

- Established in 2001
- Is a pioneer Kenyan based Information and Communications Technology for Development (ICT4D) Organization with a regional reach



“ Our mission is to promote women’s access to and use of ICTs as tools for social, economic and political advancement. ”



ACWICT's core competency is the creation and delivery of programs that harness the power of ICTs to deliver to six key sectors of the Kenyan economy namely:

- employability
- education
- health
- agriculture
- peace building and conflict management
- governance.

- Since 2007, in partnership with IYF and other organizations, ACWICT has been implementing employability programs.
- To date, over 5000 youths have been trained with over 70% gaining meaningful employment.
- Currently, with funding from the WB through IYF, ACWICT is implementing the “Ninaweza” youth empowerment program.

# Ninaweza Youth Empowerment Program

1) To increase the employability and income-generating capacity of 700 disadvantaged young women in informal settlements areas surrounding Nairobi, Kenya by providing them with comprehensive skills training (combining life skills, technical skills and on-the-job training) and job placement support.

2) To conduct an impact evaluation involving 1,490 young women to examine the impact on youth employability and income-generating capacity

# Intervention elements

- Assessment of market and youth needs, and adaptation of curricula to identified needs;

- Technical/vocational training in market-identified skill areas, with technical training in Information and Communications Technology (ICT) expected to be a focus area;

- Life skills training

- Work experience through internships

- Job placement assistance, as well as mentoring and business development support services for youth interested in pursuing self-employment.

Some of the activities being implemented with employers in the interest of placing youth in jobs:

- Creating and maintaining a database of potential employers including contact persons, when contacted, feedback received, etc.;
- Subscription and dissemination of existing listings of job opportunities
- Visits to businesses to meet with business owners, HR managers, and/or executive staff to explore internship and placement opportunities
- Organization of roundtable meetings with business leaders, existing and potential employers
- Participation in events organized by business associations;
- Creation of brochure and other materials with the logos of all training partners and do-nors.

- Focus on self starters - creativity, flexibility, passion and commitment
- Some experience needed in some industries especially the technical ones
- Expect basic skills like computer and communication skills - esp. BPOs
- Limited time for supervision since the concept of internship is not fully embraced
- Limited or no stipend support for internships
- Most youth lack confidence in their capabilities

# Participants' perspective

- Overemphasis on support through training to job placement
- Life skill controlled groups not keen on internships
- Need to provide funding to start up entrepreneurship
- Employers to provide conducive terms of employment – some employers could actually be exploitative
- Life skill treated groups exhibit more confidence on their capabilities
- The challenge of experience still major
- Need for close supervision

- **Recruitment and retention of participants**

Response: Transportation stipends for highest need treatment participants

- **Motivation of control group participants**

Response: Participation stipend, enumerators 'go to them' for data collection

- **Security for participants and enumerators**

Response: Police escorts, unmarked vehicles

- **Participant availability for data collection**

Response: Flexible timeframe for data collection

- **Implementing partner capacity to reach required sample size**

Response: Multiple cohorts, morning and afternoon shifts

# Thank you!

