are unemployed¹, most of whom are women. The youth lack the necessary skills to compete in the labour market² and, due to high levels of poverty, they are unable to acquire job-related skills. The CAP Youth Empowerment Institute (CAP YEI), a non-governmental organisation founded in 2011, in partnership with funding organizations such as the MasterCard Foundation, EU, GIZ and others, provides employability and entrepreneurship skills and linking vulnerable young people between 18 and 25 years of age to livelihood opportunities. The vulnerability in the youth refers to poverty, school dropouts, early motherhood or those in conflict with the law.

CAP YEI implements a “Basic Employability Skills Training (BEST)”, a workforce-preparation programme for vulnerable youth. The three-month long BEST programme comprises different modules that “link learning with livelihood.” Life skills training is an integral part of this training and a foundation to all the other elements of the BEST-programme. Through BEST program, the youth get equitable qualitative learning after which they are able to access labour market-oriented opportunities, savings and credit to support their pathways to safe and positive futures. Through direct training (demonstration and replication centres) as well as indirectly (capacity building of the instructors of VTCs to apply BEST model in their training), enrolled youth are taken through the program with expectations of changing their lives to a more meaningful life by linking them to internships employments, entrepreneurship opportunities and supporting those wishing to pursue further studies.

A longitudinal study by University of Minnesota reported that gender influences the development trajectories of youth who graduate from CAP YEI programs.³ Several factors were attributed to this; including inadequate opportunities, freedom to join and fully complete the BEST program and cultural attitudes. CAP YEI commissioned a study to analyse the extent to which its program has (since its inception) been designed to be gender-inclusive, the extent of success in this, and any supporting and limiting barriers to gender growth. The study was to develop lessons and recommendations on how this growth can be improved. This report presents results of the study, using information collected mostly from CAP YEI alumni, employers, and training partners across all regions in Kenya.

¹ 2015/16 Basic Labour Force report released in March 2018

² Skill-based training necessary to curb shortage of employable youth in Kenya. The Standard Media, 27th march 2019.

³ University of Minnesota (2018) Getting Ahead and Getting By: Exploring Outcomes of Youth Livelihoods Programs. October 2018.

2. Study design and methodology

2.1. Study objectives and design

The objectives of this study were developed in detail during inception interactions between CAP YEI's management and its Learning Partner (Right Track Africa, RTA). The discussion was guided by the principles of Utilization Focused Evaluation (UFE)¹, with the 'uses' listed below forming the basic objectives.

1. To establish ways in which CAP YEI supports gender inclusivity in their programs, and the extent of success.
2. To identify how contextual factors (culture, policies, opportunities, etc.) influence CAP YEI's youth gender inclusivity and resulting benefits.
3. To develop lessons and recommendations that will enhance CAP YEI objectives in youth gender inclusivity and related development.

What is meant by gender inclusivity in this study?

This study was an analysis of the extent to which CAP YEI training and placement process was accommodative of all youth and how they prosper due to their being male or female. This was the inclusive of this gender difference as a CAP YEI recruit, student, graduate or alumni. Discussions preceding the study pointed to the following factors that could contribute to the effectiveness of training male and female youth and their post-training development trajectory. These aspects guided the design, data collection and analysis:

1. **The socio-economic status of the youth before the training** (family structure, education level and livelihood).
2. **The cultural background (ethnic and religion)**. CAP YEI subdivision of the centres into five regions was used as a proxy.
3. **The choice of profession or industry**.
4. **The process of youth recruitment**, and resulting number enrolled and transitioning into employment or entrepreneurship.
5. **Management of the youth through the CAP YEI BEST model training steps**. How this affects skill acquisition and transitioning to employment or entrepreneurship.
6. **Management of the graduate alumni** after the training.

2.2. Methodology

The first two objectives of this study were guided by the principle of Utilization Focused Evaluation (UFE) approach. The results and lessons were to be used by CAP YEI in implementation of BEST, and hence the study was structured along CAP YEI BEST model steps. It is through these processes that CAP YEI interacts with the youth and potential employees and prepares departing alumni for post-training development and growth. The study explored how these interactions could be presenting gender-based differences in

¹ Ricardo Ramirez and Dal Brodhead (2013), *Utilization Focused Evaluation: A primer for evaluators*. Published by Southbound Sdn. Bhd. Suite 20F, Northam House, 55 Jalan Sultan Ahmad Shah, George Town, 10050 Penang, Malaysia. ISBN 978-983-9054-61-3

such preparation and what could be done to manage that better. The success of CAP YEI in recruiting, training and transitioning the youth to employment (reports place that at 75% of the recruited youth¹, was due to the institution's relationship with employers. The later present the opportunities they can provide to the trained youth, and how this affects the alumni and growth after leaving CAP YEI. The study explored the specific industries that CAP YEI interacts with and any gender-based opportunities and labour management factors presenting differences in the male and female youth projected growth.

The study was therefore designed to explore how CAP YEI's BEST model application along three major phases (a) preparation before the youth join the institution, (b) the interaction between CAP YEI and the youth during training and, (c) any post-training support) influence success between genders and how this would affect the stability and growth of male and female alumni in employment or entrepreneurship. It also explores the industry perspectives and gender. It highlights recommendations necessary to improve gender needs at different levels of the program.

2.3. Data sources and sampling

The gender inclusivity study was carried out in all modes of BEST delivery (Demo, Replication and Capacity Building). The study involved all CAP YEI BEST programs, including those funded by Mastercard Foundation, GIZ and EU.

Alumni survey

The CAP YEI alumni were a fundamental source of data and information and a survey stratified sampling was used targeting those found in all the five CAP YEI regions² (Nairobi, Mt Kenya, Western, Central Rift and Coast) and the major professions the youth trained in. Since the alumni population was known, the sampling used the Yamane (1967)'s formula:

$$n = \frac{N}{1 + N(e^2)}$$

The population size (N) was 11,821 (i.e. all alumni who had graduated from the program) and funded by different development partners (*Mastercard Foundation: 8,462, European Union (EU)-2,184, and GIZ-1,175*). Using the formula, the sample size was calculated to a minimum of 387. CAP YEI program has 15 courses but 300 graduates had only gone through seven major courses among which the sample was distributed. These courses included the following:

- Hospitality
- Security Guarding & Systems
- Hair Dressing & Beauty Therapy
- Automobile (Mechanics)
- Electrical & Electronics
- Industrial Garment Manufacturing, and

¹CAP YEI website, <http://capyei.org/>

² CAP YEI regions: The institution implements its training programs across the country and has the country into the specified geographical jurisdictions.

- Building & Construction

The final sample was randomly distributed using the seven most populated courses across the five regions. These were hospitality, security, automobile, electrical, hair and beauty, building & construction and industrial garment manufacturing. In the end, 520 alumni (60% female and 40% male) were sampled from 33 CAP YEI training centres located across the 5 regions (Nairobi, Mt Kenya, Western, Central Rift and Coast region), and who had graduated from the programs between the December 2016 and August 2018 (*between 1st and 6th batches*). Annex 6.2 shows the list of companies whose alumni were visited.

Key informant Interviews (KIIs)

Information was also collected from key informants, who included the CAP YEI management staff, training centre managers and regional coordinators¹, representatives from specific industry that CAP YEI interacts with and government officers managing vocation training. The list of the respondents is shown in Annex 6.3.

Desktop review of documents:

This was a continuous process (from inception to final reporting) involving examination of CAP YEI program documents and other relevant materials. The study also compares its figures with that from a parallel tracer study (Breinscope, 2019) analysing how the institute's alumni have fared in their 'journey to earning', whether by securing wage employment, or through entrepreneurship, or continued into further learning.

¹Training centre managers – Those managing the training centres – reports to regional coordinators.
Regional coordinators – reports to head quarter Nairobi.
CAP YEI management staff – Those at Head quarter

3. Findings & Discussions

The findings from the study are structured according to CAP YEI BEST model steps, including the institution and youth preparation before recruitment and the follow-up after the training.

3.1. Total number of graduates through CAP YEI

Since 2011, the MasterCard Foundation has trained 26,000 youth through CAP YEI through the Demonstration and Replication centres. The training has gained such popularity as to attract similar support by the European Union (EU) and the German GIZ (Table 1). This study sampled from the 9,365 who had completed courses from the beginning of the program's Phase 2 in mid-2016 to time of the time of data collection (August 2018).

Table 1. Number of CAP YEI students supported by development partners

	MasterCard Foundation		EU-GIZ		GIZ		Total
	F	M	F	M	F	M	
Total number of alumni:	5,586	3,776	1,052	1,131	405	769	12,719
By course:							
<i>Hospitality</i>	3,102	1,004	420	187	263	99	5,075
<i>Security Guarding & Systems</i>	914	1,158	157	176	52	93	2,550
<i>Automobile</i>	147	375	88	532	12	127	1,281
<i>Hair Dressing & Beauty Therapy</i>	575	109	311	19			1,014
<i>Electrical & Electronics</i>	114	353	12	88	32	180	779
<i>Building & Construction</i>	40	171	24	49	22	149	455
<i>Industrial Garment Manufacturing</i>	293	106					399
<i>Clearing & Forwarding</i>	89	162					251
<i>Refrigeration & Air Conditioning</i>	47	177					224
<i>Floriculture</i>	144	52					196
<i>Plumbing</i>					24	121	145
<i>Information Technology Enabled Services</i>	46	53					99
<i>Welding & Metal Fabrication</i>	10	48		31			89
<i>Home Care Givers</i>	65	8					73

3.2. Management of youth gender through the BEST cycle

The youth before joining CAP YEI

There was no notable gender-related advantage in the recruited youth. The average age of the youth before joining program was 26 and 23 years for male and female, respectively. Most youths (82% female; 81% male) had attained the Kenya Certificate of Secondary Education (KCSE). Most (89% female and 94% male) were single before joining the program (Figure 1). The tracer study (Breinscope, 2019) established that 91% of youths had at least KCSE certificate before joining the program, and 83% were single.

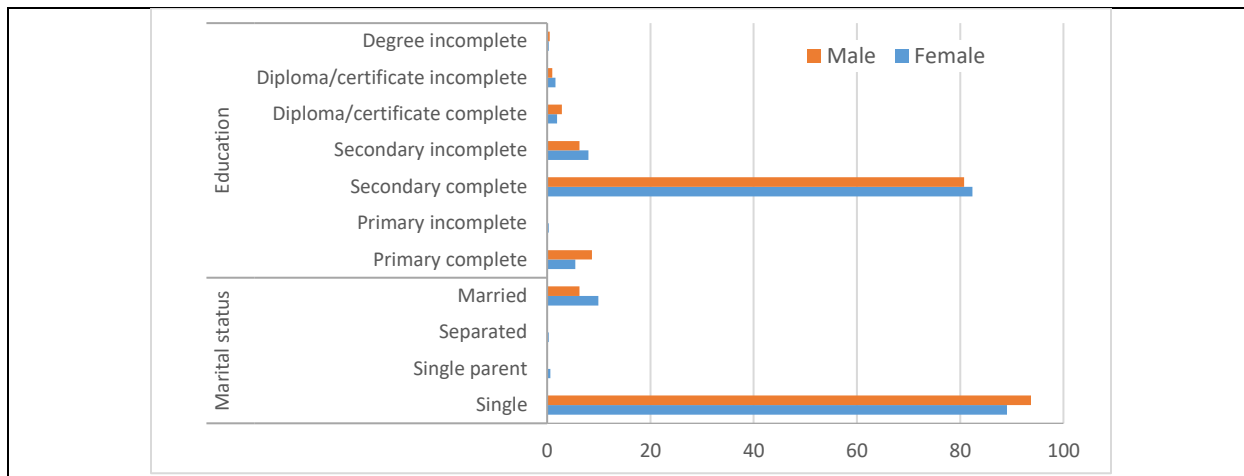


Figure 1. Education and marital status of the youth before they joined CAP YEI

The youth came from families of average 7 to 8 members per family unit, with most (74%) coming from male-headed households where fathers are the key breadwinners (Figure 2).

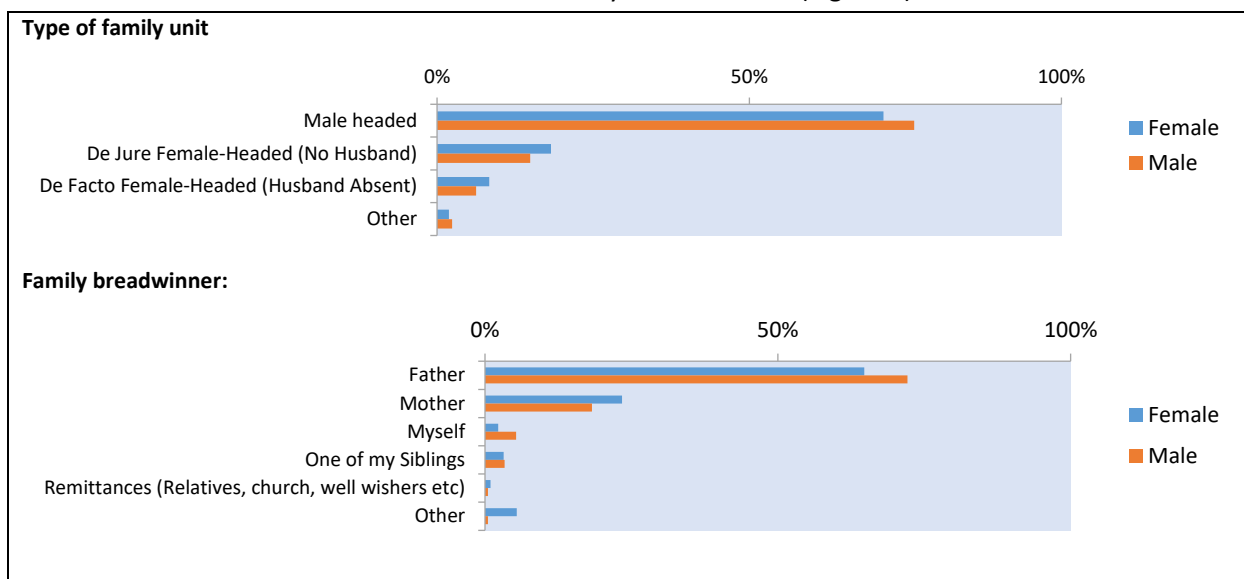


Figure 2. The family background of CAP YEI alumni (before joining CAP YEI)

Pre-CAP YEI socio-economic activity

Not many youths, especially female, were engaged in income generating activities and most depended on their parents, especially the female youths (Figure 3). A key observation is that many female youth depend on parents; unlike most male youth, even though they were not employed or in business, before joining CAP YEI.

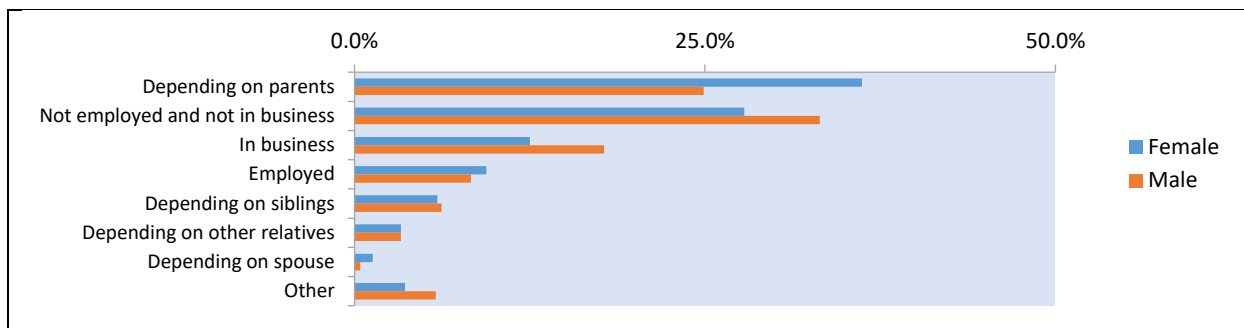


Figure 3. Livelihood and income sources for male and female youth before they join CAP YEI

Farming was a common occupation for both genders. Economic activities for female were mostly washing clothes, and for the male youths bodaboda services¹ and water vending. There is thus gender differentiated economic activities and skills (reported) before youth sign in the program. Along with the traditional role model activities (washing clothes for girls and bodaboda for boys), girls also indicated computer skills – which are gender neutral.

Most (65% of the male and 75% of the female) did not have any skills before they joined the CAP YEI program. Skills listed by the female were computer packages, basics of hair plaiting, customer service, working as data clerks/secretarial skills, babysitting or day care, washing (clothes, dishes) and general housekeeping. Male youth reported having skills metal welding, bodaboda (motorcycle) riding, motor vehicle driving, entertainment DJs, masonry, and playing soccer. About 10% of female alumni were caring for their own children.

BEST Step 1: Market scanning

Market scans are industrial analyses conducted by CAP YEI to identify the skills with most demand and the youth can be trained in. The scans inform about priority courses of a particular centre, and findings are very strongly related to a specific locality. The number of such scans carried out between September 2016 and September 2018 (the study period) in the 18 centres visited varied between just one – when the training was established –and three (Figure 4).

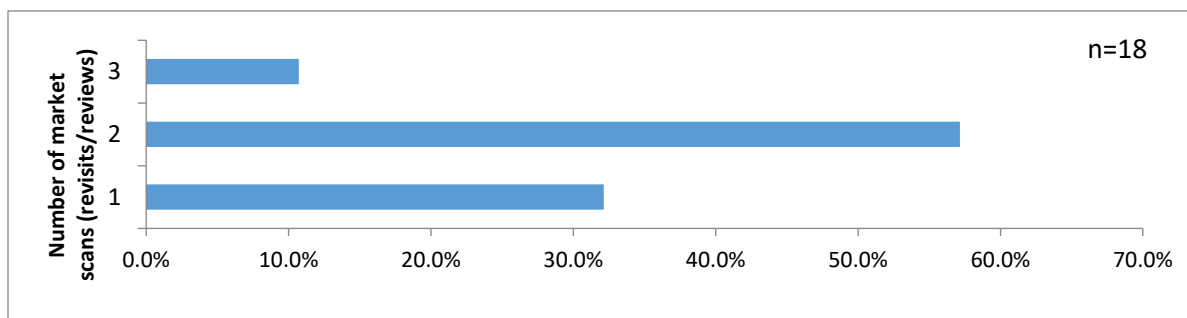


Figure 4: Number of market scans carried out between Sep 2016 and August 2018 in centres visited

¹ Motorcycle transport as a business

Some repeat scans were carried out when centres did not get significant post-training placements. Most of the centres visited did not have copies of the reports, though the centre managers indicated that they are able to retrieve the results from the regional coordinators or the head office (in Nairobi). Reviewing information for alternative courses is a participatory process involving the head office, centre managers and industry players. The CAP YEI market scans have largely been gender-blind (or gender-neutral), i.e. *“Not strategically designed to specify skill-demands for gender-based uptake and growth”*. They scans only reveal the state of the (labour) market in a particular locality at the time of the study.

BEST Step 2: Curriculum development

Following the market scans or labour demand appraisals CAP YEI designs reviews the three-month courses for the youth in this BEST step. The Curriculum Development Assessment and Certification Council (CDACC)¹ guidelines provide standards ways of developing curriculum. The curriculums are developed in sectoral and participatory meetings organized by CAP YEI management for representatives from the government’s Technical and Vocational Education and Training Authority (TVETA)² and employing industries. Formal revisions are done to align the CAP YEI training to Competence Based Education and Training (CBET)³. It was not clear how this process has incorporated any variation in male and female growth interests. The CDACC guides are gender-blind and CAP YEI courses are not designed separately for females or males. This should have helped minimize any perception that there are 'male jobs' or 'female jobs'.

CAP YEI also conducts Business Mentors Networking (BMN) meetings where trends in the industries and areas of improvement are discussed before a formal curriculum revision. Gender interests are normally discussed during these (BMN) meetings. This is mainly in terms business opportunities for both male and female. The BMN are normally led by both men and female business mentors. Centres try as much as possible to ensure there is a gender balance intake for the different courses offered. It was not clear how this extends to support to gender-based support to post-training growth.

BEST Step 3: Recruitment ('Road shows')

Youth recruitment for training is carried out by the centres in various ways. In the beginning, CAP YEI announced their training opportunities through public campaigns dubbed 'road shows' hence the name of the step. The institute has since then gone on to use other more convenient and effective mobilization methods sending word out through community leaders such as chief/assistant chiefs church leaders, other methods include alumni (referrals), and youth leaders. Facilitators also present flyers/brochures to

¹ This is a Kenya government body mandated to undertake design and development of curricula for the training institutions' examination, assessment and competence certification and advise on matters related.

² TVETA role is to promote access and relevance of training programmes within the framework of the overall national socio-economic development plans and policies; prescribe the minimum criteria for admission to training institutions and programmes in order to promote access, equity and gender parity.

³ A methodology used to deliver technical and vocational education and training that focuses on what the learner “should be able to do” at the end of a learning experience.

the public during events such as *barazas*. The majority of alumni interviewed came to know about CAP YEI program through friends or alumni (Figure 5). Other communication channels are roadside adverts/posters and CAP YEI banners posted on the training centre walls.

Parents, whose children have gone through the CAP YEI centres, function as ‘referrals’ and promote the institute and the courses. New parents are invited to a ‘parents meeting’ that takes place during the first and last weeks of a training batch. The parents are informed about the support their students require throughout the training and kind of support they need during industry placement (for example insurance covers, safe garments/uniforms, food handlers, etc.). Most of the parents (80%) who attend these meetings are the mothers.

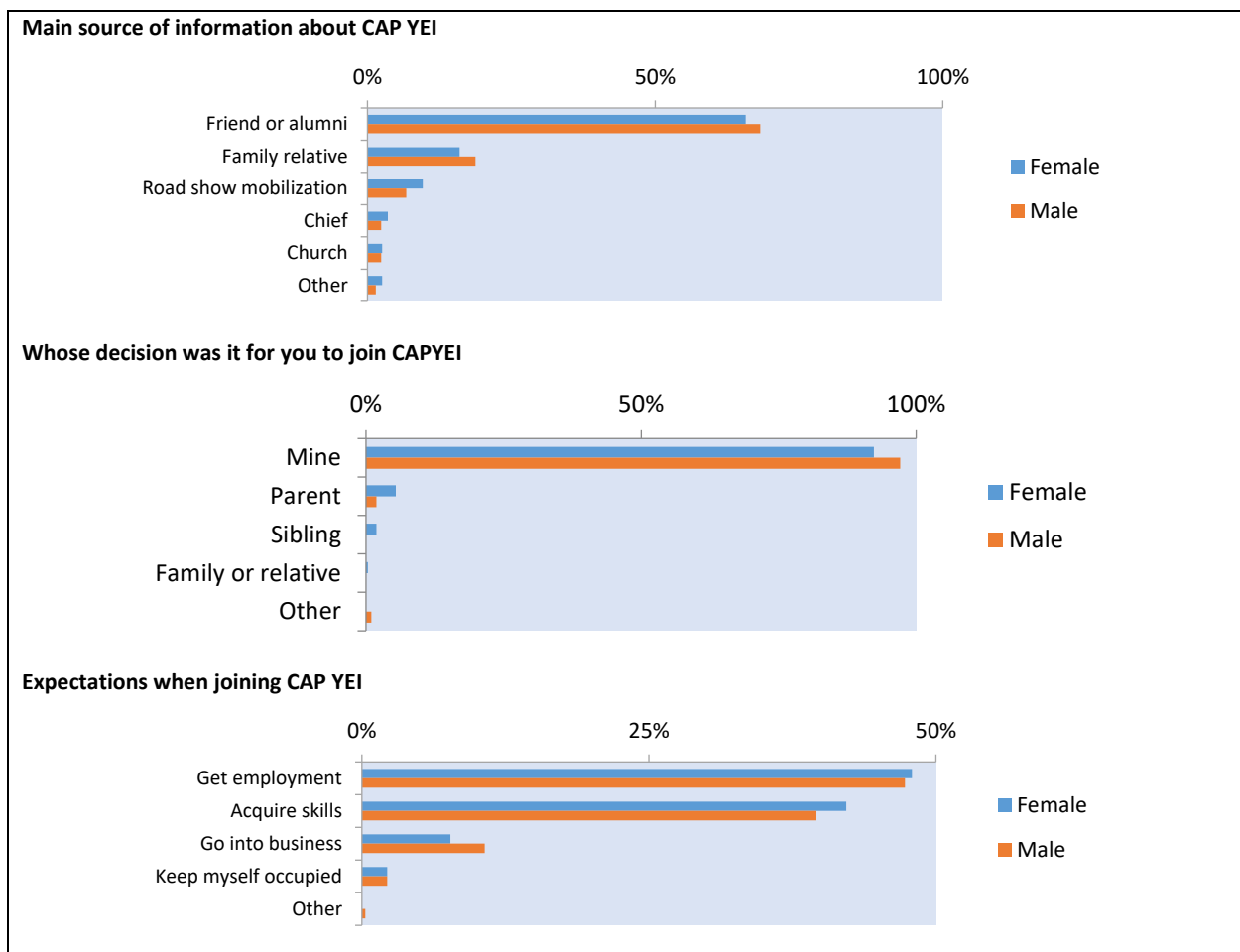


Figure 5. Source of CAP YEI information, deciding factor and expectations

All these advertisement and communication methods were common across all centres. None was found designed to favour the enrolment of one gender over the other. Despite this, on average, more female youth enrolled for the training than the male in most of CAP YEI centres. Potential male youth participants were found already engaged in other livelihoods such as bodaboda riding and working as casual labours,

hence not willing to take up full day training. According to centre managers, the majority of young men requested CAP YEI for evening classes or part-time opportunities.

As an institution, CAP YEI does not have a policy to recruit along gender lines. There is a quality policy to serve both the students and parents and to continuously improve the training standards. CAP YEI as an institute also make effort towards equal gender enrolment (50:50) but the recruitment of the male youth continues to be a challenge. They are not easily available and they do not turn up in sufficient numbers during mobilization activities. A suggestion was made by centres managers to extend the road show days from the standard 3 days to 5 days as well as increase the age limit from 25 to 29 years. On the other hand, culture and religion in the north eastern and coastal areas has curtailed the enrolment of female youths; they are not allowed to move far away from their mothers. Parents from these communities also influence on the type of courses or jobs female youths can take, restricting them from what they perceive to be those meant for males. So gendered roles related to work are defined during mobilization and the youth parents/guardians maintain those stereotypes. An (ODI, 2018) study reports that *"For many young women, particularly Muslim women in some communities (in Tanzania), mobility became even more limited once they were married, restricting their access to work."*

For the actual recruitment, the centre managers follow a process and criteria to select youth for the training. Those interested fill a demographic form to provide necessary registration details. To be considered, legible youth must fulfil the following requirements:

- ◆ Be within the age bracket of 18-26 years
- ◆ Have national identity cards (issued to all Kenyans after 18 years of age).
- ◆ Have completed primary or secondary education
- ◆ Stayed out of school for at least 1 year
- ◆ Be from vulnerable (poor) background, i.e. be in need
- ◆ Be committed to attend full day training

After the selection process, youths are placed into three groups:

- ◆ **S1** – Those that met the selection criteria. They get the first priority.
- ◆ **S2** – Those that do meet all criteria, but could be considered (e.g. do not have an identity card but have registration waiting cards).
- ◆ **S3** – Those that totally do not qualify at all. They are rejected because they fall outside the required criteria.

The majority of alumni interviewed (95%) confirmed that they joined CAP YEI out of their own volition, and they had high expectations of getting employment and acquiring skills.

BEST Step 4: Induction

It is through this BEST step that the youth are trained in life skills and personal growth. They receive aptitude testing and counselling to help them in courses selection. The step was rated positively (by the

alumni) for addressing any gender-based fears, concerns and interests (“How to fit into the classes, given their economic background, age, mixed gender in same class, etc.”). The selected youths are required to undertake an Interests Inventory Tests (IITs to gauge their strength) for appropriate course placement. The IIT scores are used to define each student in terms of strengths, weaknesses, interests, hobbies etc. to develop an ESGIAR profile, which is then used to place students in the specific courses (Table 2).

Table 2: Developing an ESGIAR guide from the IIT scores for course placement

IIT Score	Details	Potential course
E	Entrepreneurial	Those who are business minded
S	Social	Those who are social
GI	General Intelligence	Those showing high Intelligence ¹ . They are fit to do technical courses.
I	Investigative	Those who are investigative
A	Artistic	Those with high sense in Art
R	Realistic	Those who are realistic

See annex 6.5 for examples of IIT scores for two students (male and female)

Most of the students (68% female and 75% male) were allocated their first-choice courses based on their Interest Inventory Tests scores (IITs). Only 32% female and 25% male were allocated courses different from their first choice (Table 3).

Table 3: Type of Course Completed

Type of course completed by gender			
Female	Allocated course (Was my first choice)	Allocated course (Not my first choice)	
Automobile	78.4%	21.6%	
Building and construction	54.5%	45.5%	
Electrical	35.0%	65.0%	
Hair and Beauty	45.5%	54.5%	
Hospitality	72.4%	27.6%	
Industrial Garment Manufacturing	95.2%	4.8%	
Security	75.7%	24.3%	
Average	68.3%	31.7%	
Male	Allocated course (Was my first choice)	Allocated course (Not my first choice)	
Automobile	100.0%	0.0%	
Building and construction	71.4%	28.6%	
Electrical	75.8%	24.2%	
Hair and Beauty	36.8%	63.2%	
Hospitality	78.6%	21.4%	
Industrial Garment Manufacturing	92.9%	7.1%	
Security	68.8%	31.3%	
Average	75.0%	25.0%	

From Table 3 and Figure 6, there appears to be a preference by female youth for what they referred as ‘soft’ courses (e.g. 73% chose hospitality). Hospitality was the preference by 32% of male youths.

¹ This refers to mechanical / mathematical intelligence. It does not include emotional intelligence, which is central to other professions.

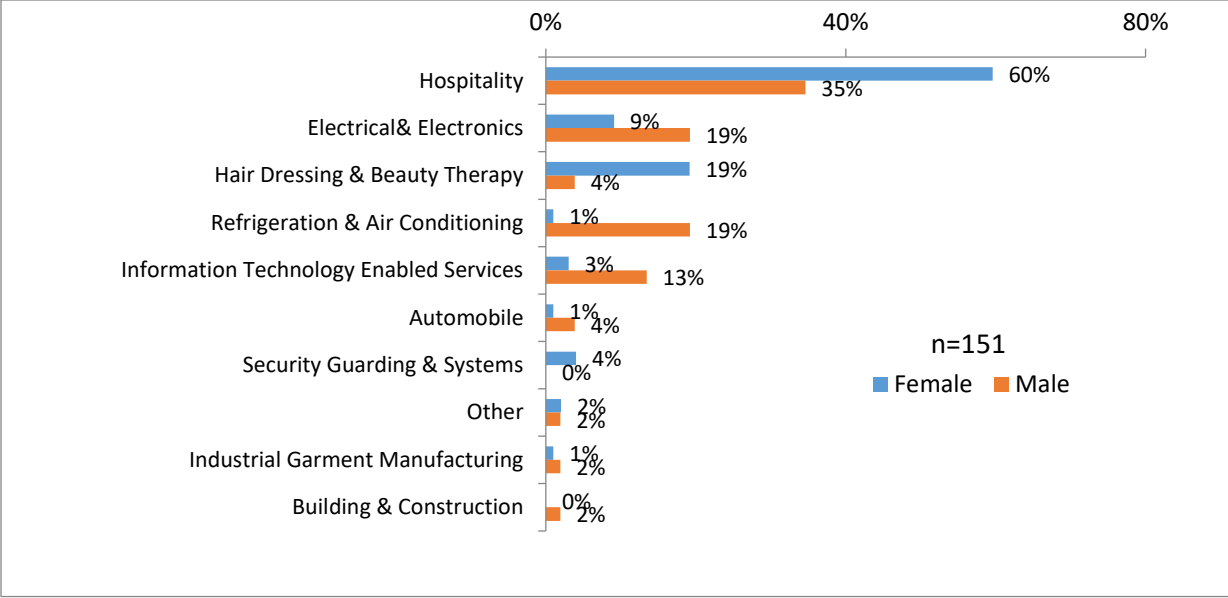


Figure 6: If allocated by CAP YEI (and different from your interests), what course was your first choice?

An observation was made that about 2% of both male and female alumni had ‘other’ different courses in mind but were not offered by CAP YEI institutes. This included; accounting and a pure business course (not just entrepreneurship skills).

Majority of the alumni were satisfied with courses allocated by CAP YEI through the IIT guidelines (Figure 7).

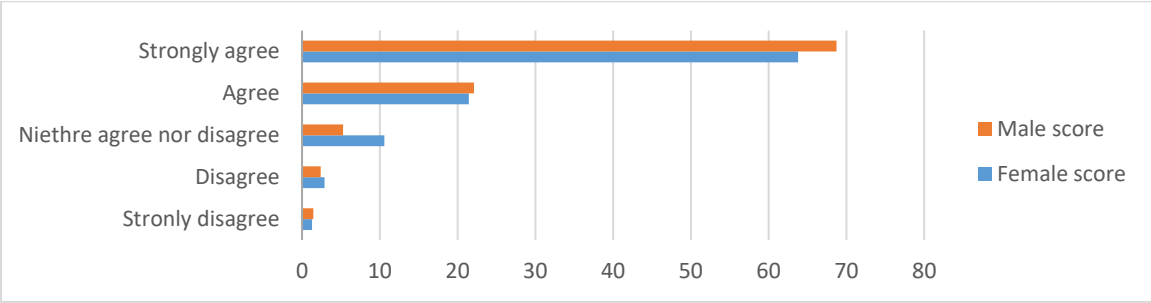


Figure 7. Alumni satisfaction with courses allocation

Once a youth is allocated a course at this stage, there is very little chance for changing that course. The training centres do not allow switching of courses as the allocation is based on guidelines (Figure 8). Sometimes students will be adamant on the course they want to undertake, and this though rarely will be allowed. “As CAP YEI we do not force students, we guide them, allowing for switching of courses only within the 1st week during course allotment”, one of the centre coordinators said. The CAP YEI trainers reported that they constantly challenged these gender-based perceptions through the IIT. The (Breinscope, 2019) tracer study reported that 26% of the youth received career guidance from CAP YEI, 37% selected courses based on guidance from parents/friends, and 26% was what they wanted to do as career.

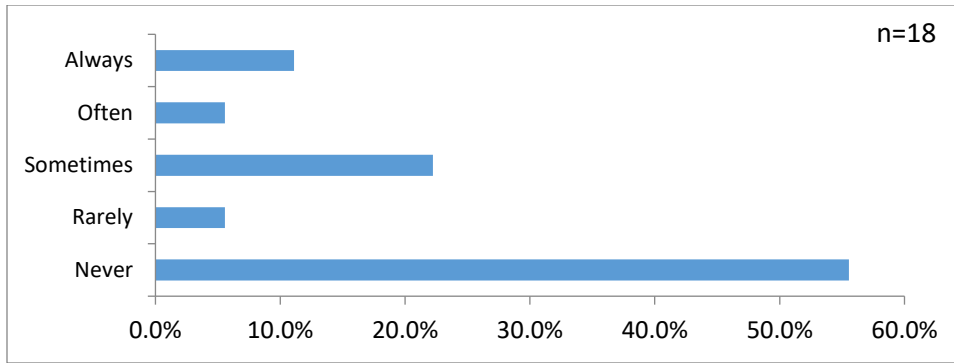


Figure 8. Extent to which centres allow male and female to switch courses

The request or demand for courses by either male or female was due to their perception that certain professions were only suited to particular gender. For example, the female youth preferred what they all referred to 'soft' courses, while the male youth prefer 'hard' courses.

Peer group formation

Peer groups are formed after course allotment. Through life skills, facilitators are able to tell how different students carry themselves, their perceptions, their socialization characteristics etc. Some centres consider gender balance on each group, which are formed per course. Other centres do not consider gender at all, as groups are formed based on common interests of students. Some courses only have one gender, especially those facing challenges in enrolling male youth. The peer groups were found to be instrumental in supporting gender-oriented challenges.

Some youths do not come to the training centres fully prepared. This is because of a general perception on the 'soft' and 'hard' courses. Some youths are negatively influenced, with statements expressed such as "If you enrol for an automobile (mechanics) course, then you will forever be operating under a scorching sun". Figure 9 shows that there are adequate preparations by CAP YEI centres for the youth to take courses suited to either gender. This means CAP institutions are confident that students are well prepared to undertake courses allocated.

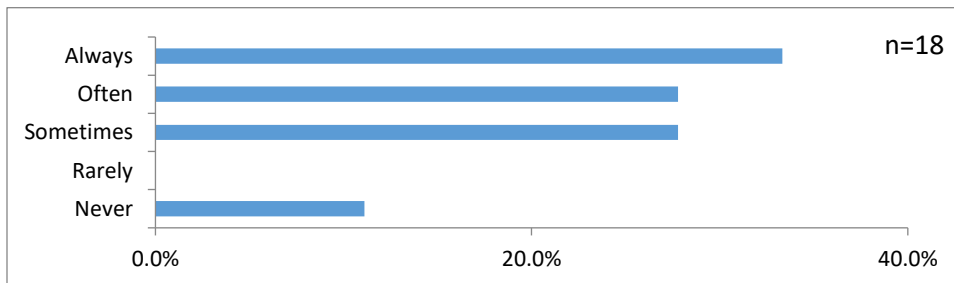


Figure 9: Extent to which there are preparations for youth to take courses suited to either gender

Life skills training

It is at this stage that the youth start their life skills training. The induction process was conducted the same way for all the admitted students, without any regard to gender. There were reports of special girl talks, which are informally arranged by the CAP YEI centres. These are largely unstructured, informal talks by the trainers (not an institutional process), dealing with relationships, pregnancies, balancing taking care of kids and school as a young mother etc.). The process was highly rated by the alumni (Figure 10; the question being (“Score the extent to which you agree that the induction process addressed your gender-based interests, fears, concerns and interests”).

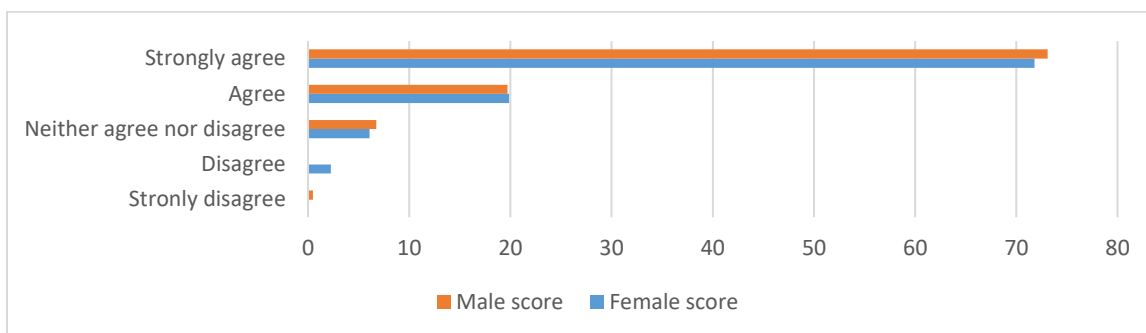


Figure 10. Induction process addressed your gender-based interests, fears, concerns and interests

BEST Step 5: Classroom training

The average number of male and female trainers in the centres visited was 2 and 1 respectively per CAP YEI centre. The complete profile of trainers in centres visited is given in Annex 6.4. There was no difference observed in how the male and female youth are trained to prepare them for employment and entrepreneurship. Female mentors are invited to advise female students. Interviews with alumni showed almost an equal proportion between those who thought the training was designed to support preparation based on whether they were male or female (Figure 11).

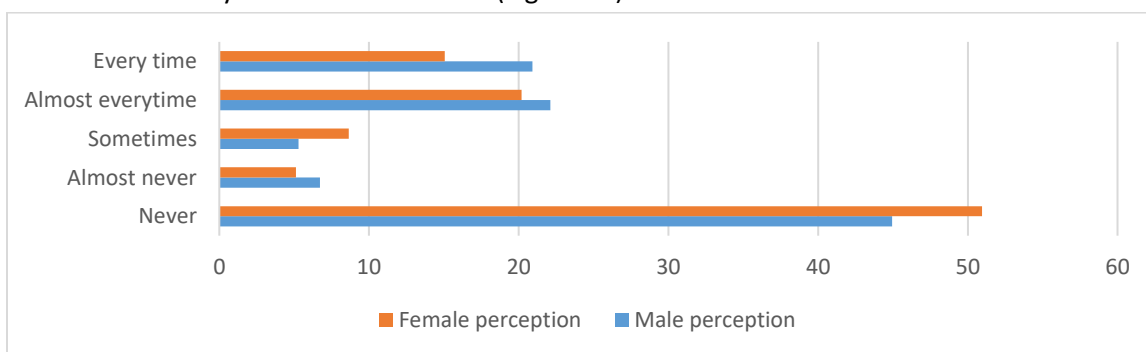


Figure 11: Proportion of youth who think there was special gender-based training

Participation and concentration of male and female youths depends on the course, topics, and different batches. Male are more active and confident in the courses or topics perceived to be ‘hard’ courses (*automobile, building and construction, etc.*); the females are more confident in courses perceived to be ‘soft’ (*hospitality, hair and beauty, etc.*). Female youths participate more in ‘social-oriented’ and general

topics such as customer relations, and front desk services. This perception may interfere with the extent to which the youth focus on the acquisition of skills necessary for employment and subsequent growth.

BEST Step 6: Assignments

No gender-based differences were reported in assignment visits by the alumni. Assignment visits are, most of the times, organized using youth peer groups and these have both males and females participating. There was no difference observed in how gender is allocated for the work assignments but most of the alumni were satisfied that the arrangements suited their gender needs (Figure 12).

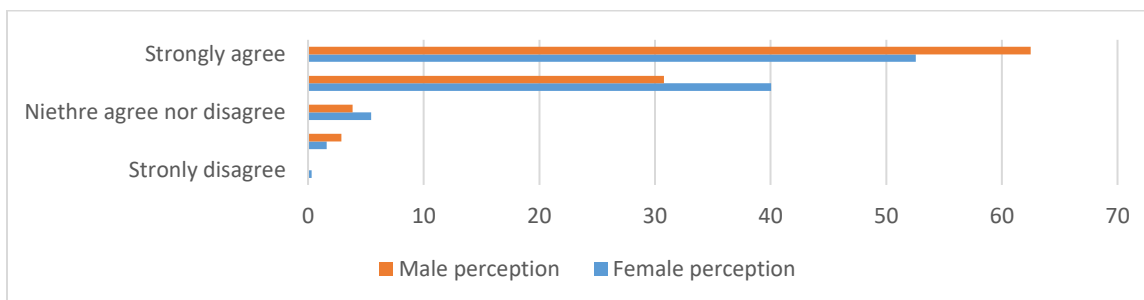


Figure 12. The assignment arrangements (field visits, exposure visits) suited gender needs

BEST Step 7: Work readiness

This is among the final BEST training stages where the trainees are prepared for job seeking and settlement (managing interviews, grooming, etc.). There were no differences were observed in the ways male and female youths are prepared for work. However, even with equal chances, male students are somehow one step ahead in what they take to be ‘hard’¹ courses and vice versa for female youths. For instance, in automobile industry, male youths already know how to ride a motorbike or had prior experience in repairs while this was totally opposite for female youths who were reported to be ahead in ‘soft’ courses. For example, majority of female youths had prior experience in hairdressing, plaiting, tailoring etc. Hence, male and female youths were observed to be more prepared and confident to face the world independently in their ‘strong fields’.

Both male and female indicated that the **work readiness training** (resume (CV) preparation, grooming, managing interviews, etc.) prepared them well for survival and growth in employment and entrepreneurship/business (Figure 13). Female trainees alerted of potential work hazards (physical labour demand, security, sexual discrimination or harassment, working hours, etc.).

¹ This categorization is a perception by the youth, and sometimes by others: trainers and employers.

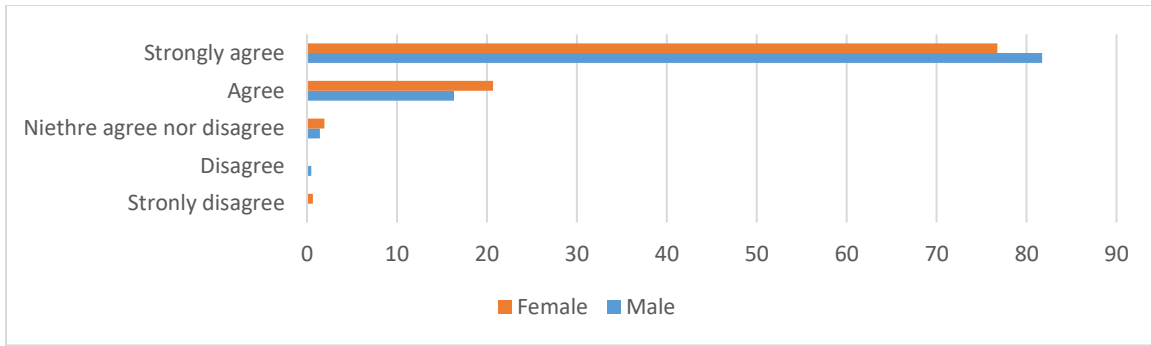


Figure 13. How youth score work readiness training prepared them for survival and growth

BEST Step 8: Placement

This sub-section assesses criterion used to allocate graduates to the different employment opportunities as well as the internship/employment and entrepreneurship characteristics by gender. Following the work readiness training the youths are supported to secure internships and, later, employment. For every youth training batch, the CAP YEI centres continually engage a network of potential employers. The CAP YEI centres also encourage students to attend On Job Trainings (OJTs), especially during weekends. This helps to build a pool of potential employers where the trained youth will be sent. As reported by key informants, OJTs have resulted in high retention of the youth in the employment. Graduate placement is often times based on an institutional Individual Youth Learning Development Plan score (IYLDP scores), with highly performing students given first priority. This scoring is very crucial because it is used to guide placement in different industries or specific employers. For instance, students with highest IYLDP score in punctuality will be given the priority to an employer who requires a student with such characteristics. CAP YEI trainers also apply a matchmaking using intuition and personal knowledge of each graduate to decide openings that best suit each one. The individual interests and convenience of students are also considered, taking into consideration factors like location, commuter and house rent costs. In this case, any gender-oriented interests (girls shying away from physically demanding opportunities and boys not keen on what may suit girls more), may be considered. This study observed that many alumni had self-sought opportunities on their own. Some employers ALSO hold strong perceptions that some jobs are for either male or female and CAP YEI is gradually convincing them to allow female students to demonstrate their capability in any job.

Despite CAP YEI efforts to transition all the trainees into internship, only about 60% and 55% of the female and male alumni interviewed were successfully transitioned through internships. About 29% of the male and 19% of the female alumni were employed directly. This was common in males employed in the hair and beauty industry. Another 4% of alumni opened small businesses.

During placements, the interests and convenience of students are also considered. For instance, commuter and house rent costs are considered. Students are not forced into employment locations or places they are not comfortable with or not interested in. The majority of alumni agreed that they were prepared for their first placement/employment (Figure 14).

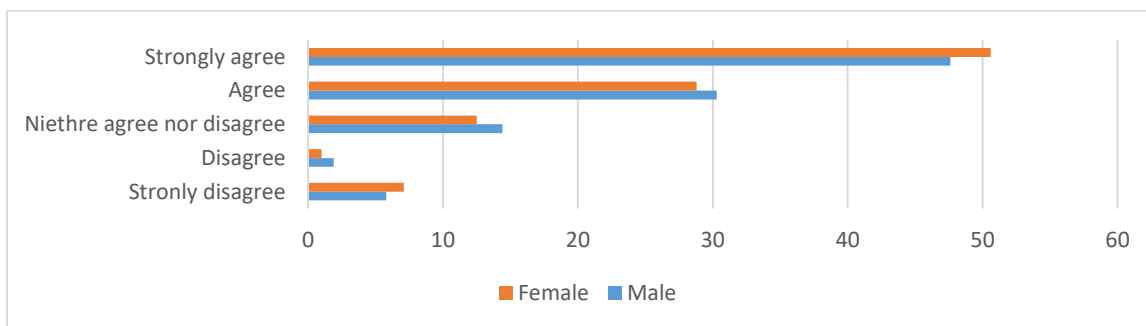


Figure 14. Extent to which alumni felt they were prepared for their first placement/employment

The alumni reported that their wages were inadequate. The average monthly entry-level salaries during first placement were KES 6,327 and KES 6,740 among female and male alumni, respectively. This is below the average minimum salaries of KES 8,650 for skilled and semi-skilled employees in Kenya¹. This affects the alumni who are supposed to pay for transportation, rental costs, and general upkeep. There were salary increases reported at the time of this study but this was un-even for the different gender. There was an increase of 80% (to KES 12,104) for the male employees and 70% (to KES 10,708) for the female employees. The female workers are also affected by distances to workplaces; given that they are not able to work taken on jobs that are distant from their families). Other factors that the female alumni reported against included unfriendly working environments, harsh supervisors, being overworked, and gender discrimination. It is therefore clear that despite a general uniform completion level for both genders, the female alumni are limited by salary levels, rates of increase and the flexibility of working locations. This contributes to the reported slow growth trajectory.

The choice of CAP YEI graduates for entrepreneurship as a livelihood, rather than employment, is not covered in the BEST model and it is not clear how this is managed during placement stage.

For those who went into internships (for an average of 2 to 3 months) most took less than a month to get actual employment (Table 4).

Table 4. Period spent before getting internship after graduation

	Not yet	Weeks					No internship	
		0 - 2	3 - 4	5 - 6	7 - 8	> 8	Opened business	Straight to job
Gender/Course								
Female	17.0	40.1	7.7	2.2	0.6	9.3	4.2	18.9
Automobile	10.8	59.5	5.4	0.0	0.0	2.7	2.7	18.9
Building & Construction	33.3	24.2	0.0	0.0	0.0	0.0	5.0	30.3
Electrical	10.0	85.0	0.0	0.0	0.0	0.0	0	0.0
Hair and Beauty	6.1	48.5	6.1	0.0	3.0	0.0	0	36.4
Hospitality	11.2	53.1	10.2	1.0	0.0	8.2	5.1	11.2
Garment manufacturing	14.3	19.0	38.1	19.0	0.0	4.8	0.0	4.8
Security	28.6	8.6	2.9	2.9	1.4	27.1	2.9	25.7
Male	12.5	32.2	6.7	1.4	0.5	13.5	3.8	28.8

¹The Labour Institutions Act, Minimum Wages Order Kenya of 2017, Legal Notice no 111.

	Not yet	Weeks					No internship	
		0 - 2	3 - 4	5 - 6	7 - 8	> 8	Opened business	Straight to job
Gender/Course								
Automobile	16.7	45.8	4.2	0.0	0.0	0.0	16.7	16.7
Building & Construction	28.6	7.1	7.1	0.0	0.0	0.0	14.3	42.9
Electrical	15.2	39.4	9.1	0.0	0.0	0.0	3.0	33.3
Hair and Beauty	10.5	21.1	0.0	0.0	0.0	0.0	0.0	68.4
Hospitality	3.6	57.1	10.7	1.8	1.8	10.7	0.0	14.3
Garment manufacturing	14.3	21.4	14.3	7.1	0.0	28.6	0.0	14.3
Security	14.6	8.3	2.1	2.1	0.0	37.5	2.1	33.3
Grand total	15.2	37.1	7.3	1.9	0.6	11.0	4.0	22.9

Note: The numbers in the table are in percentages

What is interesting, however, is that most of the alumni got employment through their own efforts (Table 5).

Table 5. Ways the alumni have got employment (alumni reporting)

Gender/Course	Family relative	Friend alumni	Self-effort	CAP YEI	Other	n/a
Female	6.7	5.1	42.0	16.3	8.0	21.8
Automobile	2.7	0.0	48.6	16.2	18.9	13.5
Building & Construction	3.0	3.0	33.3	0.0	15.2	45.5
Electrical	5.0	5.0	40.0	20.0	15.0	15.0
Hair and Beauty	12.1	9.1	69.7	0.0	0.0	9.1
Hospitality	3.1	4.1	43.9	24.5	7.1	17.3
Garment manufacturing	5.7	19.0	28.6	0.0	4.8	14.3
Security	4.3	4.3	31.4	24.3	2.9	31.4
Male	4.3	10.1	45.7	15.9	7.7	16.3
Automobile	8.3	0.0	33.3	8.3	16.7	33.3
Building & Construction	0.0	0.0	57.1	0.0	0.0	42.9
Electrical	3.0	9.1	39.4	6.1	24.2	18.2
Hair and Beauty	10.5	5.3	73.7	0.0	0.0	10.5
Hospitality	3.6	8.9	44.6	31.1	7.1	3.6
Garment manufacturing	7.1	42.9	35.7	0.0	0.0	14.3
Security	2.1	12.5	45.8	22.9	0.0	16.7
Grand total	5.8	7.1	43.5	16.2	7.9	19.6

Note: The numbers in the table are in percentages

The industries that absorb most of the CAP YEI students are hospitality and security. Many alumni were employed in industries related to their courses. However, perception on gender-aligned courses/industries continues to be a factor when seeking employment, especially among the female youth. For instance, for female youths who graduated from building and construction only 6% joined the industry after graduation. Others sought for employment in unrelated industries such as hospitality (15%), hairdressing and beauty 6% and others (21%) joined unrelated areas such as sales and marketing, MPesa¹ services etc. This was not observed in males graduating from courses perceived to be feminine (hospitality (89%), hair and beauty (84%) See Table 6). The (UMN, 2018) indicates, “While there were few differences in terms of the gender-related beliefs youth held about employment, earnings, and saving, males struggled less than their female counterparts in securing positive earning and well-being outcomes over time”.

¹ MPesa: mobile money transaction services using Safaricom telephone system and operated in kiosks or front desk counters

CAP YEI centres have no control on how employers employ graduates as male or female. The employers take the youth they want (number and gender) from the training centres. Centres managers and trainers try to convince employers that both the male and female graduates are equally trained especially when there are delays in the students getting placements.

Gender influence on placement and entrepreneurship

Those wishing to go to or continue with their businesses are supported by the centres through motivation, business skills training, opening of accounts, linking to financial service providers, etc. The choice of entrepreneurship as a livelihood was originally not extensively covered in the BEST mode but from the beginning Phase 2, CAP YEI embarked on a deliberate plan with 4,000 youths expected to proceed to self-employment by 2021. As of August 2019, 1,439 youth were running their own businesses.

The study established that immediately after graduating only four (**4%**) of the graduates (both male and female) ventured into business but the proportion increased overtime. At the time of the study, about **21% of female** and **13% male alumni were** running their own businesses. Lack of investment capital is the major impediment. The (Breinscope, 2019)_reported that 18% of females and 24% of males were in self-employment.

Table 6. Employment sector first joined after training

	Employer (immediately after training)											No internship/employe
	Automobile	Building & Construction	Electrical & Electronics	Floriculture	Hair Dressing & Beauty Therapy	Hospitality	Industrial Garment Manufacturing	Information Technology Enabled Services	Security Guarding & Systems	Opened business	Other	
Female trained in ...	5.1	0.6	3.8	0.3	10.3	26.6	5.4	0.6	13.1	4.2	12.2	17.6
Automobile	40.5					16.2	2.7	2.7		0	24.3	13.5
Building and construction		6.1			6.1	15.2	3	3		14	21.2	31.4
Electrical			60							1.2	25	13.8
Hair and Beauty					87.9						3	9.1
Hospitality						70.4				5.3	12.2	12
Industrial Garment Manufacturing					4.8		71.4		4.8		4.8	14.3
Security	1.4			1.4		4.3			57.1	2.1	4.3	29.3
Male trained in ...	6.3	3.8	6.7	0	8.2	25.5	4.3	0.5	19.2	3.8	9.1	12.5
Automobile	45.8				4.2	4.2		4.2	0	16.7	8.3	16.7
Building and construction	7.1	35.7							14.3	10.7	0	32.2
Electrical			42.4						6.1	2.3	33.3	15.9
Hair and Beauty		5.3			84.2							10.5
Hospitality						89.3					7.1	3.6
Industrial Garment Manufacturing		14.3				7.1	64.3					14.3
Security	2.1					2.1			75	2.1	4.2	14.6
Grand Total	5.6	1.9	5	0.2	9.4	26.2	5	0.6	15.6	4	11	15

Note: The numbers in the table are in percentages

As noted earlier, the manner in which youth are encouraged to take up entrepreneurship according to gender was not clear in the BEST model. There have been no criteria or process to suit entrepreneurial options to any gender because this was not the first goal of CAP YEI training. All students are first required to go into internships in preparation for employment. Some students run businesses while in internship or at work, taking up what CAP YEI refers to as ‘mixed livelihood’ choice. After the internship period, those wishing to venture only into entrepreneurship (business) are supported by the centres, but only by way of motivation/encouragement, business skills training, opening of accounts, linking to financiers, etc.

The members of peer groups formed during induction stage are encouraged to continue working and developing as a team with expectations that they will grow into business entities. They are encouraged to register their group with department of social services, for ease of linking them to potential funders.

The youths were asked to list and rank greatest challenges in their employment and entrepreneurship. The greatest challenge was lack of capital. Finances are required to cover transport costs to workplace, rental fees, and general upkeep. Female youth reported being affected by various challenges including distance from home, unfriendly working environments, harsh supervisors, workload, and gender discrimination, among others. Figures 15 shows the types of challenges reported and extent of experience by the different youth gender while in employment.

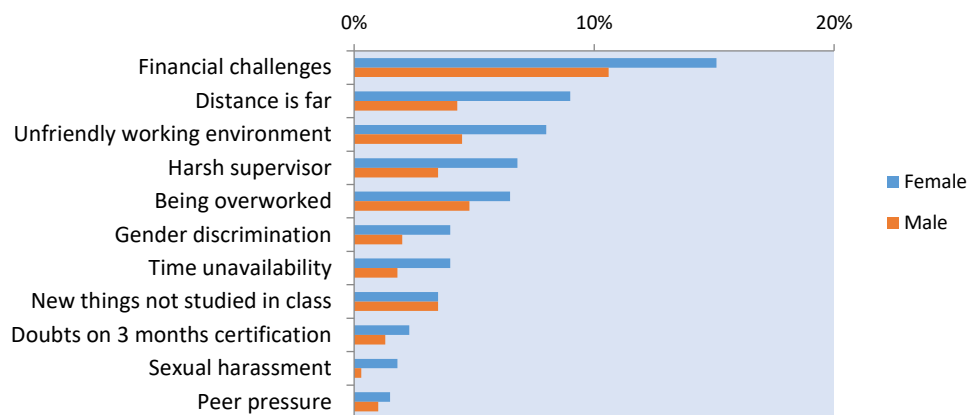


Figure 15. Challenges faced by youth in employment (during internship)

For youth who have gone into entrepreneurship the key challenges have been lack of sufficient capital, business competition and inability to adequately relate with customers.

BEST Model Step 8: Program review

The CAP YEI training programs are reviewed after each batch. The reviews assess the performance of a particular batch, including enrolment targets, dropout rates, placement rates, industry absorption, challenges etc. The reviews are mainly done through staff meetings where facilitators give their experiences from a particular batch. The views and suggestions from the centres are communicated to

regional coordinators who channel them on to CAP YEI headquarters in Nairobi. The reviews provide clear directions on actions to be taken by CAP YEI management team.

Program reviews are important in assessing training performance but it was not clear how they have been used to direct how male and female students should be managed for better training and post-training growth (Figure 16).

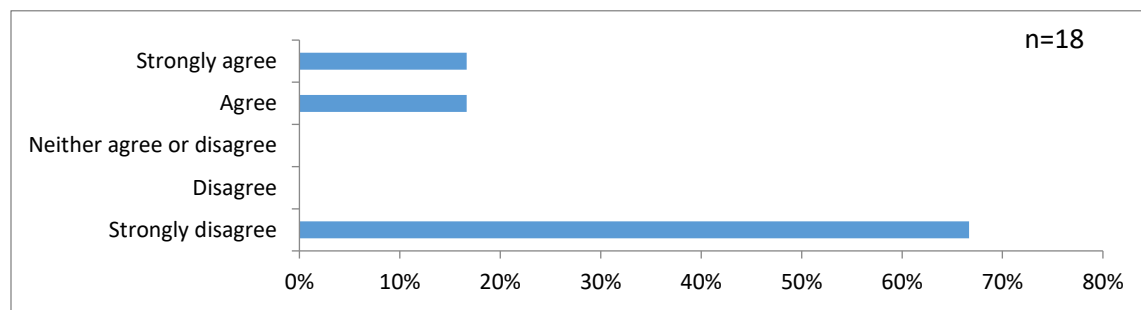


Figure 16: Extent to which program reviews have changed how males and female youth are managed

Post-training Support

At the end of each training program, CAP YEI facilitators follow up on the graduates for a period of six months to support their survival and growth in employment and entrepreneurship (Figure 17). Close follow-ups are useful during internships and constantly keeping in touch with the employer as part of assessment. The facilitators monitor the alumni regularly through telephone calls and occasional random visits. This has ensured the employers treat CAP YEI graduates fairly and stability of the alumni in the new world of employment. .

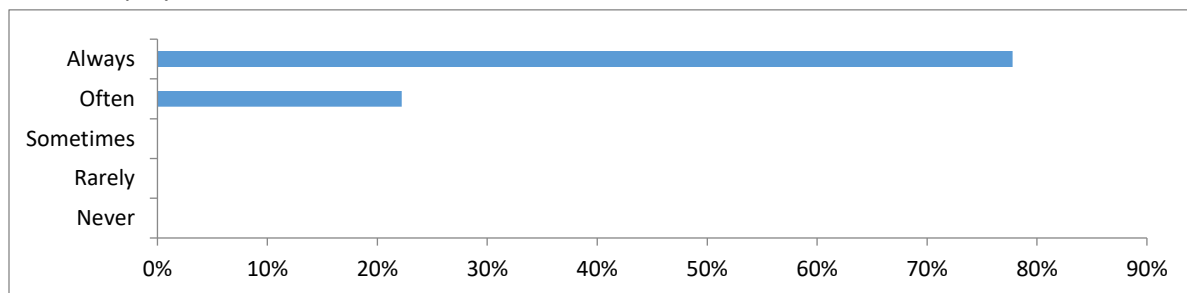


Figure 17: Extent to which centres have followed up alumni

Female alumni are given special attention when they indicate that they are in inadequate working conditions, especially if there are reports of sexual harassment. The actions taken in such cases are guided by the CAP YEI new sexual harassment policy¹. . The findings are shared with senior management of the employing firms. If this does not stop/work, facilitators seek opportunities in other places. It is paramount to note that, all matters are handled with caution as a good number of alumni ‘job hop’ in search of better pay.

¹ The policy was developed after recent reports, which indicated sexual harassments during training and post training. The employers are made aware in advance that sexual harassment will not be tolerated.

Female alumni are given special attention when they indicate that they are in inadequate working conditions, especially if there are reports of ‘sexual harassment’. The (UMN, 2018) indicates, “Female alumni who left employment due to sexual harassment often did so abruptly and did not necessarily transition into other work immediately”. The (ODI, 2018) report states, “Sexual harassment is something many female graduates encounter especially in hospitality industry”. This has led to the institute developing a Sexual Harassment Policy for potential employers and the alumni.

Youth Status (AFTER Leaving CAP YEI)

Employment

Most of CAP YEI alumni (52% female and 60% male) were still in employment sectors by the time of this study (Table 7). Most of the working alumni were either in hospitality or security industries and had worked for a minimum of 7 months (in their current employment) at the time of this study. A few (15% female and 17% male) were not working and about 3% had proceeded to further studies. Another 10% female and 6% male were doing other things (mixed livelihoods) such as; online writing, supermarket attendants, bank agents, farming, sales and marketing, joined Kenya youth service, Kenya defence forces etc.

Table 7: Alumni employment status at the time of this study (May 2019)

Gender Course & Completed	Employer (May 2019)													
	Automobile	Building & Construction	Electrical & Electronics	Floriculture	Hair Dressing & Beauty Therapy	Hospitality	Industrial Garment Manufacturing	Information Technology	Plumbing	Security Guarding & Systems	In entrepreneurship	Further studies	Other	Doing Nothing
Female	3.2	0.6	0.6	0.6	7.7	22.1	5.4	1	0.3	10.3	20.5	2.6	9.6	15.4
Automobile	27				3	21.6	3	2.7			16.2	5.4	16.2	10.8
Building and construction		3			3	12.1	3				24.2		9.1	45.5
Electrical			10			5		5			25	10	25	20
Hair and Beauty					60.6	9.1	6.1	3			9.1		12.1	0
Hospitality				1	1	54.1	1				19.4	2	9.2	12.2
Industrial Garment					9.5		61.9			4.8	23.8			
Security		1.4		1.4					1.4	44.3	25.7	2.9	4.3	18.6
Male	4.8	3.8	4.8	0	2.9	20.7	4.8	0.5	1	16.3	12.5	4.3	6.3	17.3
Automobile	33.3	4.2				8.3					29.2	4.2	4.2	16.7
Building and construction		28.6				14.3				14.3	28.6	14.3		
Electrical			30.3						3	9.1	3	9.1	6.1	39.4
Hair and Beauty		10.5			31.6						10.5		10.5	36.8
Hospitality						62.5		1.8		1.8	10.7	5.4	5.4	12.5
Industrial Garment		7.1				14.3	71.4				7.1			
Security	4.2					4.2			2.1	58.3	10.4		10.4	10.4
Grand Total	3.8	1.9	2.3	0.4	5.8	21.5	5.2	0.8	0.6	12.7	17.3	3.3	8.3	16.2

Note: numbers are in percentages (312 female & 208 Male)

Comparing the alumni’s first placement (immediately after graduation) and their current employment situation (at the time of this study, May 2019) there are differences observed in employment especially in those opportunities that they describe better suited for one gender over the other. There was a small overall drop in the numbers of alumni working in almost all industries (Table 8).

Table 8. Proportion of CAP YEI youth engagement in various livelihoods

	End of Phase 1	End of Phase 2	Status at time of study
	Proportion of graduates		
Employment, transition	76	77	Female: 52; Male: 60
Business, entrepreneurship	7	10	Female: 21; Male: 13
Mixed livelihoods		2	Female: 10; Male: 6
Further learning, enrolled	4	4	Female: 3; Male: 4

A high decrease (of 83%) was observed among female alumni who had been placed in the electrical industry (Figure 12). Most female alumni who graduated from building and construction were not working in the target industry of construction and almost half (46%) were doing nothing at the time of this study. Some female alumni joined hospitality industry even having graduated from courses such as automobile, building and construction, electrical etc. For male youths, a major drop in employment (62%) was observed among those who had joined hair and beauty industry. This could be attributed (among other factors; to the reportedly 'poor' salaries paid by those employers (Figure 18). Most of the male alumni who were unemployed at the time of this study had graduated from hair, beauty and electrical courses.

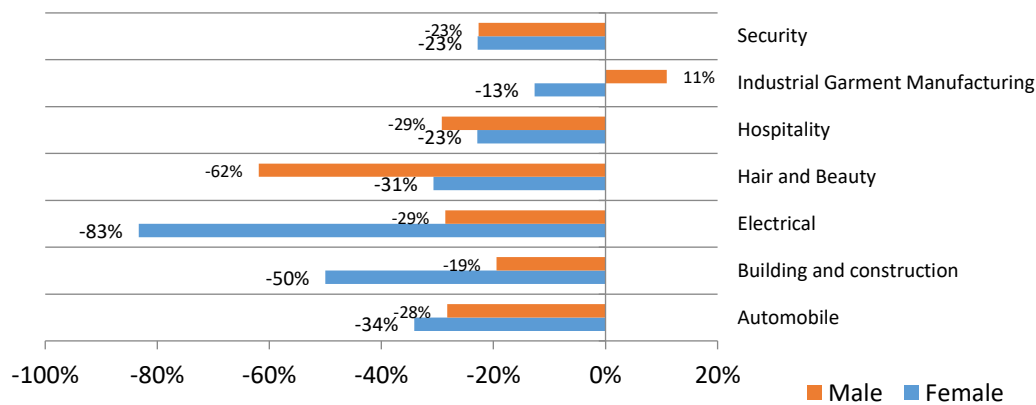


Figure 18. Changes between first placement and current employment situation

Summary of where the alumni are moving to (More details in Table 9):

- **Automobile:** Of those who joined this industry (immediately after training) majority of both female and male were still working in the same industry by the time of this study.
- **Building & Construction:** About half of both female and male of those who joined this industry were still working in this industry. The other half of female (50%) dropped and were doing nothing by the time of this study. Male alumni were observed to be moving to Hair Dressing & Beauty Therapy, Hospitality and Industrial Garment Manufacturing.
- **Electrical & Electronics:** Majority of male were still working in this sector while female who joined this industry (immediately after training) were moving to other unrelated areas such; bank agents, MPesa agents, supermarket attendants etc.
- **Hair Dressing & Beauty Therapy:** Majority of female alumni were still working in this industry while majority of male dropped from the industry and were doing nothing by the time of this study.

- **Hospitality:** Majority of both female and male alumni who joined the industry were still working in this industry.
- **Industrial Garment Manufacturing:** Majority of both female and male alumni who joined the industry were still working in this industry.
- **Information Technology Enabled Services:** About half of female who joined this industry 50% were working in the industry while the other half were doing nothing. All male alumni who initially joined this industry moved to entrepreneurship.
- **Security Guarding & Systems:** Majority of both female and male alumni were still working in this industry.
- **Those who opened Business immediately after training:** Majority of both female and male alumni retained their businesses.
- **Those who did not join internship/employment immediately after training:** Majority (both female and male alumni) went ahead to open businesses or were doing nothing by the time of this study.

Table 9. Industries alumni are moving to

Industry Joined immediately after training	Employment status at the time of this study (May 2019)													
	Automobile	Building & Construction	Electrical & Electronics	Floriculture	Hair Dressing & Beauty Therapy	Hospitality	Industrial Garment Manufacturing	Information Technology Enabled Services	Plumbing	Security Guarding & Systems	In entrepreneurship	Further studies	Other	Doing Nothing
Female	3	1	1	1	8	22	5	1	0	10	21	3	10	15
Automobile	56					6					13		25	
Building & Construction		50												50
Electrical & Electronics			17			8					17	8	33	17
Floriculture				100										
Hair Dressing & Beauty Therapy					66	9	3				9		9	3
Hospitality				1	1	71	1				11		5	10
Industrial Garment Manufacturing					6		82				12			
Information Technology Enabled Services								50						50
Security Guarding & Systems		2							2	78	7	2	2	5
Opened Business								8			92			
No internship/employment					2	6	2	2			40	7	6	36
Other	3					5					24	5	29	34
Male	5	4	5	0	3	21	5	1	1	16	13	4	6	17
Automobile	69					15					8		8	
Building & Construction		50			13	13	13				13			
Electrical & Electronics			71						7			21		
Hair Dressing & Beauty Therapy		12			29						6		12	41
Hospitality	2					70				2	11	4	6	6
Industrial Garment Manufacturing							100							
Information Technology Enabled Services											100			
Security Guarding & Systems						3			3	78	3		8	8
Opened Business										13	88			
No internship/employment		8				8				4	31	12		39
Other		0						5				5	21	68
Grand Total	4	2	3	0	5	21	5	1	1	13	17	3	8	16

Note: 1. Note: numbers are in percentages. 2. 'Others' are those working in mixed livelihoods such as; online writing, supermarket attendants, bank agents, farming, sales and marketing, joined Kenya youth service, Kenya defence forces etc.

The mean salaries were KES 10,708 and KES 12,104 for female and male alumni respectively. This was an increase from their entry-level salaries (by 69% and 80% increase among female and male alumni, respectively) (Figure 19).

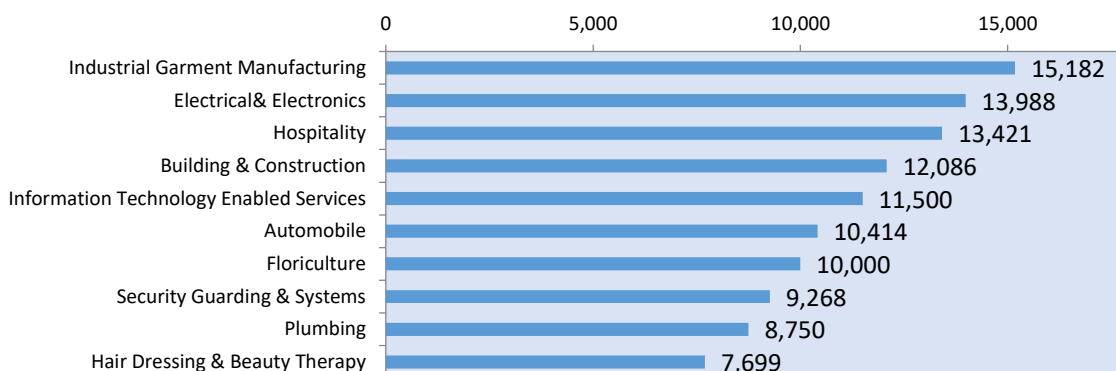


Figure 19. Salaries by Industries (KES per month)

Table 10: Breakdown of salary ranges by gender

Salary ranges (KES)	No salary	5,000 and below	5,000-10,000	10,000-15,000	Above 15,000
Female					
Automobile	20		40	40	
Building & Construction			50	50	
Electrical & Electronics	50			50	
Floriculture	50		50		
Hair Dressing & Beauty Therapy	4	38	38	17	4
Hospitality	9	4	44	29	15
Industrial Garment Manufacturing			24	29	47
Information Technology Enabled Services			33	33	33
Plumbing		100			
Security Guarding & Systems		3	59	34	3
Male					
Automobile		10	40	50	
Building & Construction			75	13	13
Electrical & Electronics		10	20	30	40
Floriculture					
Hair Dressing & Beauty Therapy	17		83		
Hospitality			30	44	26
Industrial Garment Manufacturing				50	50
Information Technology Enabled Services			100		
Plumbing			50	50	
Security Guarding & Systems		9	56	35	

Approximately 47 of female and 53 of male alumni (of those who were working) had changed jobs at least once to a different place from where they were first placed. The major goal of both male and female alumni after leaving CAP YEI was to be employed. Over 70 of alumni in employment/entrepreneurship interviewed liked what they were doing at the time of this study (Figure 20).

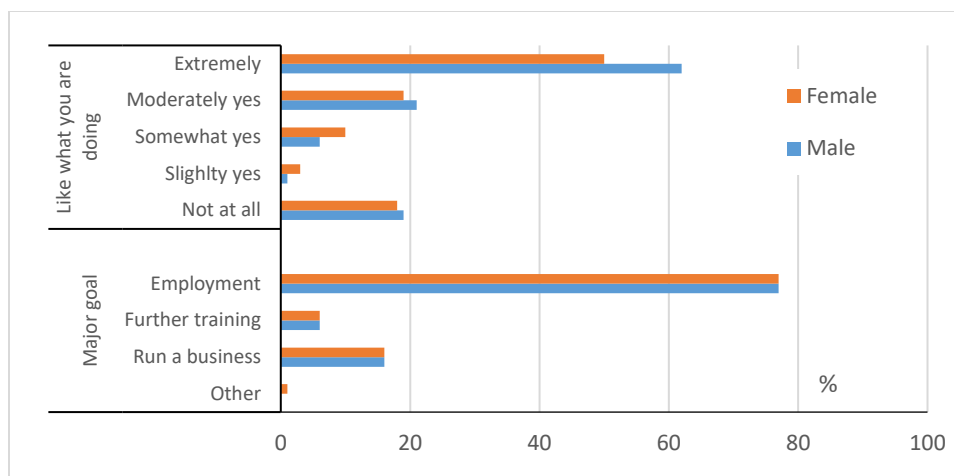


Figure 20. The extent to which the alumni liked what they are doing and their major goal

The youth reported key factors hindering employment as competition from other skilled persons, low finances to sustain employment life, nepotism and poor working environment. The female alumni also listed gender discrimination especially in industries where male employees are preferred. Other challenges mentioned by the female alumni were personal matters (no freedom when married, taking care of children etc.) and family engagement. Those married or taking care of children found it hard to mix that with employment. Most of the jobs offered did not have long-term contracts making it difficult for the women to secure posts after their maternity periods. The greatest challenge to entrepreneurship was lack of sufficient capital.

Entrepreneurship

Approximately 21 of female and 13 of male alumni interviewed were running their own business at the time of this survey (May 2019). This was a big increase from 4% of both female and male alumni who went into entrepreneurship immediately after training. Many of the male youths were operating either bodaboda (motorcycle) transport or general shops both of which provide an estimated monthly income of over KES 20,000. Most female alumni in business were running food kiosks with an estimated monthly income of KES 14,167 (Table 11).

Table 11: CAP YEI alumni in business and estimated average income

Male Businesses	of alumni	Monthly Income (KES per month)	Female Businesses	of alumni	Monthly Income (KES per month)
Bodaboda business	13.6	20,500	Food Kiosk	18.2	14,167
General shop	13.3	21,250	Second hand clothes	10.6	11,857
Barber shop	13.0	8,250	Boutique & Cosmetics	10.6	9,600
Grocery shop	10.0	4,333	General shop	9.1	19,250
Motorbikes repairs	10.0	15,000	Salon	9.1	6,767
Cyber cafe	6.7	22,500	Grocery shop	7.6	7,000
MPesa business	6.7	12,500	Poultry farming	6.1	8,000
Poultry farming	6.7	7,000	Washing services (dishes, clothes)	3.0	3,500
Food Kiosk	3.3	5,000	MPesa business	3.0	12,000
Hawking cigarettes	3.3	5,000	A local Pub	1.5	18,000

Male Businesses	of alumni	Monthly Income (KES per month)	Female Businesses	of alumni	Monthly Income (KES per month)
Making, selling key holders	3.3	2,000	Bead work	1.5	12,000
Milk distributor	3.3	19,000	Butchery	1.5	20,000
Second hand clothes	3.3	7,000	Dairy goat farming	1.5	6,000

The (Breinscope, 2019) reports that more females (77%) go to wage employment than their male counterparts (71%). Fewer (18%) go into self-employment than the male graduates (24%). An equal proportion (6%) of both go for mixed livelihoods. The (NEDG, 2015) evaluation report indicated that there more females (52.9%) than males 47.1% in wage employment, but this was reversed about six months after the completion; more females (40% than males 27%) started their own business. Those in business did not easily change types unlike those in employment; only 13 of male youths and 3 of female youths in businesses have ever changed type of business.

3.3. Employer perspectives and practices

Data was collected from the employers that CAP YEI worked with revolving around three aspects where they are extensively involved, and how this could have influenced the alumni growth: (1). Employment opportunity identification, (2). Involvement in the training, and (3). Graduate uptake and development.

Involvement in market scanning (opportunity identification)

The employers interviewed were not quite familiar with CAP YEI's Market Scanning process. A number of them got to know about CAP YEI when facilitators approached them seeking for on-job training, internship and job opportunities for their trainees. Other interactions include invitation to seminars and trainee mentorship programs.

The employers reported more on work prospects in sectors believed to be for male employees such as building and construction, security, electrical and automobile. Employers alluded that these sectors require employee physical strength, which is the reason why women avoid them or not absorbed. They advised that those conducting market scans to further explore female-friendly opportunities in those sectors. Discussions with the human resource of the various industries would help identify positions where women are likely to fit in, or any gender perceptions and preferences. This would, not only help in identifying female-suited jobs, but also how to ensure their sustainability.

Involvement in youth training and on-job exposure

There are few instances where industries are involved in youth training. These include a few interactions (with CAP YEI) when invited to seminars and trainee mentorship programs in the different sectors and entrepreneurship during 3-month period.

Provision of internships and employment

Male dominated industries (building and construction, electronics and electrical, and security) prefer male interns and employees due to the physical strength required. The male employees are also perceived as

being flexible and can easily be transferred in short notices from one site to another, can work odd and long hours, they have relatively high agility, carry out risky assignments (e.g. climbing on top of unfinished building) and in tough conditions.

The managers in automobile said they are willing to employ any gender as long as they have the capacity, ability, knowledge and willingness to carry out the tasks efficiently. However, male employees have an advantage over females, with female employees still 'a new thing' that is yet to be accepted by both the employers and the clients in the automobile industry. Clients also play a role, with the perception that women staff will not deliver quality, hence a preference for men staff. This gives little or no room for employed women to prove their capabilities, leaving most of them frustrated, demotivated, and resigning. In the security industry women are employed to specifically manage (check) female visitors, manage reception desks, churches and stores.

There were more males in the hotel industry due to their perceived willingness to learn, physical strength (carrying furniture and handling drunk customers), willingness to work longer hours, patience, flexibility and agility and flexibility to work in any department. Male staff also have the advantage of not going for extended maternity absences that is an expense since the absent female staff still have to be paid even when not at work. According to the Kenya Laws (rev. 2012), Section 29 of the Employment Act (Chapter 226) a female employee is entitled to three months maternity leave in addition to any period of annual leave she is entitled to, and sick leave if she happens to fall sick during her time of confinement and with the consent of the employer. Male employees are only entitled to two weeks paternity leave with full pay, and it cannot be extended without salary deduction. However, the value of women staff was equally acknowledged. They (the women) are more presentable, approachable, good in public relations, and in handling customers. Hotel employers praised the perceived natural tendencies and effort of women in maintaining cleanliness, order and decorating their surroundings. They also value their perceived communication skills, faithfulness, and not being temperamental.

Sometimes client preferences determined which gender to be employed for particular positions. In the garment manufacturing industry, there were no gender preferences, but there are fewer males than females training for this field due to perception on garment activities being a female field.

Female youths are more preferred in beauty, hairdressing and massage sectors. Most males only work as barbers. There was a preference for female employees above 30 years because they are considered mature and are in more stable family relationships.

Employee development and growth

Factors used in retaining employees include competence, passion (for the work), flexibility and hard work. Personality traits include good behaviour, communication skills, patience, tolerance, good interpersonal skills, respect, timeliness, and faithfulness as important personality traits that workers must have. Women

were praised for their faithfulness and trust hence tend to be given assignments that require handling of money.

Factors considered by employees in staying with an employer include promising growth prospects, better salary terms, prompt payment, good working conditions, friendly supervisors and workmates. Others are a liking for their job and the employer. Male employees were observed to be relatively patient and tolerant (of unfavourable working conditions), unlike female employees who, despite lower remuneration, have a choice of depending on their parents or spouses.

The study then explored ways in which employers support their workers and how this affects the male and female staff. Most CAP YEI alumni come from poor backgrounds with little money to pay for transport and accommodation especially during internship and the initial months of employment. This is one of the factors contributing to frequent job changes, especially by female employees who are less flexible. As a result, some companies in the security industry give three months' accommodation to employees relocated from their home area. Other support provided include the provision of working tools (in the automobile and construction industries), uniforms, salary advances, time off for illness (sick leave) and insurance cover benefits such as the National Hospital Insurance Fund (NHIF).

When asked why and how employees depart from their jobs, the responses were varied. Delayed salary is a challenge for both genders because the pay is small and they work with tight budgets. This has led to employees leaving work and seeking opportunities in other places (*"greener pastures ideology"*). Managers fire employees that are poor performers or due to extended absence because of illness and going for further education. Some industries have seasonal operations e.g. tourist hotels in Coast region. During the low season employers are forced to let most of their employees go and those who are left are sometimes paid a reduced salary.

External factors also play a role in how long staff can stay employed. Social and family responsibilities expected from women such as taking care of children, parents and husbands affects their survival and longevity in jobs. In many other cases it is parents, guardians and husbands that make decisions (such as taking up jobs, staying or relocating) for young female employees. Many will leave employment after getting married or pregnant. Male employees will drop out or are fired due to drunkenness, laziness, disorderliness, disrespect to the bosses and clients, gambling, lateness, and untrustworthiness (e.g. stealing). Some males also leave in search of better job opportunities, and if they do not have a passion in the job.

Industrial working challenges to youths by gender

Automobile industry

The working conditions of most employers in this industry are quite constraining. Many are not 'standard garages', for example lack supportive technology such as servicing fissures or lifting gear to reduce

employee fatigue. Many have no shed covers requiring work to be done under the scorching sun and work is disrupted during rainy periods. This causes major discomfort with garage employees.

Many clients in this industry do not have confidence in female workers. The females are disadvantaged in handling related tasks. For example, most of them do not know how to ride motorcycles, yet they are expected to work and test them. They do not show as much passion and interest in the work as their male counterparts. Compared to the male workers, they fear and worry about suffering small injuries. The only thing that negatively affects the male youth in this industry is poor pay.

There is no fixed wages and work pay is commission-based, depending on the number vehicles/motorcycles handled. The resulting monthly pay ranged between KES 9,000 and 30,000.

Hospitality

The industry suffers varying seasonal demand, which dictates number of employees that can be employed at a particular time. The variations also affect the salaries. It is an industry that requires long working hours and results in employers taking a bigger number to allow working in shifts. This affects the extent to which salaries can be raised for individual employee.

According to respondents in this industry, CAP YEI only produces graduates with basic knowledge. The employers require the institution to train the youth more so that they can perform to the standards required. Long working times and late hours is a challenge to many female employees. Insufficient salaries lead to job changes especially by the male employees.

The salary paid depends on the various departments. Those working in the kitchen start with entry levels of between KES 15,000 – 17,000. The entry-level salary for those in housekeeping, general services and other departments is about KES 12,000. Some employers follow their specific county by-laws on salary scales.

Building and construction:

The number of employees that can be employed depends on services demanded at a particular time. When there are no clients, there are no jobs and vice versa. Employers in this industry reported that female youths are not able to fit in due to the physical work required for workers at those alumni levels. The irregular employment (on and off), results in the youth engaging in other activities, and eventually leaving work.

The payments are based on tasks and number of days worked. The monthly salary is an average of KES 25,000 but this is not consistent. Some youths can go for several months without a contract.

Industrial Garment Manufacturing

There is no preference on gender, however relatively fewer male youths are training in this field. This was attributed to the perception that this is a feminine industry. Female employees retain jobs relatively longer compared to male employees. The average entry level is KES 12,000. With working experience, the salary varies depending on the kind of machines the employees are able to operate.

Electrical and electronics

The industry faces a continuity challenge because of the reliance on tenders from clients. This limit or demands high number of staff that can be employed at a particular time. Many of the CAP YEI alumni only get to learn the basics. The employers have to spend time and money in guiding and further training. This industry is also characterised by irregular employment, which affects continuity for growth.

Most of payments are on daily basis, varying between KES 800 and 1500 per day, depending on the client and location. There are no differences of payments by gender, the differences are dependent on location. Those working far away from home will earn higher (to cover extra costs such as accommodation). Somehow, this favours young men who are more flexible and readily available to move 'anywhere' and working odd hours.

Hairdressing and Beauty

The demand for employees in this industry will depend on services demanded. The industry is strongly driven by clients' satisfaction and there are those who demand to be served by specific staff (repeat visits). It takes time for the workers to learn how to deal with different clients.

Payment is commissioned based. Those working in the beauty and barber department get 40 and those in hair plaiting get 50. The monthly average is KES 15,000. Those who earned fixed salaries are paid an average of KES 10,000. There are no differences of payments by gender, instead, the differences are based on the departments and whether you are on fixed salaries or commissions.

Security and guarding systems

The female employees are affected by working time (punctuality, late hours) due to family responsibilities. The female workers select which departments to work in. From KII interviews, female youths suffer low self-esteem, always believing that they will get better advice or connection from somebody else. No such handicap was observed with the male employees. However, those (males) below 27 years appear not quite settled in such work and frequently leave or job hop. This industry requires assertive people and, thus the employers prefer hiring mature persons (above 30 years). The entry-level salary is an average of KES 12,000.

4. Analysis

This study affirms the observation that there is a difference in career development and growth patterns along the youth gender lines. Gender differentiated economic activities and skills are found even before youth join CAP YEI, which then influence their careers choices. This appears to be common attitude supported by cultural and traditional role allocation. This gender biased choice starts to influence how male and female fare after training, especially when the career paths affect remuneration and growth. CAP YEI also recruits students from disadvantaged backgrounds. This means that most alumni start from limited resource base that affects how they settle down to work where opportunities present themselves. This affects especially the female graduates who usually do not have the means to cover costs of housing or transport and even working materials, where required.

The pre-training activities, such as market scanning, are affected by such outlooks. CAP YEI's market scans only reveal the state of the (labour) market circumstances in a particular locality at the time of the study. Despite the deep-rooted gender-suited profession attitude, it is possible for CAP YEI to design them in ways that will deepen an understanding of what can serve both youth gender; to present available AND potential gender related demands.

We observe that gendered-job stereotyping is present during mobilization and the youth parents/guardians maintain those attitudes. CAP strives to break this perception during recruitment (through Interest Inventory Tests (IITs)) and while the youth are in training (life skills training and counselling). The demand for CAP YEI courses is gendered but the offering the institute is more gender fair. Reports of youth from either gender taking up professions that undermine the cultural attitude is evidence that there is a degree of success in this. To break this further, CAP YEI may have to strengthen this line of training, counselling and support. In addition, this includes using approaches that are both internal (how they engage the youth and their parents) and external (promoting through public awareness and policy messaging). Despite those attempts, there was evidence of slightly higher female youth enrolment rates into the CAP YEI training centres. Reasons for low number of males contributes to the varied ease with which they are able to get engaged elsewhere, compared with the female youth. The later are already engaged in livelihoods such as motorbike transport (bodaboda) and working as casual labours. CAP YEI may strive to balance this intake but this is a pointer that BEST training stands to benefit the female youth more, if only their post-training development was addressed.

The direction of prosperity favours the male youth. The greatest forces influencing how the different gender prosper after training appears therefore to be the job opportunities demanded and available to the graduates and post-training growth trends. CAP extends its support to its graduates through limited follow-up programs (checking in on the alumni and employers for a number of months). The plea by the alumni that this support be extended further shows that they require this to survive and grow (prosper) where they are. Especially female alumni who suffer most from

While CAP YEI continues with its gender-inclusive training program, the institute may have to find ways of sharing this interest with communities (culture custodians), employers and policy makers. CAP YEI will be joining numerous such voices, but its message of how variedly male and female alumni fare will be a key contribution.

This study was a one-time survey and the data collected could not be used for a projected analysis of how the youth will fare, compared to the (UMN, 2018) analysis. Therefore, it is not possible to present the expected youth's livelihood or income trajectories. The recommendations made hereafter are based on factors within CAP control and influence and factors beyond that influence.

5. Recommendations

5.1. For factors within CAP YEI's control

Market scanning

Should strategically consider unique gender perceptions, interests and needs for target youth development. CAP YEI should continuously address and challenge societal perception about the hazards of job-specific gender-matching. This should be extended to all interactions with all stakeholders, not just during market scanning. During market scanning, employers will advise appropriate entry points for males and female job and the key elements that should be included in a three-month skills course. While following the CDACC guidelines in developing course content, there should be a special focus on learning needs likely to be presented by the different youth gender. There is need to incorporate courses relevant to those interested in entrepreneurship, which present almost equal success chances to both male and females.

CAP YEI should also address (and minimize) the job -gender stereotyping and resulting perception of 'soft' and 'hard' courses and preference by the youth and community at large. CAP YEI could find ways of gender to consider and take up any course as long as they are interested, feel suited and qualify. Where possible, CAP YEI could invite career counsellors to help with this. There also is need to consider trainees abilities and disabilities of students. For instance, a student can score high in security but are disabled and cannot fit. On trainee recruitment, the waning interest by male youth requires attention.

At induction

The induction life skills training should continue. All the youth expressed gratitude for the ways this addressed their fears, concerns and interests. The youths' Peer Groups are important because the youths are able to influence and support each other. CAP YEI should use these groups to address any gender-based challenges

During class room training

The formation and strengthening of peer groups should continue because the youths highly influence each other and could use the system to address their gender-based challenges. Respondents asked for

increased practical training. Exposure increases confidence among youths. A suggestion was also made to ensure acquire training materials modern machines and equipment that enable either youth gender to learn. Regular exposure visits to sites with these facilities would also help.

Students should be made aware of gender-based employment challenges throughout the training period. Some of these include scarcity of jobs, low-beginners' salary, the value of being pro-activeness and hard.

The female youths face social challenges that can be handled while they are learning. There is a need for social protection/support for the female students and alumni. This includes being prepared to learn or work while taking care of family. Likewise, there is a parallel need for men to learn to take care of a family while working or learning. There is need for a continuous training on ways of dealing with gender-based harassment. Inviting counsellors for motivation talks is a possible approach. CAP YEI should also ensure those female students who drop courses to attend to their families are followed up and encouraged to continue.

Strategically organized exposure tours to address skill-gender perception is suggested. For instance, male students doing hair and beauty can be taken to Miadi Kenya, Nice & Lovely industries. Ladies interested in automobile services can be taken to Toyota Kenya etc. The key informant who suggested this say these visits will excite and encourage the trainees to take greater and more committed interest. Successful alumni in the different industries can play a key role in encouraging and mentoring the trainees. Working female alumni help address fears and improve ways of preparing their fellow students.

Entrepreneurship training

A good number of female trainees were interested in or started small business when they joined CAP YEI. This interest and the increased training in knowledge and skills should be sustained even during the three-month training. Where possible, CAP YEI can promote Business Clubs, which can also be formed during Peer Group formation. Aspiring male and female entrepreneurs can be trained or linked to relevant service providers for registration, business planning and management, financing and marketing. CAP YEI should join forces with other sources of micro-credit to address access to finance.

Post-training support

CAP YEI needs to have close monitoring especially for female students during assignment visits. Female alumni recommended the follow-ups be extended to one year after their training. They also need to establish a structure where female students feel comfortable reporting harassment cases. Strengthening the role of peer groups could support CAP YEI in this. Female alumni require self-esteem/morale boosting and follow-up visits could help address this. Female students also prefer visits that are locally available and not out of town. *"I was pregnant at that time and could not fully participate in some field visits, but my group was very supportive, CAP YEI should continue supporting everyone the same way", one of the female alumni said.* CAP YEI has developed a **Sexual Harassment Policy**, whose implementation should be supported and monitored for effectiveness.

Using economic benefit analysis (wages, business incomes, etc.) to demonstrate how female alumni were not faring compared to their male counterparts may not demonstrate the full post-training trajectory impact. The fate of the female alumni should be studied using other parameters (e.g. social and psychological gain, etc.).

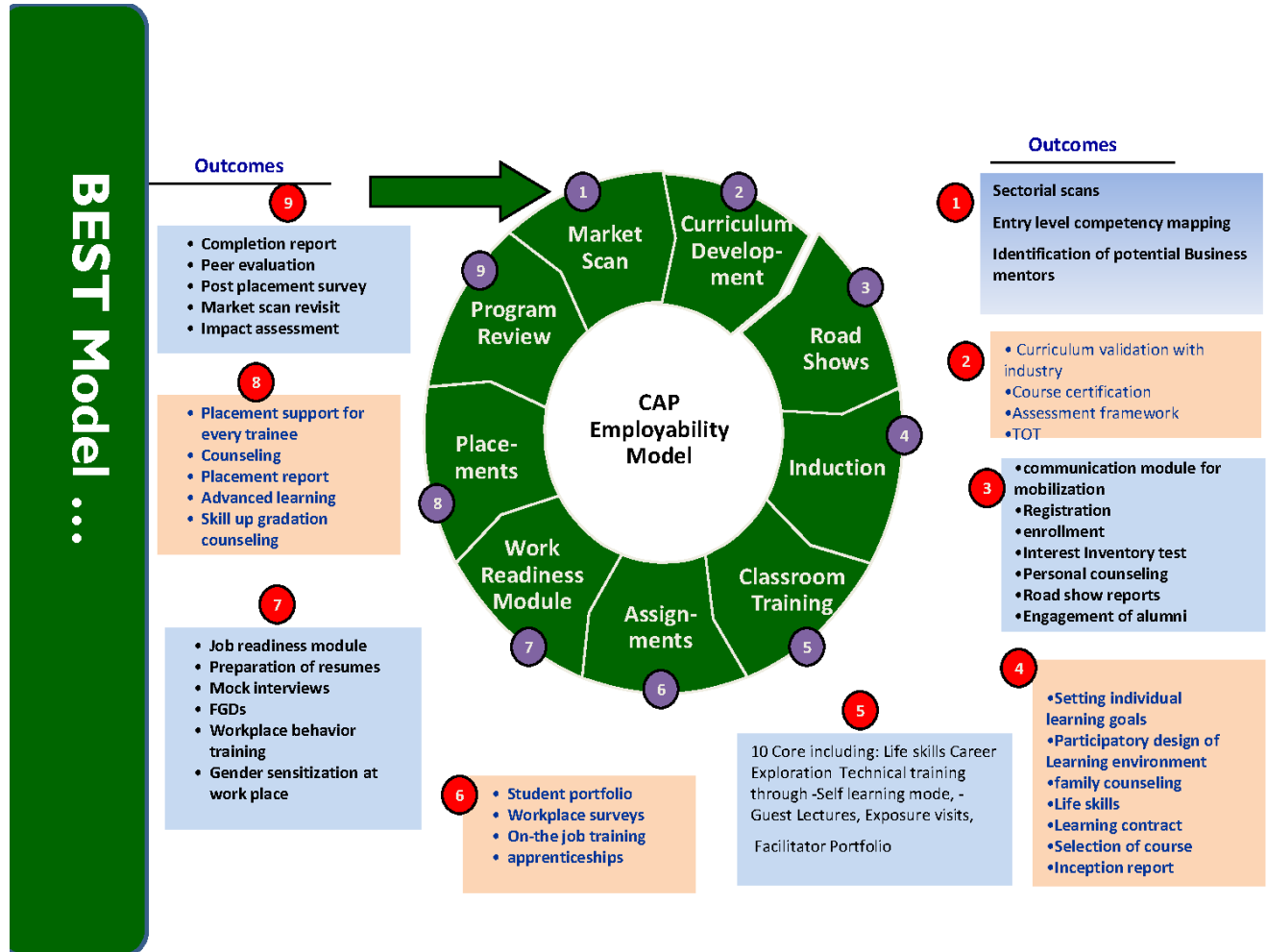
5.2. For factors beyond CAP YEI's control

There is a strong cultural attitude to what professions or career are suited to which gender. CAP YEI could join forces with like-minded fair gender promoters through various approaches.

4. Communicate the gender varied prosperity trajectories through public awareness forums and policy briefs. CAP YEI is already doing advocacy work but needs to do more to create more awareness especially to the larger community.
5. Design the course publicity forums to include the suitability of both male and female youth for all professions.
6. Interact and communicate with potential employers about the suitability of gender for any profession, promoting cases where this works out.

6. Annexes

6.1. The BEST model



6.2. List of industries visited

Industry	Name/Business Name	Location
Automobile	Maruti Garage	Machakos
	Njoros Garage & Autospares	Thika
	Sonlink Motors	Narok
	Makumu Automobile	Voi
	George Omondi	Mazeras
	Mangale Automobile	Ukunda
	Adan Automobile	Malindi
	Mwala Garage	Malindi
Hospitality	T-TOT ANAM TOWERS	Machakos
	Mashpack Hotel	Ngong Road
	Amazing Grace Hotel	Thika
	Anabel Guest House	Nyeri
	Mara Frontier	Narok
	Eagle Palace	Nakuru
	Tumaini Supermarket (Bakery department)	Kisumu
	Azura Restaurant	Nyali
	Jambo Travellers	Mtwapa
	Jacaranda Hotel	Ukunda
	Pride-Inn	Nyali
	White Elephant hotel	Malindi
	Macram House Hotel	Lamu
	New Railway Resort	Voi
Industrial garment manufacturing	EquitorApparell	Nairobi
	Simba Apparel	Mombasa
Building and construction	Fahari Blocks Ltd	Athi River
	James Contractor	Voi
	Munyau Albanus	Lamu
Hair dressing and Beauty Therapy	Unique Palace	Komarock
	Serenity Saloon	Thika
	Tallys Executive Kinyozi	Nakuru
	Kensal Salon (united mall)	Kisumu
	Loise Salon	Mtwapa
Margaret Salon	Voi	
Electrical & Electronics	Kyamvic Electrical Contractors Ltd	Nairobi
	Ken Maina	Mombasa
	MunyauAlbanus	Mombasa
	LAWASCO	Lamu
Security	Hatari Security	Nyeri
	Catch Security	Nyali
	Robinson Security Group	Ukunda
	Securex Security Group	Nyali

6.3. Key informant interviews

Institution, Informant Name	Role
CAP YEI Management Staff	
Ndungu Kahiu	Group discussion at head office, Nairobi
James Chepyegon	
Ashok Akanthi	
Dennis Muchiri	
Chris Mukui	Coastal Regional Coordinator
Ministry of Education TVET Authority	
Representative from the TVET Office	Key Informant Interview

6.4. Number of male and female trainers in CAP YEI Centres

CAP YEI Centre	Number of Male Trainers	Number of Female Trainers
1. Machakos	1	2
2. Athi River	2	1
3. Buruburu	4	1
4. Thika	2	2
5. Othaya	2	1
6. Narok	1	2
7. Nakuru	1	3
8. Kisumu	2	2
9. MCK Mombasa	3	1
10. Mtwapa A	4	1
11. Mtwapa Portable	3	1
12. Voi	4	2
13. Mikindani	1	3
14. Mazerias	2	1
15. Likoni	3	0
16. Ukunda Center	4	0
17. Muyeye - Malindi	1	2
18. Lamu	4	0

6.5. Examples of IIT scores for two students (male and female)

IIT scoring - Female student- Edna Mohamed

Participant ID Capys/pa/46834

Interest Inventory Answer Sheet

Date 23/08/2019 Road Show Area BAMBURI

Name of the Student Edna Mohamed Hamisi

Address 0751863000
0727690711

1	R	2	A	3	S	4	I	5	E	6	C
Yes	-	NO	Yes	Yes	o	Yes	v	Yes	x	Yes	x
7	I	8	E	9	S	10	A	11	C	12	R
Yes	o	NO	Yes	-	Yes	x	Yes	x	Yes	.	
13	R	14	I	15	A	16	S	17	E	18	C
Yes	-	Yes	o	Yes	x	Yes	-	Yes	v	Yes	x
19	R	20	I	21	A	22	S	23	E	24	C
NO	-	NO	NO	NO	Yes	-	Yes	v	NO		
25	C	26	E	27	S	28	A	29	I	30	R
Yes	x	Yes	v	Yes	-	NO	Yes	o	Yes	.	
31	R	32	S	33	I	34	E	35	A	36	C
Yes	.	Yes	-	Yes	o	Yes	v	Yes	x	Yes	x
37	R	38	S	39	I	40	E	41	A	42	C
Yes	.	Yes	-	Yes	o	Yes	v	NO		Yes	x
43	I	44	R	45	S	46	S	47	R	48	I
Yes	o	NO	Yes	-	Yes	-	Yes			NO	
49	A	50	E	51	C	52	R	53	I	54	S
NO		Yes	v	Yes	x	Yes		NO		Yes	-
55	C	56	E	57	A	58	C	59	A	60	E
Yes	x	Yes	v	NO		NO		NO		NO	
1	GI	2	GI	3	GI	4	GI	5	GI	6	GI
True	v	True	v	false	v	false	v	True	v	True	v
7	GI	8	GI	9	GI	10	GI				
false	v	True	v	false	v	True	v				

R 9

A 3

S 10

I 7

E 8

C 8

GI 9

7

Participant ID copye/p2/46834

For Office Use Only

Type of Beneficiary: School Dropout / Physically Challenged / Migrant

Housing Details: Own / Rent / Temporary shelter

Details of: Roof Tiles Wall blocks Floor Tiles Rent 28,000

Education Proof Certificate Address Proof ID

Age Proof ID Income Proof _____

Remarks Accepted Signature of Faculty ~~HEAD~~

Test Score	<u>90</u>	Interest Inventory Test						
Career Orientation	<u>SECURITY</u>	R	A	S	I	E	C	GI
Eligibility	<input checked="" type="checkbox"/>	9	3	10	7	8	8	9
Sign of Faculty	<u>[Signature]</u>							

Higher Test score of 9 in being Realistic social (10) place the trainee into Security course
Student Counseling

Date 23/08/2019

Per Capital Income 1000 Economic Category Re assessed Head

Selected / Rejected. If Selected FOR COURSE Security Systems of guarding

If rejected, reason Kit

Remarks Approved Sign of Faculty ~~HEAD~~

Participant ID Copycat/pa/46834

Interest Inventory Answer Sheet

Date 23/07/2017 Road Show Area Bombur

Name of the Student COHA. MOHAMMED. HAMISI

Address 0751863000
0727690711

R 9
A 3
S 10
I 7
E 8
C 8
GI 9

1	R	2	A	3	S	4	I	5	E	6	C
Yes -		NO		Yes		Yes o		Yes v		Yes x	
7	I	8	E	9	S	10	A	11	C	12	R
Yes o		NO		Yes -		Yes x		Yes x		Yes .	
13	R	14	I	15	A	16	S	17	E	18	C
Yes -		Yes o		Yes x		Yes -		Yes v		Yes x	
19	R	20	I	21	A	22	S	23	E	24	C
NO -		NO		NO		Yes -		Yes v		NO	
25	C	26	E	27	S	28	A	29	I	30	R
Yes x		Yes v		Yes -		NO		Yes o		Yes .	
31	R	32	S	33	I	34	E	35	A	36	C
Yes .		Yes -		Yes o		Yes v		Yes x		Yes x	
37	R	38	S	39	I	40	E	41	A	42	C
Yes .		Yes -		Yes o		Yes v		NO		Yes x	
43	I	44	R	45	S	46	S	47	R	48	I
Yes o		NO		Yes -		Yes -		Yes		NO	
49	A	50	E	51	C	52	R	53	I	54	S
NO		Yes v		Yes x		Yes		NO		Yes -	
55	C	56	E	57	A	58	C	59	A	60	E
Yes x		Yes v		NO		NO		NO		NO	
1	GI	2	GI	3	GI	4	GI	5	GI	6	GI
True v		True v		false v		false v		True v		True v	
7	GI	8	GI	9	GI	10	GI				
False v		True v		false v		True v					

Participant ID copye1/p2/46834

For Office Use Only

Type of Beneficiary: School Dropout / Physically Challenged / Migrant

Housing Details: Own / Rent / Temporary shelter

Details of: Roof Tiles Wall blocks Floor Tiles Rent 28,000

Education Proof Certificate Address Proof ID

Age Proof ID Income Proof _____

Remarks Accepted Signature of Faculty ~~HEHAD~~

Test Score	<u>90</u>	Interest Inventory Test						
Career Orientation	<u>SECURITY</u>	R	A	S	I	E	C	GI
Eligibility	<u>✓</u>	9	3	10	7	8	8	9
Sign of Faculty	<u>HEHAD</u>							

A higher Test score of 9 in being Realistic social (10) places the trainee into Security course
Student Counseling

Date 23/08/2019

Per Capital Income 9000 Economic Category Re assessed Meedy

Selected / Rejected. If Selected FOR COURSE Security systems of guarding

If rejected, reason Kit

Remarks Approved Sign of Faculty ~~HEHAD~~

Cap Youth Empowerment Institute
P.O. Box 50950-00100
7th Floor, Victoria Plaza,
Parklands Road Westlands, Nairobi
info@capyei.org, www.capyei.org
+254 735 656 697

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