

# CAP YEI Pre-Training Survey:

Understanding the characteristics of youth before training

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*Organization: CAP Youth Empowerment Institute*

*Author: James Chepyegon*



## **1. Executive Summary**

CAP Youth Empowerment Institute is implementing a youth skills development program in Kenya in partnership with MasterCard Foundation for the last six years. The target youth for this program are those who have been out of school (Standard 8 and secondary school; both dropouts and graduates) at least for a year and are aged between 18 and 25 years. The second batch of the training for the second year was enrolled in January 2018. CAP YEI commissioned a pre-training survey to evaluate (1) demographics, (2) investigate work skills and income strategies and (3) aspirations of the participants enrolled in this batch of training. The key purposes of conducting this survey are to understand youth characteristics in the key domains of skills training as well as establish baseline data that would be used to track changes in youth post training at CAP YEI.

This study involved a random survey of 562 out of a possible 1,600 participants who enrolled in the program in January 2018. Majority of the respondents of this survey were female youth (65%) while the male counterparts were 34%. Participants filled a survey administered through ODK platform in Android Phones. Majority of the respondents are youth between the age of 18 and 20 years (53%).

Key findings included characteristics of youths' education levels, employment status, business ownership, other earning strategies, account ownership, and what youth want to accomplish after the training. It was found that over 90% of all the respondents were Form Four graduates. Majority of these youth do not have employment at the time this survey was conducted—only 2% said they had jobs while 5% said they were running their own businesses. However, in responding to an inquiry on their income strategies, 22.8% of the respondents said they earned money from jobs, another 19.2% said they earned from running own businesses, and yet another 16% said they earned from both employment and from running own businesses. This can easily mean about 58% of all the respondents were engaged in some form of livelihood before enrolling into CAP YEI program. In addition to earning money, 45% of the respondents said they had opened bank accounts but only 38% said they were saving money in those bank accounts before they joined the training program.

While the youth indicated that they already possessed some work skills, majority (47.7%) said their intent of training in this program was to acquire new skills while the next large group said they wanted to access jobs with the training as the avenue—mostly in the hospitality and security sectors. Essentially, majority are participating in this training that, hoping it will lead them to a job or a better job. They hope to get these jobs with the help of information they get, mainly, from the internet, training provider, and from their social networks.

Because of the differences in the statistics for employment and businesses ownership and for the earning strategies, there is need to do an in-depth study on youth employment and business engagement as well as their earning strategies prior to enrolling into skills training program.

## **2. Introduction**

### **2.1. Background information of Kenya**

While Kenya has shown progress in promotion of human capital development, including improved access to education, health and sanitation, and more people moving to the middle class, millions of the citizen, especially youth remain disadvantaged according to a UN report released in the beginning of December 2017.

Mass joblessness is a major inhibitor to the country's economy because it forces this large population category of unemployed adults to depend on the small number of working relatives and stretches family resources, making it difficult for them to save or invest.

The high level of unemployment has also left Kenya with one of the highest dependency ratios in the world at 75.4% arising from the large number of youths (children under 15 years) in every family.

Most importantly, the country's income inequality level of 33.1%, which is only second to Rwanda's, means wealth is held by a few, making it the main driver of runaway unemployment. Kenya's unemployment problem is also attributed to the slow growth of formal sector jobs even as the country continues to produce thousands of university graduates every year.

As a result, the country's economy is missing out on the labor dividend it should be reaping from the large proportion of her youthful population in terms of foregone productivity, innovation and consumer market growth. It was in this context that CAP Youth Empowerment Institute started training of youth in labor market demand driven employability skills since 2012 as a strategy to enhance youth absorption into the labor market.

CAP youth Empowerment Institute has been implementing a youth basic employability skills training program under the Basic Employability Skills Training (BEST) model in Kenya. The second phase of the training was started in September 2016 after successful bid for extended funding of the program. The new phase is intended to train 23,000 youth directly through demonstration and replication strategy as well as 39,000 indirectly through capacity building.

Through rigorous monitoring and evaluation of the program activities, the program management and implementing staff is able to know the effects of each of the program activities on youth, learn what works or not, determine the progress towards achievement of the projects objectives and goals, and take learning points to improve the program.

A pre-training evaluation of youth who joined the training about in January 2018 was conducted to understand the characteristics of the youth—their ages, marital status, education level, current income strategies, and work skills status. In addition, this pre-training survey intended to understand youth financial literacy including budgeting, savings, and borrowing. By understanding the youth characteristics before the training, CAP YEI is able to prepare and implement a customized skills training and entrepreneurship program that would cater for the youth needs as well as use this data as benchmark to determine changes in youth after the training.

## **2.2. Methodology**

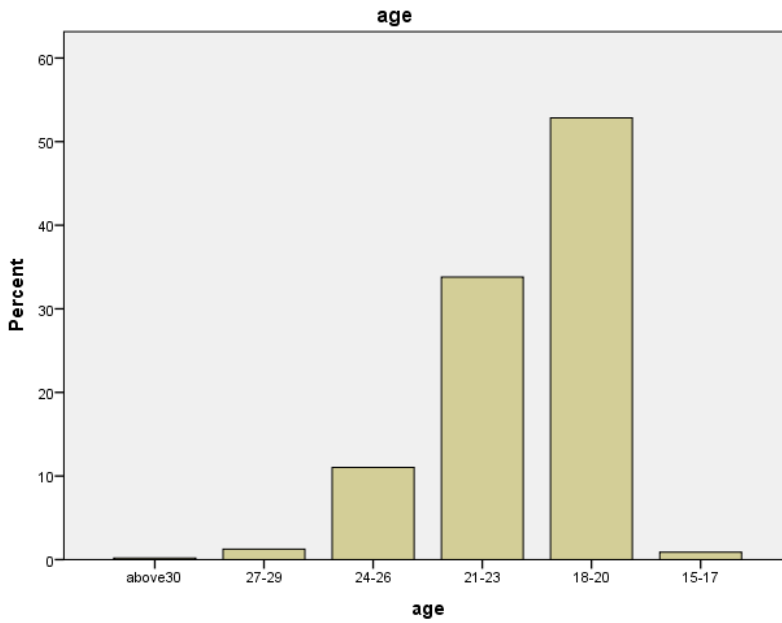
This pre-training survey was conducted among 562 randomly selected new program enrollees who started training in January 2018. The survey was administered through ODK Application tool available on Android cell phones. The objective of this survey was to establish the characteristics of youth before training that would enable CAP YEI implement a customized skills training delivery approaches as well as use this data as a benchmark to determine changes in youth after the training. The findings of this survey are presented in the next section.

## **3.0. Findings.**

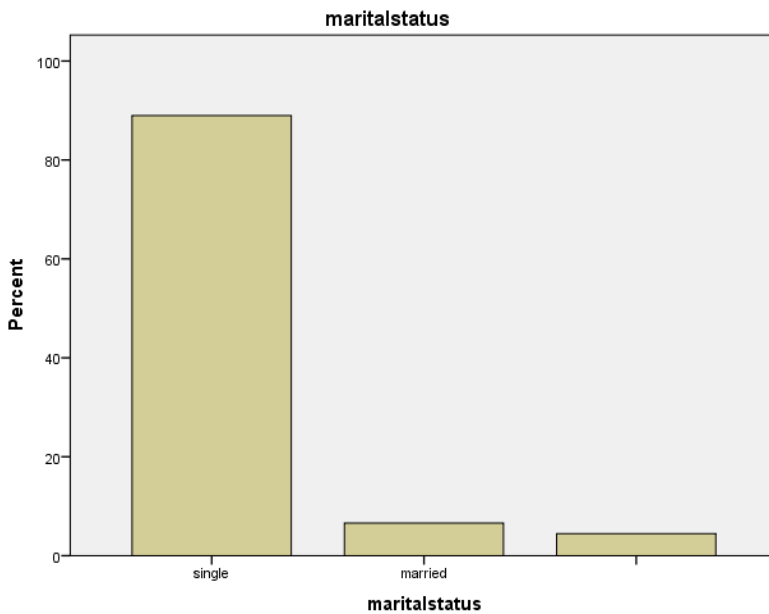
While the survey targeted not less than 1,600 new enrollees in the training, only 562 filled the survey. A part of the reason why fewer participants filled survey was majorly owed to the technological challenges. Fewer trainees had smart phones with ODK Application they needed to access the survey. However, the number of trainees who participated in filling this survey is scientifically sufficient to give us data to generalize the characteristics of the whole population. Of all the 562 who filled this survey, 192 representing 34% were male while the rest 364, representing 65% were female youth. Only 6 or 1.1% did not declare their gender as shown in Table 1 below.

<b>gender</b>				
	Frequency	Percent	Valid Percent	Cumulative Percent
male	192	34.2	34.2	34.2
female	364	64.8	64.8	98.9
	6	1.1	1.1	100.0
Total	562	100.0	100.0	

Majority of the youth who filled the survey are aged between 18 and 20 years, representing 52.8% followed by those between 21-23 years, representing 33.8%. There were five youth who indicated they aged less than 18 years (aged between 15 and 17 years. In addition, 8 youth said their ages were 27 years and above as shown in the Figure 1 below.



Of all the survey takers, majority, almost 90% were not married while 6.6% said they were married. The rest 25 or 4.4% did not indicate their marital status as shown in the Table 2 below.

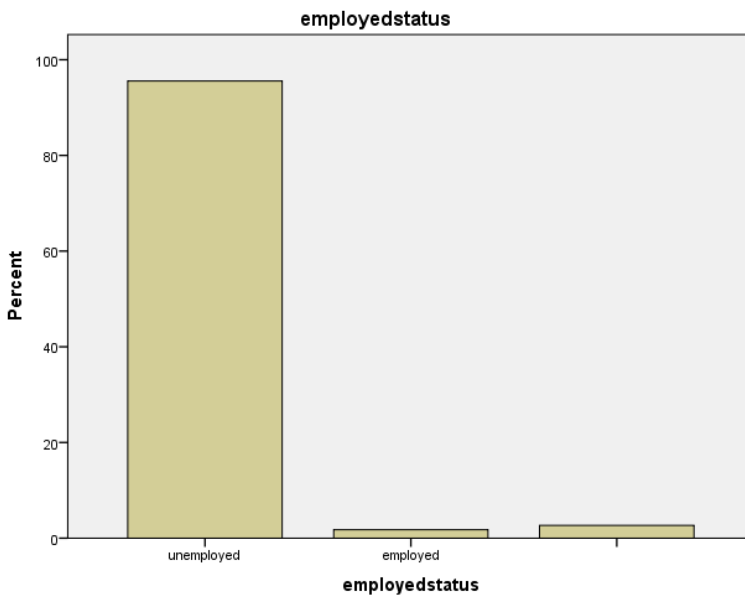


When asked about their highest education qualification, survey participants responded as shown in the table 2 below. Majority (90.6%) of the total sample had completed form four or secondary school. There were few who said they were secondary school dropouts, class eight graduates, as well as college graduates. Only one of the participants had less than class eight education qualifications.

**Education level**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
std8	19	3.4	3.4	3.4
Sec dropout	16	2.8	2.8	6.2
form4	509	90.6	90.6	96.8
college	8	1.4	1.4	98.2
Below std 8	1	.2	.2	98.4
	9	1.6	1.6	100.0
Total	562	100.0	100.0	

One of the questions in the survey inquired of the employment status of the youth before they enrolled into the program. 96% of the participants said they did not work in any employment opportunity while 2% said they had employment positions before they enrolled into the program. The rest 2.7% did not provide their employment status as shown in the figure below.



The survey also asked youth about their business or entrepreneurship status. Of all the respondents, only 4.6% said they owned businesses as shown in table 3 below. However, the youth responded differently when asked about how they earned money.

**Business ownership status**

	Frequency	Percent	Valid Percent	Cumulative Percent
Do not own business	529	94.1	94.1	94.1
Valid Own business	26	4.6	4.6	98.8
	7	1.2	1.2	100.0
Total	562	100.0	100.0	

While majority of the youth said they did not have jobs or owned businesses, this was a sharp contrast from what they said about their income strategies. The number of the youth who said their income strategy was through business increased to 108, representing 19.2% from 4.6% who initially said they own business. In addition, the number who said they earned money through employment increased to 128 (22.8%) compared to only 2% who said earlier they held employment positions as shown in Table 4 below. Interestingly, 90 or 16% youth indicated they earned money from both employment and running businesses, confirming previous studies indicating that Kenyan youth engage in mixed livelihoods.

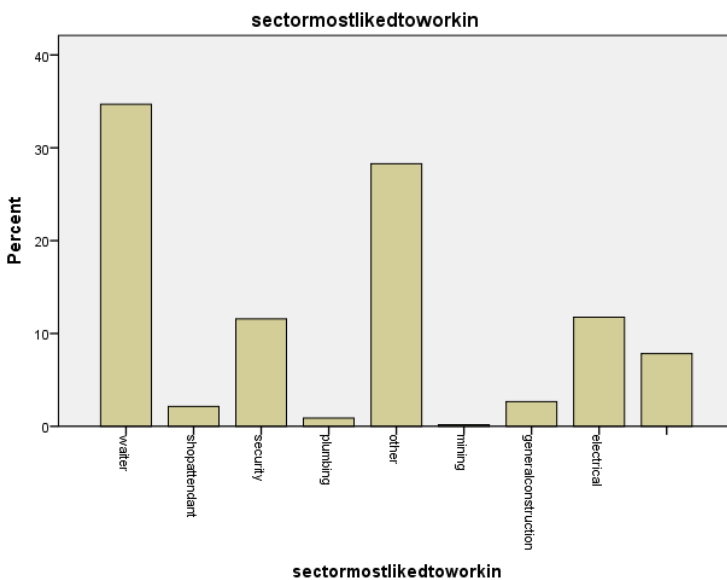
**Income strategies**

	Frequency	Percent	Valid Percent	Cumulative Percent
My business	108	19.2	19.2	19.2
employment	128	22.8	22.8	42.0
Both empl & business	90	16.0	16.0	58.0
	236	42.0	42.0	100.0
Total	562	100.0	100.0	

When asked about their current work skill, respondents indicated they possessed a myriad of work skills. Only 105 or 18.7% said they did not have any work skills. A single large category of youth with work skills was those who worked as waiters or waitresses, followed by those who said they had electrical skills.

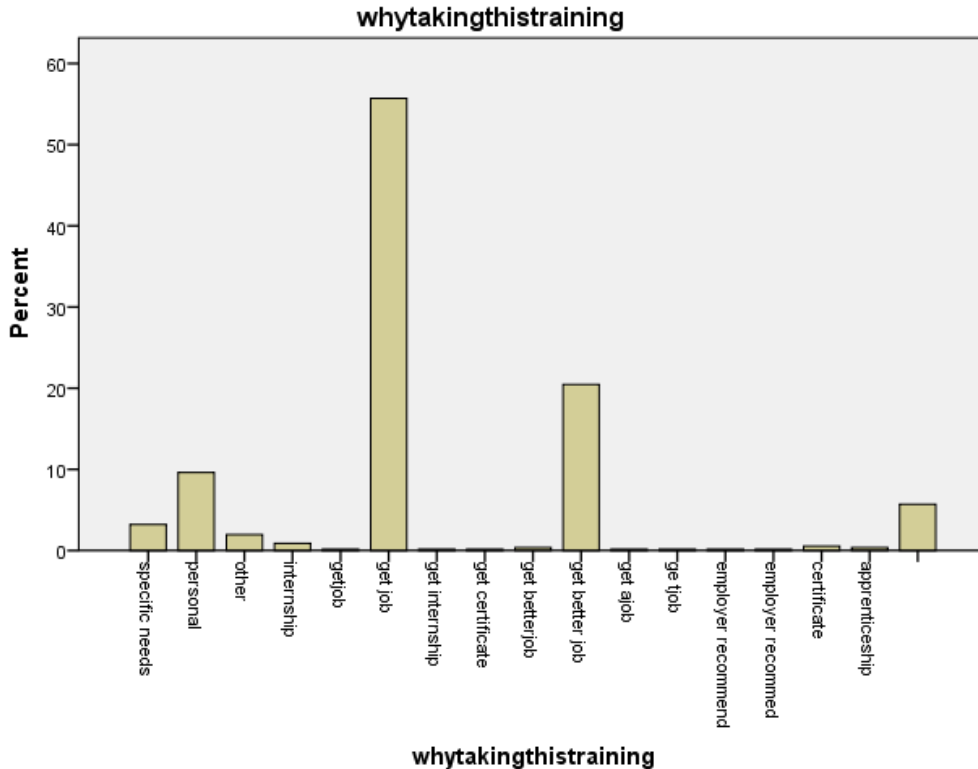
Current work skill				
	Frequency	Percent	Valid Percent	Cumulative Percent
waiter	114	20.3	20.3	20.3
Shop attendant	22	3.9	3.9	24.2
security	33	5.9	5.9	30.1
plumbing	3	.5	.5	30.6
other	211	37.5	37.5	68.1
mining	2	.4	.4	68.5
General construction	16	2.8	2.8	71.4
electrical	56	10.0	10.0	81.3
	105	18.7	18.7	100.0
Total	562	100.0	100.0	

The respondents were asked about the sectors they most liked to work in. Interestingly, youth preferred to work in employment sectors in which they already had a prior experience or skills. Majority of the youth said they preferred to work as waiter followed by those who would like to work in the security sector.





When they were asked why they enrolled in the training, respondents provided a variety of reasons as shown in the figure below. Majority (60%) of the youth said they were enrolled into the skills training program so they could access jobs while 20.5% said they wanted to get better job as show in the figure below.



One of the key components of CAP YEI program is to support income earning youth (either from business or jobs) to save their money, especially in bank accounts. The table below shows that 45% of respondents had opened bank accounts before joining the training program while 53% had not as shown in the table below. The remaining 11 respondents did not say whether they had opened bank accounts.

**Have you opened bank account**

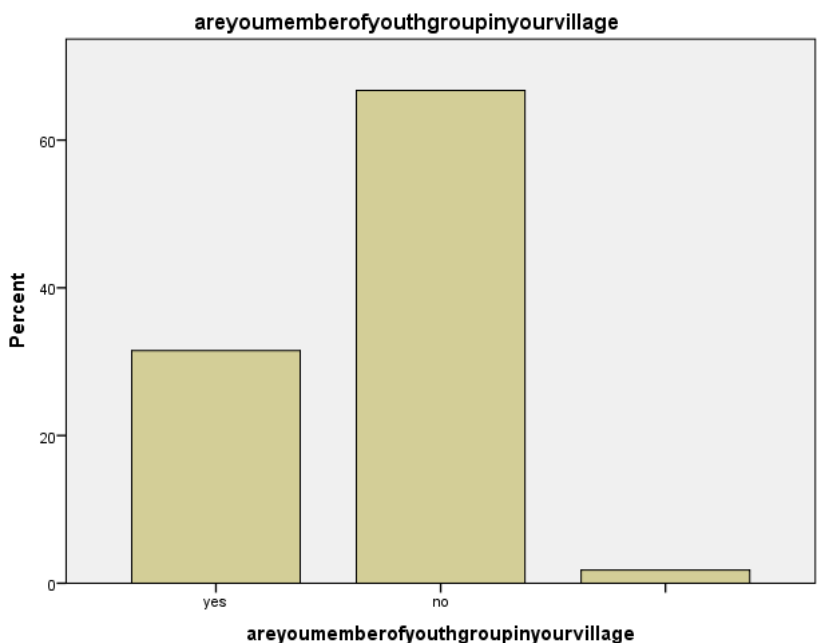
	Frequency	Percent	Valid Percent	Cumulative Percent
yes	253	45.0	45.0	45.0
no	298	53.0	53.0	98.0
Valid	11	2.0	2.0	100.0
Total	562	100.0	100.0	

The number of respondents who save money in their bank accounts is slightly lower than all of the respondents who said they had bank accounts opened. While 45% of all the respondents said they had opened bank accounts, only 38.6% were saving money in those accounts. 57.7% of the youth polled said they did not save money as shown in the table below.

**Do you save in bank account**

	Frequency	Percent	Valid Percent	Cumulative Percent
yes	217	38.6	38.6	38.6
no	324	57.7	57.7	96.3
Valid	21	3.7	3.7	100.0
Total	562	100.0	100.0	

Organized groups of youth in Kenya benefit from public lending and savings programs. CAP YEI would like to know the level of knowledge and experience of youth to leverage on organizing them into existing groups or to use the learning from these groups in organizing new groups. 31.5% of all the respondents said they had been members of their village youth groups while 66.7% were not as shown in the figure below.

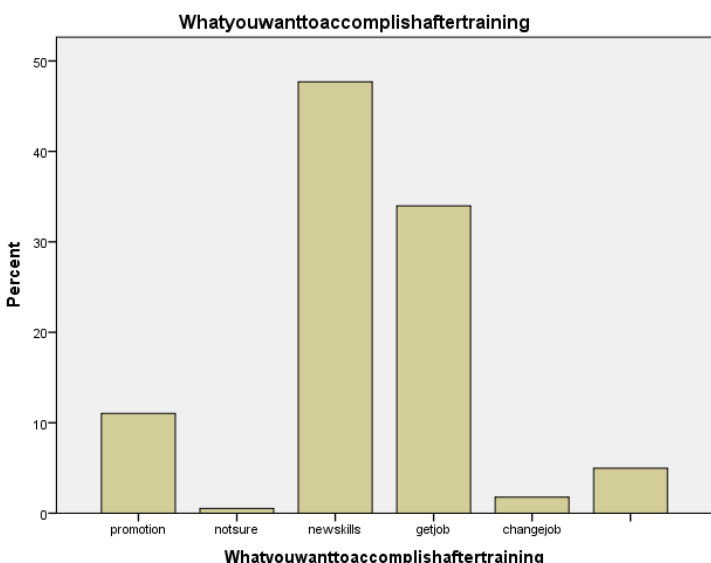


It is also very important to know of the resources youth use to access jobs in their respective communities. When asked of their sources of information about job opportunities, majority (42.3%) of them said the internet was their source as shown in the table below. 20.8% said their training provider was the source of information while 17.1% said they depended on their social networks to get such information. Other few groups had church, career centers, and advertisements as sources of information about jobs.

**Your source of information about job opportunities**

	Frequency	Percent	Valid Percent	Cumulative Percent
Training provider	117	20.8	20.8	20.8
networking	96	17.1	17.1	37.9
internet	238	42.3	42.3	80.2
church	33	5.9	5.9	86.1
Career center	25	4.4	4.4	90.6
adverts	47	8.4	8.4	98.9
	6	1.1	1.1	100.0
Total	562	100.0	100.0	

When youth were asked about what specifically they intended to accomplish from the training, majority of them (47.7%) said they wanted to acquire new work skills while the next large group (34%) said they wanted to get a job after the training in the skills program as shown below.



Respondents were asked about their level of satisfaction with the distance of the training centers from their homes, the duration of the skills training, and the cost of the training. 97.7% of all the respondents said they were satisfied with the location of the training centers, 99.1% were satisfied with duration of training, while 97.3% were satisfied with the cost (Ksh. 2,000 or \$20) of training. CAP YEI started piloting cost sharing program in the training in which youth would pay 2,000 shillings. The pilot ended and the roll-out of the cost sharing was implemented fully in January, starting with these respondents. If 97.3% are comfortable with the cost sharing, this is quite encouraging to CAP YEI, especially in terms of scaling up and sustaining the program post the current MasterCard Foundation Funding that will end in 2021.

Are you satisfied with cost of attending training

	Frequency	Percent	Valid Percent	Cumulative Percent
yes	547	97.3	97.3	97.3
no	6	1.1	1.1	98.4
Valid	9	1.6	1.6	100.0
Total	562	100.0	100.0	

#### **4.0. Conclusion and recommendation**

The training offered at CAP YEI has a greater attraction for female youth more than the male youth. A large proportion of these trainees are youth between the ages of 18 and 20 years and Form Four leavers. Majority of them enrolled into the program to acquire new skills that would lead them to new or better jobs. Already, there is mixed response from the respondents about their earning strategies verses having a job or running own business—while only 2% and 5% said they had jobs and ran own businesses respectively prior to joining the program, their responses to earning strategies shows more of these respondents were engaged in employment and business livelihood opportunities.

Because of the differences in the statistics for employment and businesses ownership and for the earning strategies, there is need to do an in-depth study on youth employment and business engagement as well as their earning strategies prior to enrolling into skills training program, to understand the clear position of youth in these aspects.