
National Youth Empowerment Strategy

2015-2017

A flagship project of Vision 2030 Medium Term Plan II - 2013-2017

May 2015

FORWARD

PREFACE

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Abbreviations and Acronyms

AfDB	Africa Development Bank
AGPO	Access to Government Procurement Opportunities
ASAL	Arid and Semi Arid Lands
AU	African Union
AYC	African Youth Charter
BDS	Business Development Services
CBOs	Community Based Organizations
CBS	Copenhagen Business School
CIC	Constitution Implementation Commission
COTU	Central Organization of Trade Unions
CSOs	Civil Society Organizations
DFID	Department of International Development
DWCP	Decent Work Country Programme
DYA	Directorate of Youth Affairs
MODP	Directorate of Youth Development and Empowerment
EC	European Commission
EIIP	Employment Intensive Infrastructure Programme
G.o.K	Government of Kenya
GTZ	German Agency for Technical Cooperation
GYBI	Generate Your Business Idea
FAO	Food and Agriculture Organization
FKE	Federation of Kenya Employers
HHEs	Household Enterprises
ICGLR	International Conference on the Great Lakes Region
ICT	Information Communication Technology
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
ITs	Institutes of Technology
IYB	Improve Your Business
JICA	Japan International Cooperation Agency
KACE	Kenya Advanced Certificate of Education
KAYC	Kenya Association of Youth Centers
KCSE	Kenya Certificate of Secondary Education
KDHS	Kenya Demographic Health Survey
KEPSA	Kenya Private Sector Alliance
KIHBS	Kenya Integrated Household Budget Survey
KKV	Kazi Kwa Vijana
KNEC	Kenya National Education Council
KNFJKA	Kenya National Federation of Jua Kali Associations
KNSPWD	Kenya National Survey of Persons with Disabilities
KNYC	Kenya National Youth Council
KYEP	Kenya Youth Empowerment Project
LGN II	Law Growth Nexus Project II
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MED	Monitoring and Evaluation Directorate
MoEST	Ministry of Education, Science and Technology
MoLSS	Ministry of Labour, Social Security and Services

MoYA	Ministry of Youth Affairs
MoYAS	Ministry of Youth Affairs and Sports
MSEA	Micro and Small Enterprise Authority
MSEs	Micro and Small Enterprises
MSMEs	Micro, Small and Medium Enterprises
MTP I	Medium Term Plan I (2008-2012)
MTP II	Medium Term Plan I (2013-2017)
NCCK	National Council of Churches of Kenya
NCIC	National Cohesion and Integration Commission
NIMES	National Integrated Monitoring and Evaluation System
NITA	National Industrial Training Authority
NLB	National Labour Board
NPs	National Polytechnics
NYC	National Youth Council
NYES	National Youth Empowerment Strategy
NYS	National Youth Service
NYTA	National Youth Talent Academy
PBOs	Public Benefit Organizations
PUCs	Polytechnic University Colleges
SACCOS	Savings and Credit Co-operative Societies
SIDA	Swedish International Development Cooperation
SIYB	Start and Improve Your Business
SYB	Start Your Business
SYPT	Subsidized Youth Polytechnic Tuition
TEP	Technical Education Programme
TOTs	Trainer of Trainers
TTIs	Technical Training Institutes
TTS	Trade Testing System
TSC	Teachers Service Commission
TVET	Technical Vocational Education Training
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlement Programme
UNICEF	United Nations International Children's Emergency Fund
USAID	United States Agency for International Development
VDS	Vision 2030 Delivery Secretariat
WB	World Bank
WEDEE	Women Entrepreneurship Development and Economic Empowerment
WEDF	Women Enterprise Development Fund
WHO	World Health Organization
YEC	Youth Empowerment Centre
YEDF	Youth Enterprise Development Fund
YEF	Youth Entrepreneurship Facility
YES-JUMP	Youth Employment Support-Jobs for the Unemployed and Marginalized Young People
YPs	Youth Polytechnics
YSOs	Youth Serving Organizations

Working Definitions

Youth

There is no universal definition of the youth. Youth definitions are contextual, depending on the social, economic and political environment.

The United Nations Population Fund (UNFPA), World Health Organization (WHO) and the United Nations Children's Fund (UNICEF), for example, define the youth as those aged between 10 and 24 years. They further identify three categories of youth within this age range as adolescents (10-19 years), youth (15-24 years) and young people (10-24 years). The categories used by the UNFPA, WHO and UNICEF signals the ages of maturity, and the nurturing and building of skills and knowledge in readiness for integration in the social, economic and political spheres of life.

The World Bank (WB) focuses on youth as those in the age range of 12-24, which is the time when important foundations are laid for learning and skills development. The United Nations World Program of Action for Youth defines youth as persons aged between 15 and 24 years; while the African Union (AU) considers youth as persons aged between 15 and 34 years. The African Youth Charter (AYC) defines the youth as every person between the ages of 15 and 35 years.

The Constitution of Kenya (article 260) defines youth as the collectivity of all individuals in the republic who have attained the age of 18 years but have not attained the age of 35 years. This means that the Constitution puts the youth as those in the age range of 18-34 years. However, the *National Youth Council Act (2009)* and the *Sector Plan for Labour, Youth and Human Resource Development (2008-2012)* defines youth as those aged between 15 and 35 years while the *National Youth Policy (2007)* and the *National Action Plan on Youth Employment (2007-2012)* defines youth as those aged 15-30 years. Kenya's policy context definition of the youth include age groups within 15 to 35 years age range; and recognizes that policies directed at youth empowerment throughout the country need to influence the outcomes for both in and out of school.

For our working definition, the National Youth Empowerment Strategy (2013-2017) will consider a **Youth** in terms of both age and youth – hood. In respect to age, a youth will be defined as a person, male or female, in the age bracket of 15 to 35 years while **youth – hood**; will be looked at as the specific stage between childhood and adulthood when people have to negotiate a complex interplay of both personal and socio-economic changes to manoeuvre the transition from dependence to independence, take effective control of their lives and assume social commitments. The Strategy recognizes youth-hood as a period of transition and vulnerability when the youth have to undergo learning, going to work, staying healthy and safe, forming families and exercising citizenship. Success in this period of transition requires development of human capital of the youth, empowering the youth to take up leadership roles and make informed and competent choices, and develops of a sense of wellbeing.

Youth Bulge

The term youth bulge refers to a demographic trend where the proportion of persons aged between 15 and 24 (UN's definition of youth) in the general population increases significantly compared to other age groups (UNICEF, 2012). The term is also used to define a situation in which the population share of the 15 to 24 year olds exceeds 20 per cent and the share of the 0 to 14 year olds (often also referred to as the "children bulge" and a good predictor of future youth bulges) is higher than 30 per cent. The youth bulge offers opportunity for economic, social and political development while at the same time provides challenges of risks and threats to the country's social cohesion and stability. The youth bulge theory predicts that societies characterized by a youth bulge while simultaneously facing limited resources, are much more prone to social unrest than those societies without this demographic stressors (Schomaker, 2013).

Youth Empowerment

Youth empowerment is both a means and an end, an attitudinal, structural, and cultural process whereby young people gain the ability, authority, and agency to make decisions and implement change in their own and other peoples' lives both now and in their adulthood while bearing responsibility for the consequences of those decisions and actions.

The Commonwealth Youth Ministers and Heads of States endorsed that “Empowering young people means creating and supporting the enabling conditions under which young people can act on their own behalf and on their terms, rather than the direction of others”. These enabling conditions include:

- i. Economic and social base
- ii. Political will and commitment for mainstreaming youth issues at all levels, adequate resource allocation and supportive legal and administrative framework
- iii. A stable environment for equity, peace and democracy
- iv. Access to knowledge, information and skills

Youth empowerment is often addressed as a gateway to intergenerational equity, assets enhancement, civic engagement and democracy building and all programs that focus on positive youth development. The figure on the dynamic cycle of youth empowerment borrowed from the Commonwealth Plan of Action for Youth Empowerment (PAYE) below illustrates the process of empowering youth.

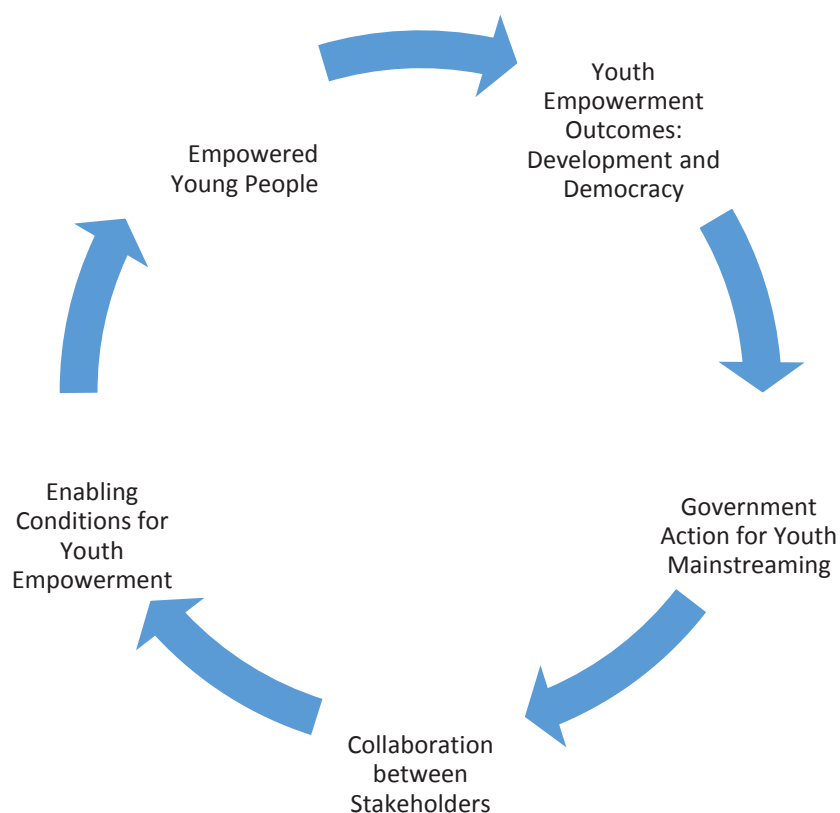


Figure 1: The Dynamic Cycle of Youth Empowerment:

Source of data: common Wealth Plan of Action for Youth Empowerment (2007-2015)

1.0 INTRODUCTION

1.1 BACKGROUND

Kenya has a generally youthful population. The youth constituted 35.4 per cent of the population in 2009 up from 30.4 per cent in 1969. The youth to adult population ratio increased from 62.7 per cent of the adult population in 1979 to 66.7 per cent of the adult population in 2009. The high proportion of the youth to adult population signifies that Kenya is facing a youth bulge. The youth bulge offers opportunities for economic, social and political development while at the same time poses challenges of risk and threat to the country's social cohesion and stability.

Youth empowerment, which includes gender empowerment, is an integral component of the economic, social, cultural and political transformations that Kenya aspires to achieve. A major focus of the Kenya Government is a youth empowerment strategy that integrates attitudinal, structural and cultural processes through which young people gain the ability, authority and agency to make decisions, implement change in their own lives and the lives of other people, including peers and adults.

As a member of the Commonwealth of Nations, Kenya is a signatory of the Commonwealth Plan of Action for Youth Empowerment (PAYE) 2006 - 2015 which provides a blueprint for youth development. Along with other United Nations Member States, the Government of Kenya also subscribes to the vision enshrined in the World Programme of Action for Youth (WPAY). WPAY provides a policy framework and practical guidelines for national action and international support to improve the situation of young people. It focuses on measures to strengthen national capacities in the field of youth and to increase the quality and quantity of opportunities available to young people for full, effective and constructive participation in society.

The political commitment of African governments to address the youth situation is also reflected in the adoption of the African Youth Charter (2006) and the Decade Plan of Action for Youth Development and Empowerment (2009 - 2018). The African Youth Charter serves as a political and legal framework for action that takes stock of the current situation of youth in Africa. It comprehensively takes into account education, employment and issues affecting African youth, as well as youth participation in regional, sub-regional and national institutions. For instance, during a Special Summit held in Kenya in July 2014, the Heads of States and Governments of the 12 Member States of the International Conference on the Great Lakes Region (ICGLR) adopted a Declaration in which they considered *"the youth unemployment crisis as a disaster that can undermine our economies, threaten the peace and destabilise our institutions if it is not addressed"*.

The Government commitment to youth empowerment is anchored on Article 27 of the Constitution. This accords every person, including the youth, the right to equality and freedom from discrimination. Similarly, Article 43 grants every person economic and social rights while Article 55 compels the Government to take measures to promote youth empowerment. In this respect, the Government is required to take measures, including affirmative action programmes to ensure that the youth access relevant education and training; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life; access employment and are protected from harmful cultural practices and exploitation.

In an effort to enhance Youth empowerment the government is implementing a transformative youth empowerment program through the 5-Point Vision under the National Youth Service (NYS) that is prioritized as a flagship project of the *Kenya Vision 2030* and the Medium Term Plan II (2013 - 2017). In this respect, the *Kenya Vision 2030* and the Medium Term Plan II (2013 - 2017) seeks to promote transformative youth empowerment through skills and talent development and exploitation of the entrepreneurial potential of the youth. The Government aims to achieve this by rebranding and redefining the role and mandate of the NYS. This will involve increasing intakes and promoting youth social movements which are guided by the principles of regimentation, rituals for bonding, livelihoods, identity and significance. The main goal will be to promote youth savings, community service, peace building and leadership skills.

Therefore, the National Youth Empowerment Strategy (NYES) will provide strategic direction and scale up youth empowerment in the country, consolidate stakeholder efforts towards youth empowerment, and provide a framework for coordinating and leveraging investments targeted at youth empowerment.

1.2 Rationale for the National Youth Empowerment Strategy

A strong, dynamic, responsive and empowered youth is critical in catalysing and driving the transformations envisioned in the Constitution and the *Kenya Vision 2030*. The Kenya Housing and Population Census Report of 2009 (KNBS) estimates the population of youth in Kenya at 35.4% of the national population.

Kenya's youth unemployment rate was estimated at 35 per cent in 2005/2006 compared to about 10 per cent for adults. The youth unemployment also vary across age, sex and regions with the younger youths facing more severe unemployment than the older youths, the female youth facing about 50 per cent unemployment rate compared to about 30 per cent for male youth, and youth in the urban areas contending with higher rates of unemployment than those in the rural areas. The youth are also hardest hit by poverty with 56 per cent of the youth being poor as of 2009, and are more vulnerable with higher reported cases of early marriages, engagement in crime and violence, and drug and substance abuse.

The Kenya Government in collaboration with the private sector, civil society organizations and development partners have, over time, taken a number of policy, institutional, legal and programmatic measures to respond to the challenges facing the youth. The interventions have variously targeted promotion of youth development and empowerment through building of entrepreneurial and leadership capacities, enhancement of employable and life skills, and promotion of creativity and innovation among others. However, a number of challenges have been registered which have contributed to increased marginalization of young people excluding them from fully participating in development. Thus, there is a need for new focus in the design and implementation of youth empowerment policies and programmes at all levels.

The government's aspirations and commitments towards youth development and empowerment must be anchored on sound strategies that will ensure delivery of results to the youth in an expedient and efficient manner. The National Youth Empowerment Strategy (2015) seeks to guide implementation of youth targeted empowerment interventions by creating a unified, coherent and stable framework for development and empowerment of the youth at national and devolved levels. The Strategy is prioritized as one of the flagship projects of the second Medium Term Plan (MTP II, 2013-2017), which puts youth empowerment at the core of the country's development strategy.

2.0 FOUNDATIONS AND PILLARS OF THE STRATEGY

2.1 Vision

The NYES envisages *'A dynamic and empowered youth building a globally competitive and prosperous Kenya'*

2.2 Mission

This strategy hopes *'to create and pursue an enabling environment for realizing the full potential of youth towards building a globally competitive and prosperous Kenya'*

2.3 Core Values

This strategy respects the right to human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalised; and promotes patriotism, national unity, integrity, transparency and accountability among the youth.

2.4 Principles

The implementation and full realization of this strategy will be guided by the following principles as drawn from the Constitution of Kenya, Vision 2030 and the National Youth Policy:

i. Equity and equality

This Strategy upholds the principle of equitable distribution of resources and services and promotion of access to empowerment opportunities among the youth.

ii. Involvement & Participation

The youth have a right to associate, be represented and participate in political, social, economic and other spheres of life. This principle further ensures gender equality and inclusion of youth with disabilities as an integral dimension of the design, implementation and monitoring and evaluation of programmes. It embraces mainstreaming of youth issues in all sectors of national development as a strategy of participation and empowerment.

iii. Impact and Sustainability

Evidence based impact and continuity of interventions will be an integral dimension of the design, implementation and monitoring and evaluation of programmes.

2.5 Objectives

The National Youth Empowerment Strategy seeks to facilitate the:

- i. Integration and Mainstreaming of youth interventions in sectoral and macro policies at county and national levels.
- ii. Provide strategic direction and a framework for coordinating and leveraging investments targeted at youth empowerment.
- iii. Consolidate stakeholder efforts towards youth empowerment.
- iv. Promote transformative youth empowerment with focus on employability and life skills, talent and entrepreneurship development.
- v. Promote youth participation in community service, peace building and leadership.

3 SITUATIONAL ANALYSIS

3.1 General Overview

Research has revealed that a strong, dynamic and empowered youth is critical in catalysing the social, political, economic and cultural as well as policy transformation of a nation particularly in the developing countries.

Youth face a myriad of challenges, key among them being unemployment, lack of professional skills demanded by the job market, high dependency levels that lead to slow economic growth, increasing poverty levels and rising crime. These and many others negatively impact on the overall objectives of the Constitution of Kenya, the Kenya Vision 2030 and the post 2015 Sustainable Development Goals (SDGs).

Since independence, youth issues in Kenya have been handled by different ministries. The former Ministry of State for Youth Affairs (MOYA) was established on 7th December, 2005 to represent and address youth concerns in Kenya. This was necessary against the reality that despite their numerical strength, youth were not well represented in the national, political and socio-economic development processes. Upon inception, the ministry coordinated and mainstreamed youth issues in the national development agenda. In order to integrate and harmonize issues affecting youth in Kenya, the government through the presidential circular no. 1 of 2008 reorganized the ministry to include the department of sports to become the Ministry of Youth Affairs and Sports (MOYAS).

Through the executive order no. 2 of May 2013, the Jubilee government prioritized the implementation of youth empowerment functions through the Directorate of Youth Affairs under the Ministry of Devolution and Planning. However, sports and youth polytechnics functions were transferred to the Ministry of Sports, Culture and Arts and the Ministry of Education respectively. Under its previous strategic plan, MOYAS made significant achievements towards youth empowerment.

That notwithstanding, the Ministry of Devolution and Planning through the Directorate of Youth Affairs is now responsible for integration of youth issues into national planning and development including the implementation of programmes and projects geared towards empowering youth and providing them with skills and financial resources so as to be able to play a positive and productive role in society. These initiatives include the restructuring of the National Youth Service (NYS), the launch of Uwezo Fund and the allocation of 30% Access to Government Procurement Opportunities (AGPO) to the Youth, Women and Persons with disability among other initiatives.

3.2 Focus Areas

The NYES seeks to achieve transformative youth empowerment by pursuing the following focus areas:

- i. Policy and Legal Framework
- ii. Leadership and Participation
- iii. Employment and Skills Development
- iv. Innovation, Creativity, Technology and Talent Identification & Development
- v. Agriculture, Environmental Management and Sustainable Development
- vi. Health, Crime, Drug and Substance Abuse

3.2.1 Policy and Legal Framework

Youth empowerment in Kenya is an integral component of the economic, social, cultural and political transformation that the nation currently aspires to achieve. The Government therefore has focused on developing a tool; namely: the National Youth Empowerment Strategy (NYES); that integrates attitudinal, structural, cultural, political and economic processes through which young people gain the ability, authority and agency to make decisions, implement change in their own lives and the lives of other people, including those of their peers and the adults.

This is in line with the requirements of the World Programme of Action for Youth (WPAY) to which Kenya as well as all other United Nations Member States subscribes. The WPAY provides a policy framework and practical guidelines for national action and international support to improve the situation of young people and focuses on measures to strengthen national capacities in the field of youth so as to increase the quality and quantity of opportunities available to the young people for full, effective and constructive participation in the society as well as for all inclusive youth empowerment and comprehensive growth.

Equally, as a member of the Commonwealth of Nations, Kenya is a signatory of the Commonwealth Plan of Action for Youth Empowerment (PAYE) 2007 - 2015 which provides a blue print for youth development among its members.

Similarly, the political commitment of African governments to address the youth situation is also reflected in the adoption of the African Youth Charter (2006) and the Decade Plan of Action for Youth Development and Empowerment (2009 - 2018). The African Youth Charter serves as a political and legal framework for action that takes stock of the current situation of youth in Africa. It comprehensively takes into account education, employment as well as youth participation in regional, sub-regional and national institutions.

The Kenyan government's commitment to youth empowerment is further anchored on various Articles of the Constitution of Kenya. For instance, Article 27 accords every person, including the youth, the right to equality and freedom from discrimination; Article 43 grants every person economic and social rights and Article 55 compels the government to take measures to promote youth empowerment. In this respect, the government is required to take measures, including affirmative action and programs to ensure that the youth access relevant education and training; have opportunities to associate; be represented and participate in political, social, economic and other spheres of life; and they access employment and are protected from harmful cultural practices and exploitation.

The Government of Kenya's efforts to implement youth empowerment initiatives can be revealed through the National Youth Policy (2007), the National Youth Council (NYC) Act (2009), the Sector Plan for Labor, Youth and Human Resource Development (2008 - 2012), and the National Action Plan on Youth Employment (2007 - 2012). These and other policies need to be aligned to the Constitution of Kenya (2010).

Policy Initiatives

The youth as a distinct demographic category has been anchored in the Constitution. Article 260 of the Constitution gives a formal age-based definition for the youth while Article 55 in the Bill of Rights provides the fundamental principles and rights of the youth, inclusive of the obligations of the State to ensure attainment of the rights. The Constitution obliges the State to take measures, including affirmative action programmes, to ensure that the youth access relevant education, training and employment; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life and are protected from harmful cultural policies and exploitation. The Constitution has therefore provided the broad legislative framework for youth empowerment.

Until the Ministry of State for Youth Affairs (MoYA) was established on 7th December 2005, the institutional mechanism for articulation and coordination of youth issues had, for a long time, been scattered in various Government Ministries, Departments and Agencies. The creation of MoYA was found necessary against the reality that despite their numerical strength, youth were not well represented in the national, political, social- economic and development processes.

Upon inception, the Ministry coordinated and mainstreamed youth issues in the national development agenda. In order to integrate and harmonize issues affecting youth and sports development, the Government, through the Presidential Circular No. 1/2008 reorganized the Ministry to include the Department of Sports to what was called the Ministry of Youth Affairs and Sports (MoYAS). In 2006, the National Youth Policy was formulated by the former Ministry of Youth Affairs and Sports to guide and mainstream youth-related interventions. The National Youth Policy envisaged the establishment of a National Youth Council to facilitate, coordinate, monitor, advocate and promote youth issues and youth-led initiatives.

In 2007, the Government formulated and launched the National Plan of Action for Youth Employment (2008 - 2012) to outline the country's youth and employment strategy and to respond to the challenges of youth unemployment. The Plan emphasized the importance of a coordinated and multi-sectoral approach to addressing the problem of youth unemployment.

In the same year (2007), the Government formulated the Kenya Vision 2030 as a long-term development strategy to steer the country to a sustained growth and development path. The country's policy blueprint advocates for integration and harmonization of all issues affecting the youth into every aspect of public policy and across all Ministries, Departments and Government Agencies (MDAs). It identified youth empowerment centres, sports and music as key flagship projects that were to be implemented to accord the youth a chance to excel in various aspects of life.

Through Executive Order No. 2 of May 2013, the Directorate of Youth Affairs was put under the Ministry of Devolution and Planning. Under the new government structure, youth training is part of the Ministry of Education, Science and Technology (MoEST); while sports, music and art, which are major aspects of youth empowerment are under the Ministry of Sports, Culture and The Arts.

The Ministry of Devolution and Planning, as detailed in its Strategic Plan 2013/14 - 2017/18, is now responsible for integration of youth issues into national planning and development including the implementation of programmes and projects geared towards empowering youth and providing them with skills and financial resources to play a positive and productive role in the society. The reorganization has seen mainstreaming of youth related issues in all MDAs through establishment of youth mainstreaming coordination units in all sectors.

To promote the effectiveness in programming, implementation, monitoring and evaluation, complementary institutions such as the National Youth Service (NYS), Youth Enterprise Development Fund (YEDF) and the National Youth Council (NYC) were established as semi-autonomous agencies in the Directorate.

Despite the efforts and milestones achieved, national policies on youth empowerment are yet to realize meaningful impact. This is due to limited financial and human resource capacities as well as inadequate coordination of interventions among implementing agencies. Therefore, the NYES seek to propose an all-inclusive approach during policies formulation and review processes, implementation, monitoring and evaluation of youth empowerment programmes.

3.2.2 Youth Leadership and Participation

Often, youth have been perceived as leaders of the future and as such continue to face exclusion from political, social and economic leadership. In addition, youth are often used by political leaders to perpetrate violence and to advance partisan agenda without considering their plight, especially during election campaigns.

Youth participation entails involving youth in responsible, challenging action that meet their genuine needs, with opportunity for planning in an activity whose impact, consequences or decision making processes affect others.

Kenya is a signatory to regional and international commitments which call for enhanced youth participation and representation in national and international forums and in other socio-economic spheres of development. It is vivid that participation of youth in key decision making processes on national issues has been minimal. Young people have limited opportunities to express themselves and to participate in productive ventures even at the community level where they are commonly perceived as being idle and not concerned about the community's well-being thus frequently excluded from public forums/debates.

The importance of understanding youth participation comes from two complementary angles: youth as targeted consumers for a range of public services intended to ameliorate social inclusion and vulnerability, and youth as strategic actors in the development process. Within this framework, the promotion of volunteer work emerges as a possible central element in public policies relating to youth. Large scale youth participation can thus become a force in programmes for fighting poverty, literacy campaigns and the construction of community infrastructure or environmental management.

Youth participation assumes that young people everywhere have aspirations and want to participate fully in the lives of their communities; are key agents for social change, economic development and technological innovation; Should live under conditions that encourage their imagination, ideals, energy and vision flourish to the benefit of their communities; are confronted by a paradox: to seek to be integrated in the existing society or to serve as a force to transform it; are social and demographic groups that are vulnerable to an uncertain future, even though they represent society's greatest hope.

Youth participation can: Help those youth involved form higher aspirations, gain confidence, attain resources, improve skills and knowledge, change attitudes and develop more meaningful relationships with adults; foster resilience by giving youth opportunities to contribute to family, community and society; enhance young people's social competence, problem-solving skills, autonomy and a sense of purpose; help young people be more open to learning, engaging in critical dialogue, exercising creativity and taking initiative;

Youth participation is characterised by: Young people having a certain level of empowerment, responsibility and decision-making powers and existence of youth - adults partnerships; this entails integration of realistic perspectives and skills of youth with the experience and wisdom of adults; offers each party the opportunity to make suggestions and take decisions; recognises and values the contribution of both the youth and adults.

Effective youth participation occurs when adults and young people work together during programme/project planning, implementation, and evaluation. Youth are not alienated from adults or adult-led institutions during to development of their communities. The underlying foundation of this approach is the meaningful partnership that exists between youth and other development partners.

Effective participation of the youth in leadership and governance is necessary for realization of Vision 2030 aspirations. In addition, the Government in partnership with key stakeholders have an obligation to provide a supportive environment where youth leadership abilities can be nurtured, ideals of volunteerism and community service upheld and national values entrenched among the youth.

The Government, through the National Youth Service, has spearheaded the Five Point Vision which inspires the youth to give back to the community. Leadership training and mentoring programmes have also been implemented by government agencies and civil society organizations. The Government through the National Youth Council Act, 2009, established the National Youth Council - a youth led agency that champions the interests of the youth.

The establishment of the National Youth Council (NYC) and its anchoring on the National Youth Council (NYC) Act (2009) is an important step towards ensuring effective coordination of youth-related interventions, and involvement of the youth in the planning, implementation, monitoring and evaluation of the youth interventions.

As stated in the National Youth Policy, the Council is mandated to facilitate, advocate and promote youth issues and youth-led initiatives. The Council exists to champion youth issues by ensuring there is effective representation, meaningful participation and engagement of youth in all national development processes. NYC advocates for the creation of an enabling environment for young people to ascend to positions of leadership in politics as well as in business.

Established in December 2012 and given its blossoming stage, the NYC is in the process of putting in place elaborate institutional and operational structures to facilitate effective implementation of its functions.

There are a number of Youth Serving / Led Organizations in the country that are championing the youth agenda.

3.2.3 Employment and Skills Development

The youth represents an important segment of Kenya's population. Consistent with the population growth rate, the youth population has been increasing over time. The number of youth almost tripled from 4.94 million in 1979 to 13.67 million in 2009. It is projected that Kenya's population will be 46.33 million by 2015, 52.56 million by 2020, 59.06 million by 2025 and 65.93 million by 2030 with at least one in every three Kenyans being a youth.

Further analysis of the youth data shows that the proportion of the youth in the age cohorts of 15-19, 20-24, 25-29 and 30-34 have at all times been higher than that of the adult cohorts. Consequently the youth constituted 66.60 per cent of the adult population in 2009 up from 62.67 per cent in 1979. The high proportion of the youth as a share of the total adult population indicates that Kenya is experiencing a youth bulge.

The current youth bulge offers Kenya an opportunity to turn the demographic dividend into jobs and economic growth by developing appropriate skills, delivering critical services such as education and family planning and improving its policy and institutional environment for high productivity job creation. Evidence for the demographic dividend can be seen in the Asian economies between 1965 and 1990, where fertility and dependence ratios fell dramatically, and the size and proportion of the working-age population grew, triggering rapid economic growth.

a) Youth un/employment

According to the World Development Report [WDR] (2007), employment marks an important transition period for young people and it is characterized by independence, increased responsibility and active participation in national building as well as social development. A successful transition to work for many young people can accelerate poverty reduction and boost economic growth.

The International Labour organization (ILO, 2009) states the importance of decent employment for all people; thus, *'A central part of people's lives is at work, and whether women and men have decent work has a significant impact on individual, family and community well-being. The absence of decent and productive work is the primary cause of poverty and social instability.'*

In the midst of all these it is regrettable to note that majority of Kenya's young people continue to be unemployed, underemployed or underpaid and are therefore in the swelling ranks of the working poor. In fact, according to the International Labour Office (ILO, 1995), the vast majority of jobs available to youth are low paying, insecure, and with few benefits or prospects for advancement. Hence, creation of adequate employment opportunities to absorb the rapidly growing labour force remains one of the greatest challenges in Kenya and indeed in many other countries of the world.

Further, a large proportion of young adults and a rapid rate of growth in the working-age population tend to aggravate a number of negative trends, including unemployment, prolonged dependency on parents, diminishing self-esteem and frustrations, and increased likelihood of violence or conflict.

Unemployment causes social problems such as crime, drug abuse, vandalism, religious fanaticism and general alienation in the vicious circle of poverty. These patterns will persist in the future if no holistic approach is initiated to alter the employment challenges facing the youth.

Kenya's unemployment is mainly attributed to slow growth and weak labour absorptive capacity of the economy, mismatch in skills development and demand, imperfect information flow and inherent rigidities within the country's labour market and young people face unique challenges in accessing the labour market.

Kenya's unemployment increased from 6.7 percent in 1978 to 25.1 percent in 1998/1999 before easing to 12.7 percent in 2005/2006. There were variations in unemployment amongst the different age cohorts, with the youth category (15-34) recording relatively higher rates of unemployment. The overall youth unemployment has persistently been at least double the national unemployment rate.

In 2009, for example, the level of open unemployment amongst the youth was about 35 per cent compared to 10 per cent for adults. This means that young people were at least three times as likely as adults to be hit by open unemployment. It is also important to note that the chances for employment among the youth differ depending on their age, education, social status, gender and origin.

Open unemployment rates among the youth aged 18 to 20 years was 35 per cent while the youth joining the labour market aged between 15 and 16 years faced open unemployment rates of above 20 per cent in 2009. Those aged around 25 and 30 years experienced open unemployment rates of 25 and 15 per cent, respectively.

Youth employability is influenced by various factors. The **level of education** is one such factor. *Figure 1 below gives a comparison of the proportion of the youth engaged in various activities by level of education.*

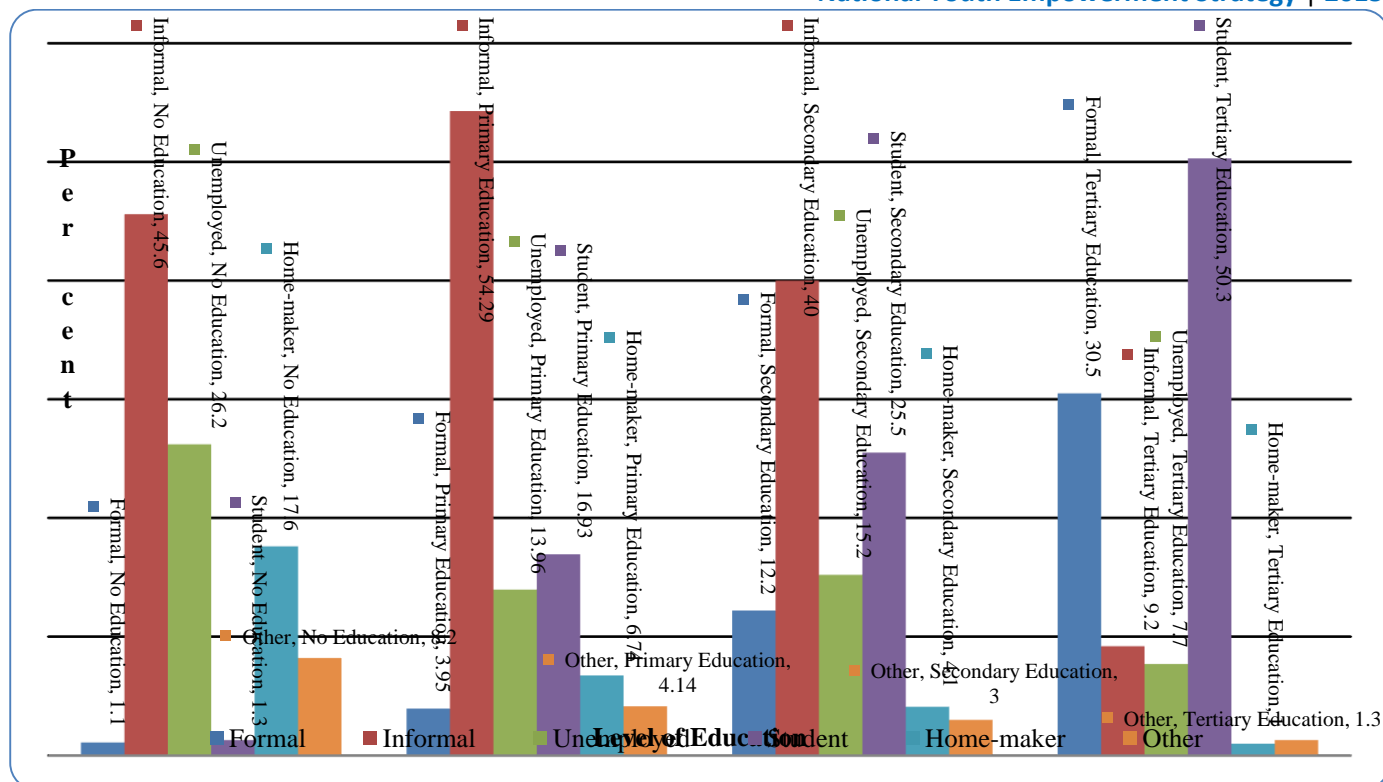


Figure 2: Youth activities by education

Source of data: KIHBS, 2005/2006 (Analysis by Omolo, J.)

Youth with at most secondary education are mainly employed in the informal sector. Such youth also bear the greatest burden of unemployment and are mainly engaged in home-making and other economically inactive activities. The youth with tertiary education are mostly employed in the formal sector.

In the case of the youth with primary education, majority (54.29%) of them are engaged in the informal sector while slightly less than 17 per cent (16.93%) are full-time students. About 14 per cent of these youths are unemployed and actively looking for work and only 3.95 per cent are in formal sector employment.

Data extracted from the Kenya Integrated Household Budget Survey of 2005/2006 (KIHBS 2005/2006) shows that majority of the youth with no education are either in informal sector employment (45.6%) or unemployed (26.2%). About 18 in every 100 of these youth are engaged in home-making activities while slightly more than 8 in every 100 are engaged in economically inactive chores. Only 1.1 per cent of the youth with no education are in formal sector employment.

Youth unemployment presents a major challenge in **Urban and Rural** areas. Urban areas experience a greater unemployment problem, particularly amongst the youngest of the young. Youth unemployment in the urban areas ranges between 35 and 60 per cent compared to 20 and 25 per cent in the rural areas. The difference between rural and urban youth unemployment rates decreases with an increase in age. Much of the youth unemployment in urban areas is attributed to youth migration. The migration may be rural-urban, urban-urban or local-abroad. Most of the youth aged 15 to 25 years migrate into main urban towns, cities and/or abroad from their rural areas, especially after completion of primary or secondary education. The drive may be to either further their studies in secondary schools, colleges or universities, or to venture into the urban and international labour market (Omolo, 2014).

Locally, the youth who migrate to urban areas and cities to further their education mostly remain in those areas or migrate to other urban areas after completion of the studies with hopes of getting employment particularly in the formal sector. With the tightness of the urban labour markets, most of these youth remain unemployed for long, a situation which triggers their migration abroad, to other urban towns or

back to the rural areas. Others, however, opt to remain in the urban towns thereby swelling the ranks of the urban unemployed and discouraged young job seekers.

In regard to gender, young females are hard hit by unemployment as compared to young males. By 2009, female youth bore unemployment rate of close to 50 per cent as compared to about 30 per cent for males. At a higher age, the female youth were three times more likely to be unemployed than the male youth. Females at age 34 years, for example, recorded unemployment rates of above 15 per cent compared to 5 per cent for male youth. In relative terms, unemployment affects urban females most and rural males the least. In real numbers, however, rural females are by far the largest group of unemployed youth, followed by urban females. Urban males are the smallest group.

Economic, social and cultural barriers prevent **Youth with Disabilities** from fully participating and benefiting from empowerment opportunities. Youth empowerment programmes, in many cases fail to specifically identify youth with disabilities as a target group and even when identified, such youth still face many obstacles. These barriers can be overcome by ensuring that the inclusion of youth with disabilities is an integral dimension of the design, implementation and monitoring and evaluation of interventions.

Table 1 below summarizes unemployment by age, education, social status, gender and origin. The groups are widely overlapping, but it is important to understand specific barriers to employment and specific options that the different groups have, in order to properly design and target major interventions.

Unemployment by Age, Education, Social Status, Gender and Origin	
Unemployed youth aged 18 - 25 (some 1,15 million) ¹	<ul style="list-style-type: none"> • most affected age group • mostly primary or secondary school certificate
Unemployed tertiary education completers (around 18,000)	<ul style="list-style-type: none"> • unemployment mainly temporary • small group in absolute terms
Youth with low or no education (some 255,000 with no education according to KIHBS)	<ul style="list-style-type: none"> • usually from poorer households • less opportunities • most affected by unemployment • unemployment highest at young age (15 - 20)
Youth from poor households (around 750,000 unemployed from two lowest income quintiles)	<ul style="list-style-type: none"> • largely overlapping with above • reduced chances to complete education and training • no means to venture into self-employment
Unemployed rural youth (some 1,15 million)	<ul style="list-style-type: none"> • high absolute number of unemployed • suffer from lack of jobs in rural areas • tend to migrate to urban areas
Unemployed female youth (some 1,22 million)	<ul style="list-style-type: none"> • generally discriminated in the labour market • underrepresented in formal employment • tend to become inactive, particularly in rural areas

Table1: Youth Unemployed by age, education, social status, gender and origin
Source of data: 2013 Youth Employment Initiatives in Kenya Report

b) Labour market dynamics

¹ Figures are derived from Kenya Integrated Household Budget Survey (KIHBS) 2005/06 presented in UNDP, 2013. Kenya's Youth Employment Challenge.

The Kenyan labour market is dual in nature, presenting formal sector alongside the informal sector. Studies reveal a constant decrease of formal sector employment and the growing significance of informal sector employment. The greatest leap in the growth of the informal sector employment was witnessed from 1991. This period coincided with the period when the Kenyan labour market started suffering formal sector employment losses triggered by liberalization policies, renewed government strategy towards promotion of growth and development of the informal and Jua Kali Sector (1992), and broadening of the definition and more consistent capturing of informal sector data in the national statistics.

It is also noted that most employers in Kenya, including the public sector resort to the increasingly use casual, temporary, part-time, contract, sub-contracted and outsourced workforces to ostensibly reduce labour costs, achieve more flexibility in management and exert greater levels of control over labour. This trend allows the de-politicization of hiring and firing that makes it easier for companies to avoid labour legislation and the rights won by trade unions. The trend is mainly attributed to strive for global competitiveness and weak enforcement of labour legislations, with the youth bearing the brunt of such trends. The nature of employment of casual workers, for example, do not facilitate them to enjoy the fundamental rights of workers such as freedom of association and collective bargaining, right to paid leave (sick, maternity and annual leave), and the right to social protection as provided under the National Social Security Fund (NSSF) and the National Hospital Insurance Fund (NHIF). This revelation contrasts sharply with the country's desire to reduce poverty and enhance social protection.

The role of the informal sector in employment creation will continue to be significant and the private sector will remain the pillar of the country's wage employment, accounting for about 70 per cent of the total wage employment.

The UNDP 2013 study analysed youth participation in Household Enterprises (HHEs). The analysis showed that HHEs significantly contribute to employment. In 2004/5, 1.7 million households owned at least one household enterprise, i.e. 25% of all families had a HHE. The majority of all HHEs can be found in rural areas. If owners and employees are counted together, HHEs provide around 5 million jobs. Many poor households are among those who own HHEs, but not all enterprises are owned by poor households.

Youth are significantly involved in running HHEs. Although the majority of enterprises are owned by adults, some 37% are owned by youth - more in urban than in rural areas. Among the youth, those in the age group 30 to 34 have the largest share; in urban areas, the group aged 25 to 34 is significantly involved. The peak of HHE ownership is just before 30 years in urban and after 35 years in rural areas.

The great majority of HHEs are involved in services followed by agriculture. However, the youth are underrepresented in agricultural activities, possibly because they lack access to land and assets. In this respect the informal sector remains the highest employer, followed by agriculture and manufacturing.

Clearly increasing young people's opportunities for productive work in the rural areas is the most important catalyst for easing youth unemployment locally in both rural and urban areas. More than two-thirds of young people who work in the rural areas work in agriculture. This makes modernization and increasing productivity and competitiveness of the agricultural sector, enhancing agri-business and promotion of value-addition in the entire agricultural sector value chain to be an important pathway to addressing youth unemployment, especially in the rural areas.

Consequently, another important source of youth employment in Kenya, if properly harnessed, will be the emerging oil, gas and mining industry. It is projected that the oil, gas and mining industry will create between 6,000 and 15,000 new jobs over the next 10 years. The industry will also support between 42,000 and 98,000 jobs over the next 10 years through its upstream needs. There is a need to determine value chain entry points and develop skills among the youth to enable them to participate and benefit from the emerging opportunities.

c) Youth Skills development

Various youth employment & skills development initiatives have been designed and implemented in Kenya. The initiatives fall under two categories namely policy and programmatic, and are aimed at influencing the dynamics of labour demand, labour supply and improving the match between supply and demand sides of the labour market. The policy initiatives are also aimed at creating the institutional mechanism for articulation and coordination of youth issues.

The Ministry of Devolution and Planning in partnership with the ILO and supported by the Danish Government began delivering the technical cooperation project “**Youth Entrepreneurship Facility**” in 2010. One of the priorities of the project was the creation and identification of evidence based practices for youth entrepreneurship. This initiative has helped to bring out “what works” in creating impactful and cost effective youth programming.

The *Evidence-Based Youth Employment Programmes: Global Good Practice* advises that effective entrepreneurship programmes need to focus on helping the youth understand the markets, access finance for their business and be trained on entrepreneurship. Skills training programmes on the other hand, need to focus on adopting a comprehensive training approach, cooperation with prospective employers, appropriate targeting and targeting strategies, and quality trainers. The key features of employment services programmes include: accurate labour market information, subcontracted private providers, one-stop centres, tiered service delivery and monitoring performance targets.

The initiatives mainly revolve around provision of vocational education and training, acquisition of skills and work training, enhancing entrepreneurial capacities of the youth, financing youth enterprises and increasing the integration of young workers to enable them take advantage of employment opportunities as labour demand increases. Some of the initiatives also involve direct job search in countries abroad, employment creation through public works programmes, and facilitating self-employment particularly in the informal sector.

Youth empowerment initiatives implementation in Kenya has faced various challenges, which may undermine achievement of their full employment creation potential. Some of the initiatives and related challenges are highlighted under their respective categories in the following sections.

d) Employability Skills

The Ministry of Devolution and Planning, in collaboration with Development Partners commissioned a survey in 2014, seeking to understand youth from an employer point of view and also establish what it would take for Kenya’s private sector to create jobs for the youth.

The survey findings revealed several issues. For instance, industry players identified a number of strengths and weaknesses of the youth as a distinct category of employees. The strengths included the fact that most of the employed youth are well trained, have necessary skills, are willing and ready to learn, and are easily trainable. The industry players also felt that youth are creative, innovative and adaptable to modern technology and changes in organizations. The captains of industry and education training institutions were also of the view that university graduates are faster learners and adapters than diploma and certificate holders. They also consider young graduates from private universities to be more preferred by firms than those from public universities due to their perceived superior life and interpersonal skills.

While the industry appreciated the strengths that the youth possess, they also pointed out several areas of weakness such as lack of appropriate skills to undertake assigned tasks, lack of soft skills, loyalty, commitment to work and focus; restlessness and a drive towards personal rather than organizational

growth. Generally, young university graduates, though more academically qualified than the certificate and diploma holders, were considered to be highly averse to both manual and menial types of work.

The survey also revealed that apprenticeship and volunteerism are practiced by industry, education and training institutions at a very limited scale. This was true for both public and private sector organizations. They noted that most youth seemed not well sensitized on volunteerism besides being held back by the need to engage in a wage-oriented or income generating activities as a way of eking out a livelihood. Most organizations interviewed revealed that they do not take volunteers, citing absence of a policy framework to guide the engagement, fear of reprisal by trade unions and a perception that volunteerism is exploitative and therefore in conflict with Article 41 of the Constitution.

Finally, the survey identified several strategies for creating employment for the youth. These strategies include:

- Industry relevant education and training;
- A structured internship and industrial attachment system;
- Effective and institutionalized linkage and exchange programme with industry;
- Investment in shared infrastructure between industry and learning institutions with a capacity building programme for lecturers, tutors and instructors;
- Undertake tracer studies of graduates so as to gauge the relevance and level of uptake of learning programmes;
- Design and implement professional-based mentorship programmes;
- Effective partnerships between development partners and training institutions to fund infrastructure development, research and re-training;
- Development of a labour market information system;
- Development and implementation of policies, legal and institutional framework to guide volunteerism, internships and industrial attachment;
- Provision of subsidies and tax rebates to organizations providing internship/industrial attachment opportunities;
- Strengthen National Industrial Training Authority (NITA) so as to facilitate more internship and apprenticeship opportunities and make timely refunds.

e) Skills Supply and Skills Mismatch in Kenya

Youth skills supply and skills mismatch is another key area which needs to be addressed to enable youth access competitive and decent employment. As of 2013 a total of 22 public and 101 private Primary Teacher Training Colleges supplied teaching skills or training to youth. The country also had 750 public and 706 private Technical, Vocational Education Training (TVET) institutions. The public TVET institutions included one Technical Teacher Training College (TTTC), two National Polytechnics (NPs), three Technical University Colleges (TUCs), 35 Technical Training Institutes (TTIs), nine Institutes of Technology (ITs) and 701 Youth Polytechnics (YPs). Kenya also has a National Youth Service (NYS) institution with 16 training centres. By June 2013, there were 22 public universities and 9 public university constituent colleges. There were also 17 chartered private universities, five private university constituent colleges, 12 private universities with Letter of Interim Authority and two registered private universities.

Kenya is yet to achieve the optimal skill mix required for industrial and global competitiveness. For instance, 1:15:45 is the optimal ratio of managers to technicians to craft and related trades workers. In the case of the private sector, the skill mix between managerial, technical and support staff is almost equalizing. Specifically, the ratio of professionals to technicians and associate professionals to craft and

related trades workers is 134:138:100. Similarly, the ratio of technicians and associate professionals to craft and related trades workers to machine operators and assemblers is 138:100:172. In the public sector, for example, the ratio of professionals to technicians and associate professionals to craft and related trades workers is 12:33:1. This means that for every 12 professionals, there are 33 technicians and associate professionals and only 1 craft and related trades worker. Hence, the skill ratios indicate bloated managerial and professional cadres compared to technical and support staff cadres.

- i. **Technical, Vocational Education Training (TVET):** To handle the deficiencies, Technical, Vocational Education Training (TVET) continues to be an important *'supply side'* of youth employment intervention in Kenya. The TVET institutions play an important role in connecting trained artisans, craftspeople, technicians and technologists to the labour market.

Unfortunately, research has shown that people in society - politicians, educators, administrators, parents and guardians or learners themselves - do not fully appreciate the value of TVET. However, in order for Kenya to competitively position itself to respond to emerging economic opportunities such as oil, gas and mining, TVET graduates need to increase significantly. The skill mix between professionals, technicians and associate professionals and craft workers need to be at its optimum.

Key among the challenges facing TVET is the curriculum and structure that is deep on supply orientation with minimum synch with industry needs. Further, the equipment in most of the TVET institutions is out-dated and inadequate. There is shortage of TVET instructors besides the fact that most of the trainers and instructors in TVET institutions have inadequate skills, experience and limited exposure with industry and modern technology. There is also no standardized programme for training TVET instructors. These challenges affect the quality and relevance of the TVET services.

Certification in TVET is also not standardized thereby posing a challenge to the consumers of TVET products. The TVET is guided by two major qualification systems, namely the Technical Education Programme (TEP) certified by the Kenya National Examinations Council (KNEC) and the Trade Testing System (TTS) certified by the National Industrial Training Authority (NITA). The TEP is a time-based system of training programmes based on curricula developed by the Kenya Institute for Curriculum Development. The TTS on the other hand is administered as a parallel, lower level and employment oriented qualification system. It is meant to assess and certify technical knowledge and competence of a skilled person through practical performance and written assessment.

Weak collaboration and linkages among TVET institutions also hinders mobility of trainers and credit transfer. In addition, the high cost of training in the TVETs is a barrier to access for many young people. The increase in enrolment following the introduction of Subsidized Youth Polytechnic Tuition (SYPT) and the findings of an experiment with vouchers in Western Kenya, for example, suggests the need for strategies to ensure that TVETs are affordable.

Enrolment in the public TVET institutions increased from 107,305 students in 2009 to 185,077 students in 2013. Much of the enrolment was accounted for by the YPs (G.o.K, 2014). The proportion of students enrolled in the YPs increased from 29.2 per cent of the reported enrolment in the TVET institutions in 2009 to 38.7 per cent in 2013. Increased enrolment in the YPs may be attributed to the development and introduction of YP curriculum, in-servicing of instructors, government's effort to rehabilitate, modernize and expand the YPs, and the introduction of the Subsidized Youth Polytechnic Tuition (SYPT) Scheme. Introduction of income generating activities in the YPs has also contributed to the renewed interest in the YPs, as well as the revolutionizing of vocational training in the country. The transfer of management of YPs from the national government to the counties and the selection and placement of students to YPs, as in the case of

other institutions, of learning, may create a renewed interest in the YPs. These initiatives are also likely to ensure effective targeting of skills development to the needs of the respective counties.

Enrolment in the NPs declined from 6.5 per cent of the reported enrolment in TVETs in 2009 to 4.5 per cent in 2013. The greatest decline in enrolment in the NPs was recorded between 2011 and 2012. The decline in enrolment in the NPs during the period is attributed to the conversion of Kenya Polytechnic and Mombasa Polytechnic, two of the country's four NPs, to Technical Universities. Compared to other TVET institutions, NYS had the lowest levels of student enrolment. This is attributed to the limited number of NYS training institutions in the country. The NYS has since been rebranded with a view to increasing its intake to at least 20,000 per year and expanding its scope of training.

Analysis of course enrolment in the NPs showed that applied science courses, which includes analytical chemistry and applied biology had on average, the highest levels of enrolment compared to the other courses. Enrolment in the applied science courses averaged 11 per cent of the student population over the period 2006/2007 to 2011/2012. Other courses that had relatively high levels of student enrolment were mechanical engineering (9.7%), electrical and electronics engineering (9.4%), and math/statistics/computing and science laboratory technology each of which accounted for 7.7 per cent of the average enrolment. Courses that had relatively low levels of student enrolment were electronics (0.2%), agricultural engineering (0.2%), chemical processing technology (0.3%), aeronautical (0.5%), telecommunications (0.7%) and chemical engineering (1.1%).

The low enrolment in chemical engineering, telecommunications, chemical processing technology, agricultural engineering and other related technician courses is at variance with the country's projected skill demands. Kenya's projected skill demand for 2014, for example, is mainly for chemical engineers and technologists, electronics and telecommunication engineering technicians, and mechanical engineering and related technicians.

The emerging oil, gas and mining industry is expected to provide increased employment opportunities to young graduates, especially those from TVET institutions. However, companies particularly in the downstream oil, gas and mining industry require potential candidates to be certified by recognized industry associations. The industry, for example, requires certification from industry associations such as International Association of Drilling Contractors (IADC), British Standards, Occupational Safety and Health (OSH) Standards and American Society of Mechanical Engineers (ASME). The type of certification varies with position. Rig crews for example, need to be trained in IADC standards, welders require ASME, and crane and forklift operators need to meet British Standards or OSH certificates. Such certifications are not offered by the TVET institutions in Kenya, posing further employment challenges to the graduates. The implication is that any new programme addressing vocational needs of the industry will need to consider the industry certification requirements in its curriculum and training strategy.

- ii. **In the case of the universities**, students enrolled in humanities and social science areas such as education are relatively more than those enrolled in other technical disciplines. While students enrolled in education courses averaged 31 per cent of total enrolment over the period 2006/2007 to 2011/2012, those enrolled in nursing courses constituted less than one per cent (0.44%) of the average annual enrolment while those in architecture accounted for only 1.13 per cent of the average annual enrolment.

Similarly, students enrolled in design courses represented 1.4 per cent of the average total enrolment while those in law made up only 2.3 per cent of the average annual enrolment. Students

taking medicine, which includes dental surgery and pharmacy accounted for 3.7 per cent of the average total university enrolment. Those taking engineering courses such as engineering, civil and structural engineering, electrical and electronic engineering, and mechanical engineering averaged 4.8 per cent of the total enrolment.

Further, while some of the public and private universities in Kenya offer core science (environmental geosciences and geology) and engineering programmes (mechanical, chemical and process, civil and industrial), there is no tailored curriculum or coursework focused on meeting the demands of the emerging oil, gas and mining industry. Some initiatives that are focused on university level programming in preparation for the growing oil, gas and mining industry include discussions between the University of Nairobi and industry players to develop undergraduate level curriculum for a petroleum geosciences programme. The University of Nairobi is also in discussion with Total Kenya BV to establish a programme in petroleum geosciences at the master's level. Kenyatta University is in the process of developing a programme on petroleum engineering and is seeking to establish a centre of excellence in petroleum engineering. Tullow Kenya BV is providing scholarships to train petro-technical professionals in the United Kingdom while National Oil Corporation of Kenya has indicated interest in working with the local universities in creating centres of excellence for critical disciplines in upstream oil, gas and mining industry.

As indicated earlier, the analysis of course enrolment in universities shows more focus on humanities and social sciences than technical areas. However, it is the technical areas and not humanities and social sciences that have high demand particularly in the private sector that provides the bulk of employment in the country. The analysis also shows that there is clear opportunity to develop quality programmes in areas of petroleum engineering and geosciences to equip graduates with relevant knowledge and skills to work in the oil, gas and mining industry. Increasing accessibility of the new programmes to communities most impacted on by oil and gas activities is critical. Also, shortage of qualified teachers, instructors and lecturers is a major challenge to offering quality education and training in Kenya. There are skewed ratios between students and teachers, instructors and lecturers in almost all education and training institutions. Strategies to address the quantity and quality of teaching faculty in TVET institutions and universities are a priority.

- iii. **Apprenticeships, industrial attachment and internships program** is another key initiative, promoting acquisition of practical skills and work experience by the youth. These also smoothens the youth's transition from school to the job market, and expands their employment opportunities.

Despite its widely acknowledged importance, **the practice of apprenticeship** is still limited in Kenya. According to the KIHBS (2005/2006), there were only 30,000 apprentices at the time of the survey. About 95 per cent of the apprentices were between 15 and 34 years of age. This implies that apprenticeship is a youth occupation. Almost 50 per cent of the young apprentices were aged between 20 and 24 years, and the youngest of the young accounted for 25 per cent of all the apprentices. Those aged 25 to 30 years constituted about 20 per cent of the apprentices while those in the age range of 30 to 34 years were only 6 per cent.

Kenya has formal and traditional apprenticeship programmes. The formal apprenticeship programme is administered by NITA. This form of apprenticeship is only accessible to employees of the levy-paying formal sector organizations. This makes the outreach of the programme to be limited since only about 40 per cent of large companies are registered levy contributors. Many Micro, Small and Medium Enterprises (MSMEs) do not participate in the scheme as they are not registered levy contributors. The traditional apprenticeship services are provided by the master craft persons in the informal sector. However, the apprenticeship programmes run by the informal

sector are not structured. Also, not all informal sector enterprises have the capacity to take apprentices.

- iv. **Industrial attachment and internships** are also important instruments for promoting acquisition of employable skills by the youth. However, most industrial attachment and internship opportunities are concentrated in the urban areas at the exclusion of rural areas. This is mainly due to the inadequate number of industries in the rural areas, and the relative poverty amongst the students in the rural areas. Some employers, in the public and private sectors of the economy, are yet to fully recognize and embrace industrial attachment and internships as investments with mutual benefits for employers and the attachees/interns. More importantly, industrial attachment and internship is not anchored on a policy framework to provide it with the necessary guidelines. Further, industrial attachment and internships is still confined to students but not lecturers, tutors and instructors who should also be at the centre stage of industrial attachment.
- v. The **training and internship component** of the Kenya Youth Empowerment Project (KYEP), which is implemented by Kenya Private Sector Alliance (KEPSA), pilots an employer-led approach to improving youth employability. The training is based on the skills demanded by employers, including life skills training. Internships are offered in the formal and informal sectors. Tracer studies show that 71 per cent of young people who benefitted from the KYEP internships were employed six months after completion of the internships and 13 per cent had returned for more schooling. The life skill training is particularly valued by both young people and employers. An impact evaluation is underway to determine the effect of the program on employment outcomes and income levels of young people. Being a pilot programme, the KYEP is concentrated in Nairobi, Mombasa and Kisumu thus limiting access of KYEP's internship programme to the youth in other parts of the country.
- vi. **The National Youth Service:** The NYS has been successful in promoting skills acquisition and employability of the youth. Although no systematic evaluations and tracer studies have been conducted, reports suggest that most of the NYS graduates are almost immediately recruited and absorbed into the country's disciplined forces and other civilian public sector services. A few of the NYS graduates are also absorbed by the private sector with some venturing into self-employment. Generally, employers find the NYS graduates to be disciplined, diligent in their duties and productive.

The capacity of the NYS to train has however not grown in tandem with the growth in the youth population and the labour market demands. With only 16 training institutions, access to NYS training by the youth has hitherto been limited. The technical, vocational and entrepreneurship training offered by the NYS has also not been flexible enough to facilitate full integration of all youth dimensions in the training. Previously, NYS did not offer short tailor-made courses that could respond to the unique needs and aspirations of the youth and the communities in which they are established. Further, the restriction by the NYS to admit only the youth aged between 18 to 22 years left out the majority of the vulnerable youth aged between 15 to 17 years who may have either completed or dropped out of primary schools but were not in education, training or employment.

The Government appreciates these challenges and has taken deliberate measures to transform the NYS so as to actualize one of the seven pledges of the Jubilee Government of transformative youth empowerment. The reform measures include rebranding and redefining the role and mandate of the NYS. The measures will see NYS intakes increased to 21,870 per year. The intake will be split in halves

of 10,935 recruits to be admitted into the service in July and January every year. Under the arrangement, the 21,870 service men and women will be expected to discipline 227,670 youths per year through the NYS framework. The 227,670 youths will serve the nation, on pay, for between 4 and 6 months after which they will be organized into social movements. The organization of the youths into social movements will be guided by the principles of regimentation, rituals for bonding, livelihoods, and identity and significance. The main goal will be to promote savings, community service, peace building and leadership skills. Reforms at the NYS also target expansion in the scope of courses and services offered by the institution. These measures would ensure increased access and relevance of the NYS services by the youth and the communities.

Appendix Table 2 gives a summary of the key features of selected youth employment interventions implemented in Kenya.

f) Enterprise Development Initiatives

i. **Youth Financing Models and Entrepreneurship:** Several youth financing models exist in Kenya. The main ones are:

- The **Youth Enterprise Development Fund (YEDF)**: established by the Government in 2006 to provide loans for on-lending to youth enterprises. It also aims at promoting youth entrepreneurship and facilitating youth employment abroad.
- The **Women Enterprise Development Fund (WEF)**: established in 2007 to provide women with access to alternative financial services.
- The **Uwezo Fund** was launched in 2013 to provide youth and women access to grants and interest free loans. It also provides mentorship opportunities to enable the youth and women take full advantage of the 30 per cent government procurement preference for youth, women and persons with disability. The Uwezo Fund also seeks to promote gainful self-employment among the youth and women, and to model an alternative framework for financing community-driven development.
- The Access to Government Procurement Opportunities (AGPO): established as an avenue through which the youth, women and persons with disability could access and take advantage of the 30 per cent government procurement reservation scheme. The AGPO platform registers and pre-qualifies the youth, women and persons with disability so that they can access government tenders and contracts.

The challenges facing these initiatives include:

- i. Essentially, there are no considerable differences in the target beneficiaries and areas of focus of the three Funds.
- ii. They also do not have inbuilt mechanisms to deal with the challenges of accessibility, affordability and capacity that are inherent in youth financing systems in the country.
- iii. Both the YEDF and the Uwezo Fund are not yet fully accessible to the youth. This is mainly due to the stringent requirements and the lengthy application and processing procedures, and the centralized nature of the decision making mechanisms of the Funds.
- iv. Effectiveness of the Funds in addressing youth financing and entrepreneurship may also be undermined by the central role played by the government as many youths may consider it as a gift and not necessarily an instrument of empowerment.
- v. Youth-targeted entrepreneurship training, facilitated by different organizations, is going on at county and national levels. However, these trainings are uncoordinated hence undermining their effectiveness and quality.
- vi. Not many youths have benefitted from the 30 per cent public procurement quota, mainly due to the inadequate understanding by the youth of the public procurement procedures, the bureaucratic nature of public procurement and lengthy and cumbersome prequalification procedures.

g) Business Innovation and Incubation Initiatives:

Business innovation and incubation is increasingly getting popular in Kenya. This is particularly so in public and private universities. Business innovation and incubation centres have been established at Kenyatta University, University of Nairobi, Kenya College of Accountancy University and Strathmore University.

Business innovation and incubation centres provide incubatees with workspace, mentorship and coaching opportunities, access to seed funding and links to investors.

Some of these centres are supported through private sector initiatives while others rely on funding by the host institutions.

The major challenges facing these initiatives include:

- i. Most business innovation and incubation centres are yet to tap into the government youth-targeted funding opportunities such as those availed through YEDF, WEF and the Uwezo Fund. This is because the design and structure of the Funds do not facilitate access by the centres and the young innovators and incubates.
- ii. Some of the business ideas that are nurtured and developed at the business innovation and incubation centres require large amounts of capital that do not fit within the thresholds of the government youth - targeting Funds.
- iii. The innovation and incubation mostly require venture capitals or grants and not loans since they essentially offer grounds for developing and testing prototypes.
- iv. The business innovation and incubation model is still limited to the three cities of Nairobi, Mombasa and Kisumu.
- v. Some of the business innovation and incubation centres also do not offer an integrated programme that includes skills upgrading, mentorship and coaching, business financing, and financial guarantee schemes.

3.2.4 Technological Innovation, Creativity, Youth and Talent Identification & Development

The Kenya National Youth Situation Analysis Report 'SITAN' (2009) highlights huge pools of untapped talent potentials among the young people as exhibited in sports and performing arts which can be tapped and nurtured to create alternative pathways of earning a living. Besides their sports prowess, Kenyan youth are creative, innovative and techno-savvy. Science and Technology is undoubtedly the engine for economic growth. Some of young peoples' innovations and inventions have earned the country a top ranking as an ICT hub. The jubilee manifesto proposes establishment of a network of talent academies as well as innovation centres to support the emerging generation of highly creative Kenya

Various International Treaties and Conventions provide guidelines on talent development. Article 29 of the UN convention on the Rights of The Child (1989) and article 11 of the African Charter on the Rights and Welfare of the Child (1999) both state that the education should be directed to the development of the individual's personality, talents and mental and physical abilities to their fullest potential. The Jomtien Education for All, places emphasis on ensuring that learning needs of all young people are met through equitable access to appropriate learning and life skills programs. It also emphasizes on improvement of all aspects of quality of Education and ensuring the excellence of all. The Dakar Framework for Action (2000) re-affirms the commitment of countries to the Jomtien Education - for - All Declaration and so does the World Conference on Education.

The Kenya Constitution (2010) under the Bill of Rights also reiterates the need for state organs to address educational and other needs of vulnerable groups within society Existing literature reveals lack of clear cut policy to address the needs of the gifted and talented. However, talent is mentioned in various government legal and policy frameworks.

The National Youth Policy (2006) aims at ensuring that the youth play their role in the development of the country. It also spells out the Focus Areas that must be addressed in order for Kenya's youth to effectively play their role in sports, recreation and arts and culture.

Talent based industry is an important tool for national development and increasing employability of young people for sustainable livelihoods. However, lack of coherent existing youth talent development policy heralds the need for developing adequate policies and legal frameworks that will enable the government to capture the contribution of this industry and deepen recognition of its importance especially in addressing the youth issues. MTP II of the Kenya's Vision 2030 outlines formulation of the National Youth Talent Development Bill and National Youth Talent Development Authority.

National Youth Talent Academy

The Department of Youth Development in the then Ministry of Youth affairs and Sports piloted National Youth Talent Academy with support from UNICEF, the first ever youth talent development institution of its kind in the country from 2010 to 2012. This innovative talent development initiative was premised by a youth SITAN report 2009 which highlighted the immense talent potentials among the youth following the aftermath of 2007 post-election violence in which youth featured prominently as both perpetrators and victims; largely blamed to the idle youth situation in the country. With financial support from UNICEF, NYTA opened its doors to the first cohort of 100 students drawn countrywide through competitive talent identification and selection process neither based on the years of schooling nor academic certificates but rather on their talents in sports and performing arts. The talent academy sought to engage the youth from disadvantaged backgrounds through an innovative approach that taps into their talents in order to boost their opportunities and self-confidence for improved livelihoods, in line with their aspirations and possibly the needs of the communities in which they live.

A relatively new concept in Kenya, the concept of 'Talent Academies' was borrowed from best practices of similar initiatives UNICEF was implementing in other countries facing emergencies. Later on, the Ministry partnered with the Ministry of Education and established satellite academies across the country. The scope expanded to include football, Volleyball, Athletics, Rugby, Basketball, Handball, Music and Dance, Film and Theatre, Visual Arts and Life skills. However there were no policy to guide development of a holistic approach to talent development especially among the out-of-school youth posed a major challenge and the department did not manage to move NYTA from project to a programme based on a policy framework. The talent academy is currently anchored on the Sports Act that has seen the establishment of the Kenya Academy of Sports at Moi International Sports Centre.

The government established Youth Empowerment Centres in over 100 Constituencies where many programmes can be undertaken including institutionalization of creative hubs as proposed by the MTP II can be done. The NYS has well established training centres in Hospitality, Fashion and Design, Engineering, Business and Entrepreneurship as well as Driving. There is need to ensure dedicated availability of expertise and infrastructural resources towards realization of positive impact in youth talent development.

Technological innovation

Further, with the on-going revolution in the ICT sector, many opportunities are available for the youth and many youth possess modern technological skills to enable them to set up ICT-enabled businesses. The increasing interest of the concept of business processing outsourcing that comes with the ICT revolution presents even more opportunities for youth employment.

Kenya, having been at the forefront of ICT in Africa, established the first Internet peering point for ISPs in Africa (excluding South Africa). The country also recently produced its first national Internet backbone, connecting six cities with the use of digital switches, fiber optic cable and satellite services. Telkom (K) Ltd is also in the process of laying fiber optic cables to ensure faster connectivity. These developments will further reduce the cost of Internet access, thereby facilitating universal use of the Internet nationwide. Information technology is now in many private sectors, such as transport, mining, research, defense, agriculture and communications. Since the Internet came to Kenya in 1994 the country has experienced phenomenal growth in its use. There are now numerous Internet hosts, close to 100 licensed Internet service providers and millions of internet users in the country.

Young people are at the forefront as users and also as providers of ICT. Information and communication technology (ICT) has the ability to transform people and communities. There is also a clear role for ICT in achieving global youth priorities such as education, employment, and the engagement of young people in civil society. ICT can also improve the dissemination of labour market information and generates new markets for creating opportunities for young entrepreneurs. New technologies have been a force for advancing youth participation in civic activities and youth organizations are using technology and the media to expand their networks, raise funds and build the membership of their organizations. Internet technologies are increasingly serving as hubs for the communication, identity formation and social networking of youth. Youth across borders have used ICT to discuss the challenges they face, find common causes and act collectively. It is the medium through which youth share ideas, produce content, disseminate information, and express themselves.

While ICT plays a significant role in youth culture and has become a significant driver of development, its promise remains out of reach for many youth, especially those in the developing world, in informal urban settlements, rural areas and marginalized regions. Implementing programmes to enhance youth uptake of ICT is influenced by a sound infrastructural environment. Capacity building which mainly comprises of education, training and skills development is more practical once ICT facilities are available to youth.

Subsequently, youth with ICT knowledge and skills who have access to ICT resources will be empowered enough to exploit the almost limitless opportunities presented by the information and communication society.

There is need to ensure mechanisms that create conducive environment for young people to access ICT through effective infrastructure, knowledge and skills. Hence, it is proposed that the following projects /activities be undertaken in the youth empowerment centers and the identified and equipped community learning centers.

- i. Development and expansion of ICT Infrastructure: This is being undertaken through provision of computers and provision of internet connectivity and to equip the empowerment centres with call centers/tele-centres facilities.
- ii. Capacity building for youth in ICT tools and skills – mainly training in computer proficiency, skills and emerging opportunities in the ICT sector. The trainings will be up scaled to include youth exploring e- commerce, e- business and participation in Business Processing Outsourcing sector that is emerging as potential employment area for young people with ICT Skills.
- iii. Development of resource centres and libraries for youth to access information and relevant educational materials to enable youth read, research, network and develop linkages with other youth and youth serving organizations.
- iv. Development of youth information desks within the centres to provide information on youth empowerment and particularly youth employment. The centres will maintain local youth Skills’ data base and provision of linkages with potential employers.
- v. Incubate and mentor youth with ICT skills to start businesses and venture in related enterprises. These centres will also document innovations related to ICT and protect property rights of creative youth.

3.2.5 Agriculture, Environmental Management and Sustainable Development

a) Youth and Agriculture:

Agriculture is the mainstay of the Kenyan economy and a key livelihood pillar for the majority. It directly contributes 26 per cent to the annual GDP and another 25 per cent indirectly. The sector accounts for 65 per cent of Kenya’s total exports and provides more than 70 per cent of informal employment in the rural areas. The sector comprises six subsectors, namely: Industrial crops, food crops, horticulture, livestock, fisheries and forestry.

The Agricultural Sector Development Strategy 2010-2020 (ASDS) is the overarching national policy document for the agricultural sector ministries and stakeholders in Kenya. This policy framework is anchored in the long term development plan for Kenya, the Vision 2030 whose main thrust is to transform Kenya into a middle income country by the year 2030.

The Kenya Vision 2030 positions the agricultural sector as a key driver for delivering the 10 per cent annual economic growth rate envisaged under the economic pillar. The sector set itself a goal of achieving an average growth rate of 7 per cent by 2015. A key thrust of the current agricultural Development strategy is to increase productivity, commercialization and competitiveness of agricultural commodities and enterprises.

However, the average age of the Kenyan farmer is 55 years. Most of the youth in Kenya are more focused on moving into the big cities and securing themselves white and blue-collar jobs, leaving this delicate art of agriculture to the old who should be relaxing enjoying their pension and sunset years. This means that

a new business approach is needed to realize the agricultural development envisaged in the vision 2030 given that youth and women are the two demographic groups whose full potential has not been fully exploited, yet they can be key drivers of this change.

Attitudes of young people towards agriculture vary extensively, but generally negative. The following factors have been identified as inhibiting youth participation in agriculture:

- i. School-to-work transition: The school curricula have generally tended to alienate the youth from careers in agriculture, and as a result the negative effects of the youth study-to-work transition have been more extensive in the agricultural sector than in any other sector. Agriculture is considered to be an occupation of last resort.
- ii. Access to land and other capital assets: Access to productive land is an impediment for both the youth and some women in agriculture. Traditional systems bestow land ownership to family heads, invariably the senior male of a household. This restricts ability of youth to have access to land on which they can invest. For married, whereas they may have access to productive land from their husbands, they often do not have control over its usage.
- iii. Low returns on time and input investments: The traditional staples are slow to mature, risky and often yield low returns
- iv. Seasonality of income: This is tied to rainfall/ harvest cycles. This means that for long periods of time, the youth would have no income.
- v. Lack of sufficient innovations in the sector leading to reliance on traditional and arduous labour-based production techniques.
- vi. Concentration on a narrow range of agricultural commodities mainly staple crops.
- vii. Low investment in the infrastructure such as roads, hubs for produce consolidation, cooler houses and processing plants necessary for evolving of efficient value chains.
- viii. Underutilization of ICT for production and market information.
- ix. Non inclusive Policies that exclude youth participation in their formulation and implementation as well as the need to look into new policies that best reflect the current economic, social and political climate.
- x. Lack of access to funding by youth for agricultural purposes.

Agriculture industry without the young people's energy, innovation and passion is doomed. Therefore, initiatives that promote profitable agriculture for employment creation, income generation, food security, and economic development in Kenya have to be put in place. These may include:

- i. Rebranding of agriculture so as to address the long held belief that agriculture and rural areas are for those who cannot make a livelihood anywhere else. Agriculture needs to be rebranded as the new unexplored frontier for growth in business opportunities.
- ii. Specialization by re-directing and training youth to focus either on production, processing or marketing instead of trying to carry out all activities in a value chain.
- iii. Developing of innovative financial packages that provide incentives for entrepreneurs in the sector with the diverse production and marketing conditions and risk factors in mind. The Government and Micro Finance Institutions need to develop a variety of guarantee schemes that would underwrite the risks involved in such packages and invest sufficiently in the same.
- iv. Investment in value addition through processing, branding, quality, shelf life improvements would lead to higher prices, new jobs and eventually increased aggregate incomes in agriculture. There is also need to improve the performance of the agricultural value chains in Kenya if they have to deliver reasonable returns to all the actors. Currently the value chains for the different commodities are long, un-transparent and cluttered with many players making them inefficient, slow and unresponsive to the needs of particularly the producers. A comprehensive approach to value chains

for various commodities should be a challenge that the national as well as each County Government should be persuaded to undertake in partnerships - involving the youth and the private sector.

- v. Sufficient investment in irrigation and other water harvesting technologies to facilitate full time engagement of the youth and shorten waiting time for economic returns.
- vi. Digitization of agricultural production and marketing information into web-based resources. This would enable wider access and use since the few available extension officers don't reach all farmers in all locations. The youth could actively participate in the generation, posting, management and utilization of this information.
- vii. Investment in emerging livestock and agricultural technologies such as guinea fowls, rats, fish farming, quails, horticulture, herbs etc.

b) Youth, Environment and sustainable development

Kenya is rich in natural resources in the forms of plant and animal biodiversity, fresh water, minerals, and land with diversified potential. Eighty per cent (80%) of the country's economy depends directly or indirectly on exploitation of natural resources in the form of agricultural products, minerals, tourism, fisheries, timber and other wood products, and industries based on agriculture. Over 70% of the population relies on natural resources within their immediate environment for their daily livelihood. However, current practices and rate of exploitation may not be sustainable.

The first major global expression of concern for the state of the earth's environment was the United Nations (UN) Conference on the Human Environment held in Stockholm, Sweden, in June 1972. This Conference led to the founding of the United Nations Environment Programme (UNEP), now headquartered in Nairobi. Since the 1972 Conference, there has been a phenomenal growth, at both national and international levels, in the variety of initiatives for the environment, especially its impact on the quality of life on Earth.

The UN Conference on Environment and Development (UNCED) held in Rio de Janeiro, Brazil in 1992 which Kenya attended, agreed to promote development of global partnerships among states and key sectors of societies to protect the integrity of the environment. The meeting agreed on 27 principles of action for sustainable development in the 21st Century, commonly called Agenda 21. Chapter 25 of Agenda 21 called for the active participation of youth in decision-making processes, as all decisions affect their lives today and in the future. Additionally, the youth have capacity to mobilize popular support and to bring unique perspectives that have potential to enrich each action.

The World Summit on Sustainable Development (WSSD) held in Johannesburg in 2002 approved the World Programme of Action on Youth, which among others, recommended mainstreaming of environmental education in school curricula and training programmes as well as strengthening the participation of young people in the preservation, protection and improvement of the environment.

Notably, the Government of Kenya established the National Environment Secretariat (NES) in 1974 as the lead national agency to coordinate and oversee environmental activities in the country. This responsibility was assumed by the National Environment Management Authority (NEMA) established by the Environmental Management and Coordination Act (EMCA) in 1999. NEMA's mandate is to exercise general supervision and coordination over all matters relating to the environment and to be the principal instrument of Government in the implementation of all policies relating to the environment, including domesticating the UN Decade of Education for Sustainable Development 2005-2014. NEMA in consultation with the stakeholders including the government, private sector, civil society organisations and development partners has developed Education for Sustainable Development (ESD) Implementation Strategy that will guide the country in the realization of the objectives of this Decade.

The Kenya National Youth Policy (2006) recognizes environmental challenges affecting the youth and underscores youth involvement in environmental protection and conservation, such as creating awareness, tree planting, clean up campaigns and advocacy for biodiversity conservation. This is a deliberate effort to involve the youth in identifying solutions to environmental problems with a view to enhancing the quality of the environment. In addition, the Policy recommends strategies for addressing environmental degradation, including use of alternative sources of energy; promoting environmental clubs for the youth; strengthening the involvement of the youth in environmental conservation programmes; establishing linkages between environmental committees at district level with environmental clubs in schools and improving access to information through youth resource centres. This should give the youth a chance to participate in decision-making processes.

In terms of environmental sustainability, the youth can use their knowledge, sense of motivation and energy to bring about action for the environment.

However, the key issues are poverty and unsustainable livelihoods which have put undue pressure on natural resources such as soil resulting in food insecurity and leading to a decline in nutritional status. During periods of drought when pasture is scarce, pastoralists in ASALs migrate to other sites, which are often 'unsustainable', or of marginal potential such as wetlands or vulnerable forests, which, in the longer term, cannot sustain such usage.

Natural and manmade disasters have a greater impact upon the poor who may have no choice but to live and work in locations that are unsuitable. The declaration of HIV Aids as a national disaster recognizes it also as a major challenge in environmental conservation. Civil strife and resource use conflicts such as sand harvesting in Machakos and mining in Taita Taveta counties adversely affect the environment. Terrorism is an emerging phenomenon with potential significant impacts on the environment.

Trans-boundary and regional initiatives for the conservation of shared resources straddling international borders need to be pursued. Strategies must also be established to tackle environmental challenges posed by the spread of invasive exotic species. And lastly, the application of biotechnology needs to be approached with care to avoid unmitigated environmental impacts of genetically modified organisms (GMOs). The ongoing processes of gender and youth mainstreaming at all levels of social strata is a welcome response since youth are significant stakeholders in environmental management.

The objective of the environment component of this strategy is to raise the level of environmental awareness amongst the youth while at the same time increasing youth participation in environmental stewardship and sustainable development. The strategy will also provide a framework within which the government will take leadership in creating partnerships and networks with various players in order to scale up and strengthen youth environment-related programmes.

3.2.6 Health, Crime, Drug and Substance Abuse

The World Health Organization (WHO) defines health as a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity. The health status of young people is driven by a combination of determinants including individual and societal factors coupled with institutional and economic factors at play in the health of youth in Kenya.

Generally, African countries have low levels of health capital, and poverty remains mainly a rural phenomenon, but increasingly becoming a problem in urban areas due to rural urban migration. Country case studies have shown that health, economic growth and poverty reduction are connected e.g. increased income lead to better health, which is also an important factor in wealth accumulation and poverty reduction. Good health increases labor productivity by reducing work absenteeism and increasing wage work effort. Good health improves labor participation and increases wages

In Kenya, the uneven distribution of health facilities in the country continues to widen disparities in affordability and access to medical care. Statistics indicate that only 42% of the population has access to medical facilities within four kilometres and 75% within eight kilometres. Medical personnel are also too few to sufficiently address the health needs of the population, let alone those of the youth. Currently there is one doctor for every 33,000 people in the rural areas and 1,700 in the urban areas and it is estimated that only 12% of the health facilities are youth friendly.

Health sector is one of the key sectors under the social pillars envisaged to contribute to the realization of the Kenya vision 2030. The sector aims at providing equitable and affordable health care, the focus is on access, quality and capacity and institutional framework. Health policy provides one of the most important components for addressing equity and socio economic agenda of the social pillar of vision 2030.

Today, Health has become a major issue among the youth. Apart from the traditional health problems like malaria, tuberculosis and the more conservative sexually transmitted diseases, the exponential spread of HIV/AIDS and drug abuse have become issues of major concern. Mental health is increasingly becoming a common problem among the youth. Depression, anxiety, eating disorders, psychosis and substance abuse are also becoming leading mental problems among the youth.

Furthermore, reproductive health is one of the issues with the greatest impact on the youth. Some related problems and side effects include teenage pregnancies and abortion. Other common health problems are malaria and acute respiratory infections, which account for about one half of outpatient cases. Other diseases the youth grapple with include skin infections, intestinal worms and diarrhoea. Current health facilities are also not youth-friendly. As such, there is a need for facilities that offer preventive and curative health services for the youth. Information on health should be made available to the youth too.

HIV/AIDS today is a major constraint to development across all counties except those in north eastern Kenya. Issues of HIV of concern are vulnerability of orphans, sexual abuse and rape of girls, cultural practices which facilitate the spread e.g. unhygienic circumcision and widow inheritance. stigma is still a major concern among the young people living with HIV since once a young person is known to be living with HIV the rest of the family loses interest in his or her future and they are times denied further schooling.

Drug and Substance Abuse: Is associated with a higher HIV infection risk. Injection drug users constitute an extremely vulnerable group in respect to HIV infection risk. It is therefore important to develop appropriate

strategies to lower infection risk among injecting drug users and also people that abuse other drugs and substances. Effective interventions are required to mitigate these negative factors.

Summative SWOT Analysis:

In summary the following are the key Strengths, Weaknesses, Opportunities and Threats that exist in the six focus areas highlighted above:

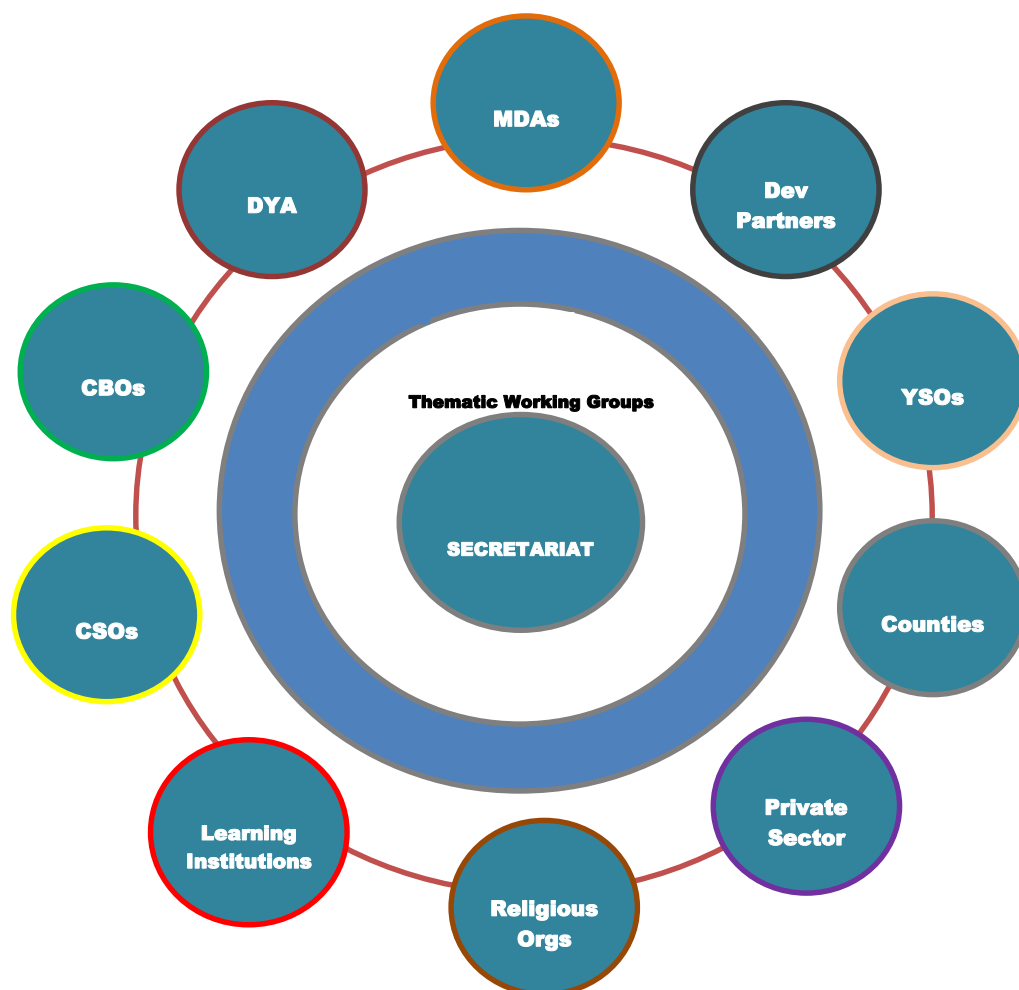
Strengths	Weaknesses
<ul style="list-style-type: none"> • Several policies on youth empowerment are in place such as NYP, NYC Act, 30% Procurement, Bill of Rights in Cap 4 of Kenya Constitution, Youth Employment Marshal Plan, Vision 2030, M.o.DP Strategic Plan, Youth Volunteerism Policy, Youth Employment Scheme Abroad, Internship & industrial attachment Guidelines, Regulations on Various Youth Empowerment Funds, National Plans of action for Youth on various Thematic Areas e.g. ICT, Health, Youth Empowerment, Environment, Employment. • Transformative youth agenda through the NYS 5 – Point Strategy. • Youth Financing Models: UWEZO, YEDF, WEF. • NYS graduates: Highly disciplined, marketable • Vibrant fast growing informal sector for self-employment. • Well trained, educated, creative and innovative youth. • Qualified staff: Youth Development Officers in all Counties. • High youth population is a pool of abundance of labour force. • Establishment of the ICGLR Secretariat to nurture youth leadership and enhance their participation in regional issues. 	<ul style="list-style-type: none"> • Inadequate institutional capacity for youth empowerment. • Inadequate funding for youth empowerment programs. • Limited human resource capacity within Youth Serving Agencies. • Uncoordinated implementation, M&E, Research and reporting of youth empowerment interventions. • Inadequate in – built mechanisms to deal with challenges of affordability, capacity and accessibility of youth products and services. • Undifferentiated youth empowerment funds. • Inadequate knowledge on procurement processes among youth. • Youth & the public have poor attitude towards government financing models and other youth program, hence low uptake and participation. • Low entrepreneurial culture and skills among youth. • Late talent identification and inadequate mechanism for referral hence poor nurturing and eventual loss of talents by youth. • Inadequate sensitization of local leaders and the public on youth development work and programs. • Youth Empowerment Institutions’ capacity (NYS, Talent Academies, and Polytechnics etc.) have not been growing in tandem with youth population and labour market demand. • Prohibitive age limit during recruitment into youth empowerment institutions. E.g. sports academies, NYS. • High dependency levels due to youth bulge. • Most youth empowerment related policies and legal frameworks e.g. NYP, NYC Act, National Action Plan on Youth Employment, are not aligned to the constitution. • Limited job opportunities coupled with high youth population. • Majority of youth possess inadequate skills and experience.

	<ul style="list-style-type: none"> • Mismatch between labour demand and acquired skills. • Lack of a labour market system for linking youth labour supply to demand.
Opportunities	Threats
<ul style="list-style-type: none"> • Political good will. • Willing and supportive development partners on youth empowerment initiatives. • New job opportunities in emerging sectors in mining, sports, talent etc. • High demand for craftsmen and artisans for both domestic and international markets. • Transformed NYS and its revamped programmes. • A national network of TVET training institutions. • Existence of youth enterprise development funds and capacity building programmes by different youth serving organizations. • Vibrant and growing informal sector is fertile ground for self-employment. • New job opportunities from emerging oil, gas and mining industry. • High demand for craftsmen (skill based labour) to support various industries in the country. • The Government has now made available, policy guidelines on youth internship. • The youth are creative, innovative and adaptable to modern technology • Willingness and capacity of the public and the private sector to place youth on internship and industrial attachment. 	<ul style="list-style-type: none"> • Youth bulge poses a risk to social and national cohesion and unity. • Youth idleness. • Negative attitude towards work. • Rise of crime, militia groupings, radicalization and terrorism. • Youth involvement in drug addiction and substance abuse. • Prevalence of pandemics such as HIV/AIDS and lifestyles diseases. • Negative cultural practices e.g. FGM, Early marriages etc. prohibiting youth from realizing and achieving their potentials and dreams. • Corruption, nepotism and negative ethnicity. • Political and economic uncertainty.

3.2.7 COORDINATION FRAMEWORK

In response to the key emerging challenge of coordination of youth interventions, the implementation of the National Youth Empowerment Strategy (2015 - 2017) will be under an inter-agency framework anchored in the Ministry of Devolution and Planning in the Office of the President.

The inter agency framework will consist of a stakeholders forum, thematic working groups and a secretariat as illustrated in the structure presented below. The stakeholder forum will be constituted by the representatives of DYA and its semi-autonomous agencies, development partners, private sector, PBOs, youth networks and CBOs. The stakeholder forum will provide guidance on the constitution of the thematic working groups in reference to the identified Focus Areas in NYES. The secretariat will be constituted and resourced by the stakeholder forum. DYA will oversee the secretariat.



Acronyms/Abbreviations:

CBOs	Community Based Organizations
CSOs	Civil Society Organizations
DYA	Directorate of Youth Affairs
MDAs	Ministries, Departments and Agencies
Orgs	Organizations
YSOs	Youth Serving Organizations
Dev Partners	Development Partners

3.2.8 Monitoring, Evaluation and Reporting

Monitoring and Evaluation of the progress of implementation and performance of the National Strategies will be undertaken within the framework of the National Integrated Monitoring and Evaluation System (NIMES). The NYES inter agency implementation forum in collaboration with the Monitoring and Evaluation Directorate (MED) in the Ministry of Devolution and Planning, will develop an integrated M&E system to monitor and evaluate the Strategy.

The NYES inter agency implementation forum in collaboration with MED will develop tools to ensure effective M&E of the Strategy. Monitoring and Evaluation will be undertaken jointly by the participating state and non-state actors. All the organizations engaged in implementing various components of the Strategy will be trained on the use of the tool and the reporting format. The Secretariat will be required to consolidate reports from the different implementing agencies and share progress on implementation and performance of the Strategy to the NYES Interagency Coordination Forum on a quarterly basis.

3.2.9 Strategy Review

Mid-term and end-term reviews of the Strategy will be conducted. The mid-term review will be done to assess the milestones realized, effectiveness of the strategic interventions and any dynamics that may warrant review of some of the stated interventions. An end-term review will be conducted to inform the strategic direction to be pursued in the second phase of the National Youth Empowerment Strategy (2018 - 2020). The NYES inter agency implementation forum will be responsible for initiating and coordinating the review process.

4.0 POLICY ISSUES AND STATEMENTS

The empowerment of young people involves the concerted efforts of a number of stakeholders including government, civil society, private sector, Community Based Organizations, families, and young people themselves. Consequently, key areas of intervention are proposed in this Strategy, namely: Policy and Legal Frameworks; Employment and Skills Development; Youth Leadership and Participation; Talent identification and nurturing; Agriculture and sustainable Development; Health, prevention of crime, Drugs, Substance Abuse; and effective implementation and coordination of interventions. Cognisant of the state of youth empowerment in the country, as evidenced in the situational analysis, there is need to provide policy direction as provided below:

4.1 POLICY STATEMENTS

4.1.1 Common Definition of Youth

Universally, there is no common definition of youth. There are various definitions relating to different policies, regional and international charters and protocols, United Nations Agencies, the World Bank, and the Commonwealth Youth Program etc.

The Constitution and the National Youth Policy defines youth in terms of age and youth-hood as male or female in the age bracket of 18-35 years.

Policy Statement:

Youth in Kenya shall be defined as:

- Young women and men from the age group of 18-35.
- Specific programs related to specific age cohorts and circumstances shall be developed and implemented by government and stakeholders to suit specific needs of youth

4.1.2 Employment and Skills Development

The Government recognizes the informal sector as a major employer in Kenya. As such, the Government identifies entrepreneurship as a key strategy to stimulate self-employment and create jobs. This strategy appreciates the youth as a resource endowed with inherent talent that can be harnessed to create sustainable enterprises. Poor employment prospects of the youth wastes economic potential and in extreme cases leads to violence. There is largely a lack of skills among the youth which is necessary to gain jobs and succeed in the work place. In addition, there is need to harness and develop skills among the youth to enable them benefit from emerging economic opportunities such as oil, gas and mining.

Challenges of youth unemployment include: limited job opportunities; inadequate skills and experience among the youth; mismatch between labour demand and acquired skills; unstructured labour market linkages; inadequate and uncoordinated funding; limited industrial placement vacancies in industry; inadequate training equipment and infrastructure; lack of an integrated qualifications framework; lack of institutional and policy framework to guide volunteerism, internships and industrial attachment; and inadequate collaboration between industry, professional bodies and learning institutions.

Policy Statement

- The Government in collaboration with the private sector and other stakeholders shall create an enabling environment for creation of employment opportunities and create frameworks that enhance and sustain linkage between labour demand and supply; as stipulated in this strategy
- The government in collaboration with stakeholders shall promote culture of entrepreneurship to develop and sustain youth labour that is market relevant and ready while taking advantage of the emerging sectors
- The government in collaboration with the County Governments and stakeholders shall improve social

4.1.3 Youth Leadership and Participation

Often, youth have been perceived as leaders of the future and as such continue to face exclusion from political, social and economic leadership. In addition, youth are often used by leaders to perpetrate violence especially during election campaigns to advance partisan agenda without considering their plight. The Government recognizes that youth have the potential to provide leadership in different spheres of national development. The Government in partnership with key stakeholders acknowledges that it has a role to play in providing a supportive environment where youth leadership abilities can be nurtured, ideals of volunteerism and community service upheld and national values entrenched among the youth.

Key challenges affecting youth leadership include: lack of youth leadership development structures within political, social and economic spheres; lack of appropriate training; and uncoordinated approaches to nurturing youth leaders.

In order to address these challenges, the Government and youth sector actors, through this strategy, will:

- Create a leadership development framework for identifying and building the capacity of young leaders;
- Create structures that promote effective and inclusive engagement of the youth in governance in the public and private sector;
- Promote national values and principles of good governance among the youth; and
- Create opportunities that encourage youth to volunteer and engage in community service.

Policy Statement

The government and stakeholders shall create mechanisms that promote effective and inclusive engagement of youth in structures and development issues at all levels nationally, regionally and internationally

4.1.4 Policy and Legal Frameworks

The Government of Kenya's efforts to implement youth empowerment initiatives can be revealed through the National Youth Council (NYC) Act (2009), the Sector Plan for Labor, Youth and Human Resource Development (2008 - 2012), the National Youth Policy (2007) and the National Action Plan on Youth Employment (2007 - 2012). However, some of the mentioned policies are yet to be aligned to the Constitution of Kenya 2010.

Despite the efforts there is fragmentation of guidelines and standards for youth empowerment activities in the country. Even where the legal frameworks support youth empowerment, there is dichotomy in the values and attitudes towards young women and youth in special circumstances. The tenets of Positive Youth Development are not practiced full and young people are viewed as problem rather than active

population capable of shaping their lives and that of the communities. This is further complicated by weak mechanisms of implementation, monitoring and evaluation and limited financial and human resource capacities within the implementing agencies.

Policy Statement

- The government in collaboration with the County Governments and stakeholders shall put in place policies and regulatory frameworks to ensure mainstreaming of youth issues at all levels and guarantee the right of equality to the youth
- The government in collaboration with stake holders shall put in place policies and regulatory frameworks to ensure smooth and efficient participatory approach in youth programs and activities

4.1.5 Agriculture, Environment and Sustainable Development

The agricultural sector is the largest employer in Kenya. There are many opportunities that youth can exploit for their economic enfranchisement and national development. However, there is inadequate infrastructure to support engagement of youth in agriculture as labour or owners agricultural resources. Many youth are not attracted to agriculture and environmental concerns but prefer to migrate to urban centers and remain either unemployed or underemployed. The few who participate in agriculture don't own the resources including land.

Young people are also not knowledgeable of environmental issues and hence don't participate adequately in management of environment and conservation of natural resources.. Few are involved in environmental preservation and conservation and eco-entrepreneurship or green jobs.

Policy Statement

- The government in collaboration with all stakeholders shall provide conducive environment for youth engagement in agriculture
- The government and stakeholders shall ensure there are mechanisms that support youth engagement in the development, protection, conservation of the natural resources and environment while engaging in eco-entrepreneurship/ green jobs
- There shall be mechanisms that facilitate youth to participate in Green processes and technologies

4.1.6 Creativity, technological innovation, talent identification and development

Many youth are not aware of their talents and that they can be helped to harness them to preserve culture. Talents, creativity and innovations are now being used as a source of income generation amongst young people. However, there is lack of effective promotion, support, coordination and skills development on such activities.

Policy Statement

- The government and stakeholders shall ensure appropriate mechanisms for identifying and developing, supporting young people's creativity and talents
- There shall be mechanisms for creation of infrastructure, promotion and coordination and protection of young people's creativity, innovations and talents.

4.1.7 Health, Crime, Drugs and Substance Abuse

Youth continue to face serious health issues, in particular the HIV/ AIDS pandemic, which is the biggest challenge facing our generation. The government should implement and encourage all stakeholders to carry out their responsibilities articulated in the HIV/ AIDS strategies. Additionally, youth continue to lose lives to acute respiratory infections, vaccination-preventable diseases and malnutrition. Other diseases the youth grapple with include skin infections, intestinal worms and diarrhoea. These risks continue to result in the loss of lives to a very large scale. Drug and substance abuse, violence, crime and suicide are also growing factors of youth mortality. Access to quality youth-friendly health services as well as health education is still issues that need to be seriously addressed since most programmes focusing on mother and child and not young women.

Drug and Substance Abuse is also associated with a higher HIV infection risk. Injection drug users constitute an extremely vulnerable group in respect to HIV infection risk. It is therefore important to develop appropriate strategies to lower infection risk among injecting drug users and also people that abuse other drugs and substances.

Youth are also more likely to be influenced and motivated to engage in crime and radicalization due to their disenfranchisement.

Policy Statement

- The Ministry responsible for youth development shall collaborate with stakeholders to develop appropriate programmes to mitigate against HIV/AIDS, Drug and Substance Abuse and other health concerns of young people
- The government in collaboration with stakeholders and development partners shall promote establishment of youth-friendly health services at all levels
- The government and stakeholders shall ensure effective mechanisms for youth inclusion

4.1.8 Coordination

The Government recognises that youth employment stakeholders deal with lack of collaborative interventions, further compounded by duplication, inefficiency and wastage of resources due to uncoordinated efforts.

In 2013 the Government transformed MoYAS into Directorate of Youth Affairs (DYA), anchored in the Ministry of Devolution and Planning, in order to address the challenge of coordination. The Directorate is, among other functions, mandated to effect the mainstreaming and coordination of youth related issues in all MDAs. This is an on-going process.

The Government, however, continues to experience challenges, among them being: lack of a centralized database on youth interventions by state and non-state actors; lack of a sector coordination framework; and an uncoordinated monitoring and evaluation mechanism for purposes of sharing lessons learnt and best practices.

In response to these challenges, the Government aims to implement the following strategies: (i) carry out a survey to map out and build a centralized database on youth interventions by state and non-state actors; (ii) create an inter-agency coordination framework; (iii) develop and implement an integrated system for monitoring and evaluation; and (iv) implement the NYES through a coordinated inter-agency implementation framework.

Policy Statement

- The government shall create an inter-agency implementation and coordination and framework for youth empowerment
- The government shall develop and implement an integrated system for monitoring and evaluation youth empowerment

4.2 FOCUS AREAS

This section seeks to point out the strategic objectives, key strategies and key interventions in each of the six focus areas identified in chapter 3 above.

4.2.1 Focus Area 1: Policy and Legal Framework

Strategic Objective: To develop, review and institute policies that promote youth empowerment	
Key Strategies	Key Interventions
Develop, review and implement relevant policies	<ul style="list-style-type: none"> • Develop a framework for identifying children's inherent abilities and talents and aligning them to early childhood education and future professional training. • Design a national framework and programmes for identifying and building the capacity of young leaders. • Review of National Youth Council Policy and Act. • Enact laws to operationalize Article 55 of the Constitution in terms of youth social, economic and political rights and opportunities. • Finalize the Kenya School of Adventure and Leadership (KESAL) Draft Order/Act. • Develop a Sessional Paper on national industrial training and attachments. • Develop a framework that encourages business innovation.

4.2.2 Focus Area 2: Leadership and Participation

Strategic Objective: To build the capacities of youth and create for them opportunities to exercise leadership	
Key Strategies	Key Interventions
Leadership capacity development	<ul style="list-style-type: none"> • Design a national framework and programmes for identifying and building the capacity of young leaders. • Build the National Youth Council and other Youth Networks at the national and county levels to promote effective inclusive engagement of the youth at all levels of government including political processes. • Champion finalization of the Kenya School of Adventure and Leadership (KESAL) Draft Order/Act, as envisaged in Vision 2030, so as to establish leadership training institutes and centres at the national and county levels.

Strategic Objective: To build the capacities of youth and create for them opportunities to exercise leadership	
	<ul style="list-style-type: none"> • Re – launch the pre- university students experiential leadership programme at the NYS • Develop curriculum and train manuals on youth leadership and good governance • Develop leadership award schemes to recognize exceptional young leaders.
Develop and implement the Youth Affirmative Action Policy and Legislation	<ul style="list-style-type: none"> • Enact law and develop a policy to operationalize Article 55 of the Constitution in terms of youth social, economic and political rights and opportunities. • Monitoring the roles of youth in political parties. • Ensure youth representation in national decision making organs such as commissions, boards and committees. • Involving the youth through National Youth Council in planning, implementation and evaluation of all national development and youth empowerment interventions and processes. • Promote volunteerism and community service to inculcate National Values and Patriotism • Provide opportunities for youth to engage in decision making processes on economic, political and social issues at all levels. • Mainstreaming of gender, PWDs and other vulnerable youth

4.2.3: Employment and Skills Development

Strategic Objective 1: To develop employability and entrepreneurship skills	
Key Strategies	Key Interventions
Youth skills development	<ul style="list-style-type: none"> • Map economic potential and skills requirements for emerging sectors such as oil, gas and mining and collaborate with the private sector to proactively develop these skills among the youth. • Promote practical (non-academic) entrepreneurship training among youth. • Enhance existing institutions (YPs, YECs, YEDF, WEF, UWEZO, NYS) through staff capacity building, infrastructure improvement and general restructuring to be able to offer relevant entrepreneurship and enterprise development skills to rising population of youth seeking for the skills. • Offer quality, practical and coordinated entrepreneurship training and follow-up. • Undertake monitoring and evaluation to measure effectiveness of entrepreneurship training programmes. • Introduce short-term modularized and tailor - made skills development courses in Youth Polytechnics, Youth

Strategic Objective 1: To develop employability and entrepreneurship skills

	<p>Empowerment Centres and other TVET institutions in response to needs of local youth entrepreneurs.</p> <ul style="list-style-type: none"> • Establish a Regional Centre of Excellence for Driver Training and a Maritime Training Institution to impart maritime skills to the youth. • Establish model vocational training institutions in each constituency. • Establish links between the model vocational training centres, technical institutes, institutes of technology and other institutions of higher learning to ensure that graduates from the vocational centres are able to transit for diploma and even degree courses. • Upgrade Youth Polytechnics to Institutes of Technology in every ward under National Vocational Certificate in Education and Training (NVCET) curriculum to empower youth with effective and relevant skills to service a modern economy. The basic vocational skills will be offered free of charge at these institutions while also ensuring remuneration and recognition of graduates are rationalized to put premium on technical education and training. • Design and implement an effective youth business mentorship model. • Offer business support services with a focus on incubation, legal, accounting, taxation and loan management services. • Creating master crafts persons in all disciplines of skills development. • Accredite trainees and link them to start-up capital and markets and other business development services. • Develop a Sessional Paper on national industrial training and attachment. • Develop incentive framework for employers who hire fresh graduates and provide placement for internships. • Generate Media programmes that promote entrepreneurship. • Establish national youth entrepreneurship award schemes.
Strengthening Linkages between Industry and Training Institutions	<ul style="list-style-type: none"> • Provide targeted and demand-driven industrial training. • Develop curriculum and national training and testing standards of life skills acquired from the institutions. • Establish local production units in training institutions. • Build the capacity of the National Industrial Training Authority (NITA).
Establishment of Youth Development Centres	<ul style="list-style-type: none"> • Revitalize Youth Empowerment Centres to serve as one stop shops and business information centres as well as mentorship, vocational and entrepreneurial skills development centres in all counties.

4.2.3: Employment and Skills Development

Strategic Objective 2: To create employment opportunities and establish linkages for youth engagement.	
Key Strategies	Key Interventions
Enhance market access by youth enterprises	<ul style="list-style-type: none"> • Determine, organize, develop and disseminate business and employment information for youth through appropriate channels such as electronic, print and social media. • Develop an incentive framework for private sector to offer sub - contracting and procurement opportunities to the youth. • Monitor implementation of affirmative action on the 30% procurement quota and enhance reporting by the relevant government agencies. • Enhance capacity of the youth to utilize the 30% public procurement preference and reservation scheme and access other markets. • Identify high potential sectors linked to high potential markets and integrate youth enterprises to exploit opportunities in the value chain. • Enhance marketability of products and services.
Accessible, affordable and responsive financing to youth enterprises	<ul style="list-style-type: none"> • Build capacity of the youth to access and gainfully utilize youth targeted funds. • Develop youth SACCOs and provide grants to youth in ASALs and other marginalized areas. • Facilitate linkages between youth SACCOs, YEDF, WEF and Uwezo fund for purposes of the SACCOs borrowing youth targeted funds for onward lending to members. • Transform the Youth Enterprise Development Fund and Kenya Industrial Estates into Biashara Kenya as a catalyst for further economic growth. • Carry out an impact assessment and review of YEDF, WEF and UWEZO to establish youth financing needs for purposes of offering accessible, affordable and responsive loan products. • Establish a Youth Enterprise Capital/Fund designed along the CDF model to enable youth access interest - free business financing either individually or in groups without the requirement of traditional collateral. • Establish Youth Business Incubation Centres.
Micro and Small Enterprise development	<ul style="list-style-type: none"> • Implement the MSE Act 2012 to ensure a vibrant Micro and Small Enterprise (MSE) sector for employment and wealth creation. • Undertake the MSE Baseline and informal sector surveys to provide accurate profile of the sector in terms of all its facets. • Establish MSE Centres of Excellence in all counties for promoting product development and marketing. The centres will also avail common usage of equipment which are more often expensive for MSEs to procure and undertake incubation programmes

Strategic Objective 2: To create employment opportunities and establish linkages for youth engagement.	
Domestic labour management	<ul style="list-style-type: none"> • Carry out a comprehensive National Labour Force survey to provide up to date data to address the country's unemployment challenge. • Develop a National Labour Market Information System (LMIS) to enable youth access, retrieve and use of the Labour information therein. • Develop and implement a National Youth Employment Policy and review the National Action Plan on Youth Employment. • Revamp the National Employment Bureau and raise awareness on its existence and services among the youth. • Create a framework that facilitates coordination, regulation and linkage of private and public employment bureaus with tertiary institutions to the labour market.
Foreign employment management and diaspora engagement	<ul style="list-style-type: none"> • Enter into bilateral agreements with key labor destination countries. • Develop orientation and re-entry programmes to prepare and sensitize Kenyan immigrants on the nature of jobs abroad, their terms and conditions; the rights, obligations and remedies of the workers in case of violations; and pre-departure preparations for the job seekers. • Develop/review and enforce guidelines on employment of foreigners and on registration and accreditation of private employment agencies. • Finalize the National Diaspora Policy • Establish a National Diaspora Council of Kenya to play an advisory role to the government on Diaspora issues.

4.2.4 Focus Area 4: Agriculture, Environmental Management and Sustainable Development

Strategic Objective: To tap the creativity and energy of youth in developing a safe environment and a food secure nation for sustainable development	
Key Strategies	Key Interventions
Participation of the youth in agriculture and environment management	<ul style="list-style-type: none"> • Design and pilot business models to deepen and expand youth participation in agribusiness and environmental management. • Promote training on modern farming techniques, value addition and facilitate access to equipment and markets. • Build capacities of youth on green energy, waste management and general environmental conservation/ management. • Develop innovative financial packages and programmes for youth involved in farming. • Identify high potential value chains in agribusiness, horticulture, green energy as well as waste management with focus on entry points for youth participation. • Establish industrial centres that offer technical assistance and access to machinery and tools by youth in technical enterprises.

Strategic Objective: To tap the creativity and energy of youth in developing a safe environment and a food secure nation for sustainable development	
Employment and sustainable livelihoods	<ul style="list-style-type: none"> • Support of Agribusiness development among the youth. • Invest in the conversion of waste to wealth initiatives. • Implement the 1 billion tree planting campaign. • Set up the green energy innovations and enterprises in all counties.
The Green Jobs Program	<ul style="list-style-type: none"> • Mainstream the green jobs approach in the various infrastructural projects and programmes. • Finalize the mapping of current and future green jobs opportunities in various sectors • Develop and implement human resource training strategy in green processes and technologies.

4.2.5 Focus Area 5: Innovation, Creativity, Technology, Talent identification and development

Strategic Objective: To champion talent, sports and arts development and management among the youth	
Key Strategies	Key Interventions
Development of Creative Industry Hubs	<ul style="list-style-type: none"> • Establish creative industry hubs in all counties to bring together creative and talented minds to interact and develop their skills.
Talents Identification, development and management	<ul style="list-style-type: none"> • Identify, develop and manage talent among the youth. • Develop a framework to identify develop and manage talent in the education system. • Undertake sensitization on value of talent and talent development. • Champion increase in budget allocations towards rehabilitation and increasing construction of artistic, sporting and talent development facilities.
Promote and support ICT and innovation	<ul style="list-style-type: none"> • Integrate innovation and incubation facilities within the Youth Empowerment Centres (YECs). • Provide financial and technical support to young innovators in ICT and other areas. • Identify youth innovators and provide them with support on patenting, research & development; and commercialization. • Develop a framework that encourages business innovation at the county level. • Establish business innovation and incubation coordination units with forums for sharing emerging lessons and good practices. • Develop and implement a Youth Talent Identification and Nurturing Policy. • Establish a Sports Academy in every county.

4.2.6 Focus Area 6: Health, Crime, Drugs and Substance abuse

Strategic Objective: To promote healthy lifestyles and secure neighbourhoods	
Key Strategies	Key Interventions
Prevention of new infections and spread of HIV/ AIDS, malnutrition, other infectious diseases, crime and drugs and substance abuse	<ul style="list-style-type: none"> • Develop a training module for young people on prevention of new infections and spread of HIV/ AIDS, malnutrition, other infectious diseases, crime and drugs and substance abuse. • Training of peer educators in all counties on prevention of new infections and spread of HIV/ AIDS, malnutrition, other infectious diseases, crime and drugs and substance abuse • Establish youth friendly centres manned by youth peer educators as counsellors. • Hold Educational campaigns in learning institutions to discuss dangers of drugs abuse, addiction and alcoholism.

4.2.7 Coordinated Implementation, Monitoring and Evaluation

Strategic Objective: To create and implement an inter-agency coordination and monitoring and evaluation framework	
Key Strategies	Key Interventions
Creation of an inter-agency coordination framework	<ul style="list-style-type: none"> • Establish a centralized database on interventions by state and non-state actors on youth empowerment. • Constitute an inter-agency implementation and coordination team. • Create an inter-agency coordination framework. • Create an information sharing platform on youth empowerment among stakeholders. • Mobilize, harness, direct and optimize resources targeted at youth empowerment in the country.

Implementation Matrix

Focus Area I: Policy and Legal Framework

Focus Area: Policy and Legal Framework									
Objectives	Strategies	Interventions	Indicator	Expected Output	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To develop, review and institute policies that promote youth empowerment	Develop, review and implement relevant policies	Develop a framework to identify, develop and manage talent among youth.	Draft Framework	Framework developed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC		10	9	1,000
		Design a national framework and programmes for identifying and building the capacity of young leaders.	Draft Framework	Framework developed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC		50,000	60,000	1,000
		Review of National Youth Council Policy and Act.	Draft Policy and Act	NYC Policy and Act reviewed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC		10	10	25
		Enact laws to operationalize Article 55 of the Constitution	Parliamentary Bills and Acts drafted	Laws enacted	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC		2,500	3,000	1
		Finalize the Kenya School of Adventure and Leadership (KESAL) Draft Order/Act	Draft Act	KESAL Act developed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly,		20,000	20,000	1,000

Focus Area: Policy and Legal Framework									
Objectives	Strategies	Interventions	Indicator	Expected Output	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
					NESC, NYC, MoSCA, MoEST				
		Develop a Sessional Paper on national industrial training and attachments	Draft Sessional Paper	Sessional paper developed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC				
		Develop a framework that encourages business innovation	Draft Framework developed	Framework developed	MoDP, Development Partners, Stakeholders, KNBS, State Law Office, National Assembly, NESC, MICT				

Focus Area II: Leadership and Participation

Focus Area: Leadership and Participation									
Objectives	Key Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To build the capacities of youth and create for them opportunities to exercise leadership	Development Leadership capacity	Design a national framework and programmes for identifying and building the capacity of young leaders.	Draft framework developed	Framework developed					
		Build the capacity of the National Youth Council and other youth networks at the national and county levels	Training manuals and lists of participants	Number of youth and youth networks reached	MODP, NYC,				

Focus Area: Leadership and Participation									
Objectives	Key Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Champion finalization of the Kenya School of Adventure and Leadership (KESAL) Draft Order/Act	Draft Act developed	KESAL Act developed	MODP, NYC, Development partners				
		Re-launch the pre-university students experiential leadership programmes at NYS	Programme manual developed	Number of participating students	MODP, NYC Development Partners				
		Develop curriculum and training manuals on youth leadership and good governance	Curriculum and Training manuals developed	Number of youth leaders trained	MODP, NYC, Development Partners				
		Develop leadership award schemes to recognize exceptional young leaders.	Leadership award scheme in place	Number of Young Leaders recognized	NYC, MODP, NYS, Development Partners, Youth-led organizations				
	Develop and implement the Youth Affirmative Action Policy and Legislation	Enact law and develop a policy to operationalize Article 55 of the Constitution	Draft Act and Policy	Law enacted and Policy developed	MoDP. OOP,				
		Monitoring the roles of youth in political parties.	Monitoring report	Numbers of youth participating	MODP, NYC, Development Partners				
		Ensure youth representation in national decision making organs such as commissions, boards and committees.	Types of representation	Data on youth representation	NYC, MODP, Development Partners, Youth-led organizations				
		Involving the youth through National Youth Council in planning, implementation and evaluation of all	Lists of participants	Number of youth					

Focus Area: Leadership and Participation									
Objectives	Key Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		national development and youth empowerment interventions and processes.							
		Provide opportunities to engage in decision making processes on economic, political and social issues at all levels.	Number of forums of discussions held	Number of youth involved	NYC, MODP, Development Partners, Youth-led organizations				
		Mainstreaming of gender, PWDs and other vulnerable youth	Disaggregated data	Number of youth by gender and number of PWDs	MODP, NYC, Development Partners				
		Promote Volunteerism and Community Service to inculcate National Values and Patriotism	Implementation of the National Policy on Volunteerism	No. of youth engaged in volunteerism and community service	MoDP, MoLSS, Partners, other stakeholders				
		Develop and implement the National youth Volunteer Policy	Policy	Draft Policy	MoDP, MoLSS, State Law Office, National Assembly, Partners, other stakeholders				

Focus Area III: Employment and Skills Development

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To develop employability and entrepreneurship skills	Youth skills development	Map economic potential and skills requirements for emerging sectors	Types of skills required and number of emerging sectors identified	Mapping reports	MODP (DYA, NYC,) Development partners				
		Promote practical (non-academic) entrepreneurship among youth	Number of youth enrolled	Practical entrepreneurship integrated in the education system	MODP (DYA, NYC,) Development partners				
		Undertake monitoring and evaluation of entrepreneurship training programmes	Number of youth trained	M&E Reports	MODP (DYA, NYC,) Development partners				
		Facilitate Regional/international Young Workers Exchange Programme	Number of youth enrolled	Number and type of opportunities available	MoDP, MoEAC, MoFA&IT, MoLSS, Development Partners				
		Enhance existing institutions (YECs, YEDF, WEF, UWEZO, NYS) through staff capacity building, infrastructure improvement and general restructuring	Number of institutions enhanced	Number of additional youth accessing services	M.o.DP, Development Partners				
		Introduce short-term modularized and tailor made skills development courses	Number of modules developed and number of	Number of modules developed and number of students enrolled	MODP (DYA, NYC,) MoEST, TVET Institutions				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		in Youth Polytechnics, Youth Empowerment	students enrolled						
		Establish a Regional Centre of Excellence for Driver Training and a Maritime Training Institution	Number of young drivers trained	Number of centres established	MODP (DYA, NYC,) MoEST, TVET Institutions				
		Establish model vocational training institutions in each constituency	Number of youth enrolled	Number of Institution established	MODP (DYA, NYC,) MoEST, TVET Institutions				
		Establish links between the model vocational training centres, technical institutes, institutes of technology and other institutions of higher learning	Number of youth linked to the institutions	Number of linkages created	MODP (DYA, NYC,) MoEST, TVET Institutions, public and private universities				
		Upgrade Youth Polytechnics to Institutes of Technology in every ward	Number of youth enrolled	Number of institutions	MODP (DYA, NYC,) TVET Institutions				
		Design and implement an effective youth business mentorship model.	Number of youth enrolled	Number of youth enrolled	MODP (DYA, NYC,) TVET Institutions, public and private universities, KEPISA				
		Create a master crafts persons in all disciplines of skills development.	Number of youth enrolled	Number of youth enrolled	MODP (DYA, NYC,) TVET Institutions, public and				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
					private universities				
		Develop a Sessional Paper on national industrial training and attachment	Sessional Paper developed	Sessional Paper developed	MODP (DYA, NYC,) Development Partners				
		Develop an incentive framework for employers to hire fresh graduates and provide placement for internship.	Framework developed	Framework developed	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
		Generate Media programmes that promote entrepreneurship	Number of programmes generated	Number of programmes generated	MODP, NYC, County Governments, Private Sector, Development Partners				
		Establish national youth entrepreneurship award schemes	Reward scheme established	Award Scheme designed No. of youth participating	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
	Strengthening Linkages between Industry and Training Institutions	Provide targeted and demand-driven industrial training.	Number of consultative forums held	Number of trainings provided	MODP, VDS, NYC, National and County Governments, Universities, Private Sector, Development Partners				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Develop curriculum and national training and testing standards of life skills acquired from the institutions.	Curriculum developed	Number of consultative forums held	MODP, VDS, NYC, National and County Governments, Universities, Private Sector, Development Partners				
		Establish local production units in training institutions	Number and types of training equipment produced	Number of demonstrations held	MODP, NYS, National Treasury, Development Partners				
		Build the capacity of the National Industrial Training Authority (NITA).	Number of NITA staff participating	Capacity building report	MODP, MoLSS, FKE, COTU, NITA, NLB, KEPSA				
	Establishment of Youth Development Centres	Revitalize Youth Empowerment Centres	Number of youth accessing services	Number of YECs revitalized	MODP, MoLSS, FKE, COTU, NITA, NLB, KEPSA				
Create employment opportunities and linkages	Enhance market access by youth enterprises	Determine, organize, develop and dissemination of business and employment information	Information Templates developed	No of youth accessing information	MODP, MoLSS, FKE, COTU, NITA, NLB, KEPSA				
		Develop an incentive framework for private sector to offer subcontracting opportunities to the youth	Number of institutions	Number of youth accessing the opportunities	NITA, MoLSS, MODP, COTU, FKE, KEPSA, TVET institution, universities, Development Partners				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Monitor implementation of affirmative action on the 30% procurement quota and enhance reporting	Monitoring report	Number of youth accessing the tenders	NITA, MoLSS, MODP, COTU, FKE, KEPSA, TVET institution, universities, Development Partners				
		Identify high potential sectors linked to high potential markets and integrate youth enterprises to exploit opportunities in the value chain.	Number of sectors identified	Number of youth engaged in the sectors	NITA, MoLSS, MODP, COTU, FKE, KEPSA, TVET institution, universities, Development Partners				
		Enhance marketability of products and services.							
	Facilitate accessible, affordable and responsive financing for youth enterprises	Build capacity the youth to access and gainfully utilize youth targeted funds	Training manuals	Number of youth capacity built	NITA, MODP, TVET institution, universities, KEPSA, Development Partners				
		Develop Youth SACCOs and provide grants to youth in ASALs and other marginalized areas.							
		Facilitate linkages between youth SACCOs, YEDF and Uwezo fund for	Number of linkages created	Number of youth benefiting from the funds	NITA, MODP, TVET institution, universities,				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		purposes of the SACCOs borrowing youth targeted funds for onward lending to members			KEPSA, Development Partners				
		Transform the Youth Enterprise Development Fund and Kenya Industrial Estates into a new national enterprise agency – Biashara Kenya as a catalyst for further economic growth	Biashara Kenya established	Number of youth accessing the services	MODP, VDS, National and County Governments, Development Partners				
		Carry out an impact assessment and a review of YEDF, WEF and UWEZO.	Assessment report	Number of youth benefiting from the funds	MODP, VDS, National and County Governments, Development Partners				
		Establish a Youth Enterprise Capital/Fund designed along the CDF model to enable youth access interest - free business financing	The fund established	Number of Youth benefiting from the fund.	MODP, VDS, National and County Governments, Development Partners				
		Establish youth business incubation centres.	Number of centres established	Number of youth owned business incubated	MoLSS, MODP, VDS, COTU, FKE, KEPSA, NESC, Private Sector, Development Partners				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
	Micro and Small Enterprise development	Implement the MSE Act 2012	Implementation report	Number of Youth owned MSEs	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
		Undertake the MSE Baseline and informal sector surveys	Baseline report	Number of youth involved	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
		Establish MSE Centres of Excellence in all Counties	Number of centres established	Number of youth involved	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
	Domestic labour management	Carry out a comprehensive National Labour Force survey	Survey report	Data of youth with employment	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
		Develop the National Labour Market Information System (LMIS)	LMIS developed	Number of youth utilizing the LMIS	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
		Develop and implement a National Youth Employment Policy and review the	Number of consultative forums held	Policy and Action Plan developed	MoI&ED, MoDP, State law Office, National				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		National Action Plan on Youth Employment			Assembly, MoLSS				
		Revamp the National Employment Bureau and raise awareness on its existence and services among the youth	Revamping report and number of youth reached with information	Number of youth accessing the information	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
		Create a framework that facilitates coordination, regulation and linkage of private and public employment bureaus with tertiary institutions to the labour market	Reports on the linkages created	Number of youth linked	MoI&ED, MoDP, State law Office, National Assembly, MoLSS				
	Foreign employment management and diaspora engagement	Enter into bilateral agreements with key labor destination countries.	Number of consultative forums held	Number of agreement signed	MoDP, State law Office, National Assembly, MoFA&IT, MoLSS				
		Develop orientation and re-entry programmes and sensitize Kenyan immigrants	Programs developed	Number of migrants sensitized	MoDP, State law Office, National Assembly, MoFA&IT, MoLSS				

Focus Area: Employment and Skills Development									
Objective	Key strategy	Intervention	Expected Output	Indicator	Lead /Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Develop/review and enforce guidelines on employment of foreigners and on registration and accreditation of private employment agencies	Number of consultative forums held	Guidelines development, reviewed and enforcement report	MoDP, State law Office, National Assembly, MoFA&IT, MoLSS				
		Finalize the National Diaspora Policy	Draft policy developed	Policy developed	MoDP, State law Office, National Assembly, MoFA&IT, MoLSS				
		Establish a National Diaspora Council of Kenya	Enhanced coordination of diaspora engagements	Council established and number of youth members	MoDP, State law Office, National Assembly, MoFA&IT, MoLSS				

Focus Area II (b): Restructuring the National Youth Service (NYS)

Focus Area: Restructuring the National Youth Service									
Objectives	Key Strategy	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To Catalyse Transformative Youth Empowerment	Para-military training and service regimentation	Recruitment and Training	<ul style="list-style-type: none"> Increased recruitment of youth in NYS units 	-No. of youth recruited -	MODP, NYS, County Governments, Private Sector, Development Partners				

Focus Area: Restructuring the National Youth Service									
Objectives	Key Strategy	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
	National Service and Youth Re-socialization	-Engage youth in public works and social programmes	-Increased participation of youth in community service -Improved livelihoods	No. of youth and community members engaged	MODP, NYS, VDS, Development Partners				
		Mobilize community for public works and social programmes	Increased participation of community in community service -Improved livelihoods	No. of community members engaged					
	Social Transformation and Vocational Training	Develop curricula on civic competence, Basic training, demand-driven vocational training, training of Trainers	Curricula developed and implemented	No. of curricula and courses	MODP, NYS, VDS, KICD, MoEST, Partners				
		Technical Training in NYS Schools and Colleges	Youth successfully completing programmes	-Enrolments - number of youth enrolling	MODP, NYS, VDS, KICD, MoEST, Partners				
		Introduction of modular/ parallel programmes in NYS Schools and Colleges to accommodate the youth	-number of programmes and -Increased number of youth accessing training	-No. of programmes -No. of youth enrolling	MODP, NYS, VDS, KICD, MoEST, Partners				

Focus Area: Restructuring the National Youth Service									
Objectives	Key Strategy	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		participating in socialization programmes							
		Youth and Community sensitizations on social transformation	-Messages developed -Youth and community sensitized	-Nos. and types of messages -No. of foras -No. youth and community members reached	MODP, NYS, VDS, KICD, media, MoEST, Partners				
		Introduce bridging courses to Universities and other institutions	Bridging courses designed and operational	-No. and types of courses -No of NYS Schools and colleges participating -No of youth participating					
		Link youth participating in the programme to Youth Polytechnics	Youth linked to YPs	No. of youth enrolled in YPs	MODP, NYS, VDS, KICD, MoEST, Partners				
	Enterprise and Youth Economy	Establish revolving fund to provide start-up capital to NYS graduates	Revolving fund operational	-No and types of products -No of youth accessing	MODP, VDS, stakeholders				
		Support squads to benefit from the fund	Youth enterprises benefiting from the fund	-No of youth benefiting -Amount disbursed	MODP, NYS, VDS, KICD, MoEST, Partners				

Focus Area: Restructuring the National Youth Service									
Objectives	Key Strategy	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Establish the Integrated Construction Company	Integrated company established and operational	- No. of youth registered -Types of disciplines undertaken -No. and types of works	MODP, NYS, VDS, KICD, MoEST, Partners				
		Certification of skilled construction workers	Skilled workers trained, tested and certified	-No. of workers certified -Type of disciplines	MODP, NYS, VDS, KICD, NITA, MoLSS, MoEST, Partners				
	Youth Labour Export	Retrain labour for NYS certification	Youth trained and certified	-No of youth trained and certified -No of disciplines	MODP, NYS, VDS, KICD, NITA, MoLSS, MoEST, Partners				
		Establish a refereed labour export bureau for middle level blue collar skills	Bureau established and operational	-No. of youth participating -Reports	MODP, NYS, VDS, KICD, NITA, MoLSS, MoEST, Partners, MFA&IT, Employment agencies				
		Build linkages with private sector abroad through Kenya's Economic and Commercial Attaches	Linkages build	-No of linkages -No. of destinations	MODP, NYS, VDS, KICD, NITA, MoLSS, MoEST, Partners, MFA & IT				
		Establish production units in the NYS Schools and Colleges	Production units established and productive	-No of units established -Financial reports	MODP, NYS, VDS, KICD, NITA, MoLSS, MoEST, Partners, Min of industrialization				

Focus Area IV: Agriculture, Environmental Management and Sustainable Development

Focus Area IV: Agriculture, Environmental Management and Sustainable Development									
Objectives	Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To tap the creativity and energy of youth in developing a safe environment and a food secure nation for sustainable development	Participation of the youth in agribusiness industry and environmental management	Design and pilot business models to deepen and expand youth participation in agriculture and environmental management.	Number of business models reserved	Number of youth involved in agribusiness and environmental management activities	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Provide support to young people to gain access to agricultural resources	Lists of beneficiaries	Number of youth supported	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Develop innovative financial packages and programmes for youth involved in farming	Number of packages developed	Number of youth benefiting from the packages and programs	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Revive agribusiness clubs in learning training institutions and communities	Number of clubs revived	Number of youth members	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Organise of young farmer-to-farmer exchange programme	Number of Exchange programs conducted	Number of young farmers participating	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Promote training on modern farming techniques, value addition and facilitate	Training manuals and lists of participants	Number of youth trained	MoDP, MoA, MoEnv., MoWNR, Development				

Focus Area IV: Agriculture, Environmental Management and Sustainable Development									
Objectives	Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		access to equipment and markets			Partners, Private Sector				
		Build capacities of youth on green energy, waste management and general environmental conservation/management	Training manuals and Lists of participants	Number of youth trained	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		identify high potential value chains in agribusiness, horticulture, green energy as well as waste management	Number of value chains identified	Number of youth involved	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Establish industrial centres that offer technical assistance and access to machinery and tools to youth in technical enterprises	Number of centres identified	Number of youth assisted	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Develop innovative financial packages and programmes for youth involved in farming	Number of packages developed	Number of youth benefiting from the packages and programs	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
	Employment and sustainable livelihoods	Support of Agribusiness development among the youth	Lists of youth supported	Number of youth supported	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				

Focus Area IV: Agriculture, Environmental Management and Sustainable Development									
Objectives	Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		Invest in the conversion of waste to wealth initiatives.	Number of investments supported	Number of youth involved	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Implement the 1 billion tree planting campaign	Number of trees planted	Number of youth involved	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Set up of green energy innovations and enterprises in all counties	Number of innovations and enterprises set up	Number of youth involved	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
	The Green Jobs Program	Mainstream the green jobs approach in the various infrastructural projects and programmes	Number of projects and programmes identified	Number of young people accessing the jobs	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Finalize the mapping of current and future green jobs opportunities in various sectors	Mapping report	Data on youth involvement	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				
		Develop and implement human resource training strategy in green processes and technologies	Human resource training strategy developed	Number of youth participating	MoDP, MoA, MoEnv., MoWNR, Development Partners, Private Sector				

Focus Area V: Creativity, Technological innovation, Talent Identification and Nurturing

Focus Area: Creativity, Technological Innovations, Talent identification and nurturing									
Objectives	Strategy	Intervention	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
Champion innovation, talent, sports and arts development and management among the youth	Development of Creative Industry Hubs	Establish creative industry hubs in all counties to bring together creative and talented minds to interact and develop their skills	Number of centres established	Number of youth who are members	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector,, Development Partners				
	Talents Identification, development and management	Identify, develop and manage talent among youth	Identification criteria, institutions involved	Number of youth with talents identified and developed	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector, Development Partners				
		Develop a framework to identify, develop and manage talent in the education system	Number of consultation forums held	Framework integrated	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector, Development Partners				
		Undertake sensitization on the value of talent and talent development.	Number of media sessions held	Number of youth involved	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector, Development Partners				
		Champion increase in budget allocations towards rehabilitation and increasing construction of artistic, sporting and talent development facilities.	Number of additional facilities developed	Additional Amount allocated	MODP, VDS, NYC, Universities, Private Sector, Development Partners				
		Promote and support ICT	Integrate innovation and incubation facilities within	Number of YECs integrating	Number of young innovators	MODP, NYC, County Governments, Private Sector,			

Focus Area: Creativity, Technological Innovations, Talent identification and nurturing									
Objectives	Strategy	Intervention	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
	and innovation	the Youth Empowerment Centres (YECs).	innovation and incubation facilities		Development Partners				
		Provide financial and technical support to young innovators in ICT and other areas	Types of support give	Number of young innovators supported	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
		Identify young innovators and provide them with support on patenting, research & development; and commercialization	Types of support give	Number of young innovators supported	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
		Develop a framework that encourages business innovation at the county level	Number of consultative forums held	Framework developed	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
		Establish business innovation and incubation coordination units with forums for sharing emerging lessons and good practices.	Number of units formed	Number of youth involved	MODP, NYC, County Governments, Private Sector, Development Partners, Universities				
		Develop and implement a Youth Talent Identification and Nurturing Policy	Youth Talent Identification and Nurturing Policy developed	Existence of a policy framework for Youth Talent Identification and Nurturing	MODP, VDS, NYC, National and County Governments, Development Partners				

Focus Area: Creativity, Technological Innovations, Talent identification and nurturing									
Objectives	Strategy	Intervention	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
			and implemented						
		Establish a Sports Academy in every county	Youth sports talented identified, nurtured and developed	No. of Sports Academies established	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector, Development Partners				
		Establish youth sports tournaments from county to national levels	Youths sports talents tapped and nurtured at all levels	County and National Youth Sports Tournaments	Ministry of Culture, Sports and Art; MODP, NYC, Private Sector, Development Partners				

Focus Area VI: Health, Crime, Drugs and Substance Abuse

Focus Area: Health, Crime, Drugs and Substance Abuse									
Objectives	Strategies	Interventions	Indicator	Expected Output	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To promote healthy lifestyles and secure neighbourhoods	Prevention of new infections and spread of HIV/AIDS, malnutrition, other infectious diseases, crime and drugs and substance abuse	Develop a training module for young people on Prevention of new infections and spread of HIV/AIDS, malnutrition, other infectious diseases, crime and drugs and substance abuse	Draft Manual	Training Manual	MoDP, MoH, Learning Institutions, Youth Serving Organizations				
		Training of cadre of peer educators in all counties on prevention of new infections and spread of HIV/AIDS,	Number of trainings conducted, lists of	Number of peer educators trained	MoDP, MoH, Learning Institutions,				

Focus Area: Health, Crime, Drugs and Substance Abuse									
Objectives	Strategies	Interventions	Indicator	Expected Output	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
		malnutrition, other infectious diseases, crime and drugs and substance abuse	participants and Training reports		Youth Serving Organizations				
		Establish youth friendly centres manned by youth peer educators as counsellors	Number of youth friendly centres established	Number of youth accessing the services	M.o.DP, MoH, Learning Institutions, Youth Serving Organizations				
		Hold Educational campaigns in learning institutions to discuss dangers of drugs abuse and addiction and alcoholism	Number of fora held	Number of youth reached	M.o.DP, MoH, Learning Institutions, Youth Serving Organizations				

Coordination, Monitoring and Evaluation

Focus Area: Coordination, Monitoring and Evaluation									
Objectives	Strategies	Interventions	Expected Output	Indicator	Lead Implementing Agency(s)	Target			Total Budget (Kshs. Millions)
						2015/16	2016/17	2017/18	
To create and implement an inter-agency coordination and monitoring and evaluation framework	Creation of an Interagency Coordination Forum	Establish a centralized database on interventions by state non – state actors on youth empowerment.	Survey carried out Guidelines developed	<ul style="list-style-type: none"> A centralized database on youth interventions built No. of youth sensitized on guidelines of the constitution of inter-agency implementation 	MoDP, Partners, KNBS, NESC				

				▪ No. of coordination forums held					
		Mobilize, harness, direct and optimize resources targeted at youth empowerment in the country	Amount of resources mobilized	No. of Youth Empowerment Initiatives supported	MoDP, Partners				
		Constitute an inter – agency implementation and coordination team	Inter - agency coordination framework developed	No. of consultative forums held with stakeholders	MoDP, Partners, KNBS, NESC				
		Create an information sharing platform on youth empowerment among stakeholders	Information shared	No. Of platforms	MoDP, Partners				
Monitoring and Evaluation		The inter-agency forum to monitor and evaluate the implementation of youth empowerment interventions in the country.	A stakeholder integrated Monitoring & Evaluation system developed	No. of Monitoring and Evaluation frameworks	M.o.DP, Partners, KNBS, NESC				
		Develop and implement an integrated system for monitoring and evaluating youth interventions	M&E institutionalized in all youth-targeted interventions	Integrated M&E system	MODP, MED, VDS, NYC, Private Sector, Development Partners				
		Develop a Youth Development Index	Measure of degree of youth	Youth Development Index	MODP, MED, VDS, NESC, KNBS, NYC,				

			development established		Private Sector, Development Partners				
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APPENDICES

Table 2: Youth Employment Interventions in Kenya (Past and On-going)

Key (Broad Youth Employment Initiative Area)

(1) Provision of Vocational Education and Training **(2)** Acquisition of Skills and Work Training **(3)** Enhancing Entrepreneurial Capacities of the Youth **(4)** Financing Youth Enterprises **(5)** Increasing integrability of the Youth in the Labour Market **(6)** Direct Job Creation in Public Works

Programme	Sponsor	Focus	Broad Youth Employment Intervention Area						
			1	2	3	4	5	6	
National Youth Service (NYS)	GoK	Vocational training, technical and entrepreneurship training and life skills training	√						
Technical Vocational Education Training (TVET)	GoK/Private sector/WB/UNDP/AfDB	Vocational education and training, industrial attachment and internships	√	√				√	
National Industrial Training Authority (NITA)	GoK/Private sector/UNDP	National trade testing system, industrial training, apprenticeships, industrial attachment and indentured learner schemes	√	√				√	
National Youth Talent Academy (NYTA)	GoK/Private sector/ UNICEF	Identification, nurturing and development of youth talents; exposing talented youth to the labour market		√				√	
Promotion of Employment Creation and Employability	GoK/ILO	Promoting access of young men and women to productive employment, skills development for employability, and strengthening capacities of MSEs		√	√			√	
Women Entrepreneurship Development and Economic Empowerment (WEDEE)	ILO	Strengthening capacities of constituents and stakeholders to promote women entrepreneurship development			√				
Employment Intensive Infrastructure Programme (EIIP)	ILO	Promote employment creation, particularly for the youth through use of innovative and low cost technologies, and locally available human, physical and social capital resources.							√
Youth Enterprise Development Fund (YEDF)	GoK/UNDP /IOM	Youth employment and entrepreneurship; Youth Employment Scheme Abroad (YESA); loans to youth-owned enterprises; support youth-oriented MSMEs to develop linkages with large enterprises			√	√		√	
Uwezo Fund	GoK	Provide business financing to the youth					√		
Kazi Kwa Vijana (KKV)	GoK/WB	Employ youth in labour intensive public works projects in rural and urban areas							√

Programme	Sponsor	Focus	Broad Youth Employment Intervention Area						
			1	2	3	4	5	6	
Kenya Youth Empowerment Project (KYEP)	GoK/WB /KEPSA	Improve youth employability and integration in the labour market		√	√			√	
Economic Empowerment Programme	UNDP/GoK	Establish and operationalize public-private County Business Development Centres as a one-stop-shop for youth and women MSEs			√				
		Support the mainstreaming of YP training within TVET and enhance their capacity to offer market focused and driven skills.	√						
Youth Empowerment Programmes	UN-Habitat/ UNDP	Creating safe and favourable space for young people; empowering young people to take up leadership roles; strengthening capacities of youth and youth networks to support civic engagement						√	
Yes Youth Can	USAID-Kenya	Promote youth voice and livelihoods; youth training and mentorship		√	√	√			
Business Innovation and Incubation	Public and Private Universities/ Private Sector/ Development Partners	Providing youth with workspace; mentoring; coaching; access to seed funding and investors			√	√			
Housing Finance Foundation	Housing Finance Foundation/ Private Sector/ Development Partners	Facilitate technical and vocational skills that enhances self-employment and environmental sustainability Development of short-term tailor made/competency based curriculum for artisans; financial access; 21 st Century Readiness; Last Mile Initiative-Placing Youth in Jobs	√	√		√	√		
Agricultural Sector Coordination Unit	GoK/FAO /USAID/GTZ /WB/DANIDA/AfDB/IFAD/EC /SIDA/JICA /DFID	Facilitate implementation and coordination of the Agricultural Sector Strategies	√		√			√	
Linking Industry With Academia	KEPSA/Private sector/JICA	Enhancing industry-academic linkages and facilitating improvements in the private sector and education		√	√			√	
Emerging Enterprise Association	Membership Association	Capacity building of the youth; Promoting dialogue platform for the youth to engage with government; Providing information and feedback on 30% youth-targeted procurement window		√	√	√	√		

Source of data: Omolo, J., Franz, J. (2013). *Youth Employment Initiatives in Kenya: Report of a Review Commissioned by the World Bank, Nairobi.*

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