
KENYA YOUTH EMPOWERMENT PROJECT

PRIVATE SECTOR TRAINING AND INTERNSHIPS

IMPACT EVALUATION SURVEY



OVERVIEW OF KYEP

- KYEP (Pilot) is a Government of Kenya Project Financed by the World Bank
- It has two components;
 - Capacity Building and Policy Development(Ministry)
 - Private Sector Training and Internship(KEPSA)
- **Overall Project Development Objective is to support Government of Kenya effort in improving youth employability**
- **KYEP Key outcome indicators**
 - Wage employment;
 - Self-employment;
 - Further Trainings, education or skills development



PRIVATE SECTOR TRAINING AND INTERNSHIP COMPONENT

- Objective: Improve youth employability, by providing skills and work experience in both formal and informal sectors
- Eligible youth: 15-29 years , at least 8 years of schooling, out of school for at least a year, not working, Kenyan and have not participated in previous cycles.
- Duration: Divided into 8 cycles of 6 months each (2 months Training and 4 months Workplace Experience)
- Implementation Location: Nairobi, Mombasa and Kisumu



PROJECT ACTIVITIES



1. **Creation of internships** in the private, non-agricultural sector (formal and informal sectors of employment).
2. **Provision of Internship Training and Work Place Experience.**
 - **3 Weeks Life Skills training:** Experiential training focusing on Self Awareness, Self esteem, decision-making, communication, leadership and interpersonal skills, personal management & coping skills, occupational health & first-aid, interviewing and CV writing skills, work ethics etc.
 - **3-5 Weeks Core business Skills training:** ICT, customer care, communication, office practice & etiquette, marketing, human resource management and finance
 - **2 Weeks Entrepreneurship Skills training:** For those in MSE. This includes an element of business plan development, competition and mentorship
 - **Work Place Experience :** 4 Months in the different sectors of the economy
3. **Employers Engagement:** Quarterly Meetings; Curriculum review; Mentorship
4. **Monitoring and Evaluation:** Capture lessons from the pilot for possible scale up (MIS; Beneficiary Assessment; Tracer Surveys, Impact Evaluation)



IMPACT EVALUATION SURVEY



- The IE was designed to enable generate credible evidence on “ what works” in youth employment programmes for out of school youth in urban areas and in strong collaboration with the private sector.
- A rigorous survey methodology was adopted and data was collected by IPSOS Synovate and Analysis by World Bank
- This study is the first of its kind to be carried out in African region.



PROGRAM CONTEXT

- The study was conducted at the early stages of training and internship program(second cycle)
- Packages
 - Trainings
 - 2 weeks of life skills training
 - 3-5 weeks of core business training
 - 5 weeks of sector specific training
 - Workplace internships
 - 12 weeks of internship
- to urban youth in Nairobi and Mombasa only.
- Overall number of participants in cycle 2: **1,174**



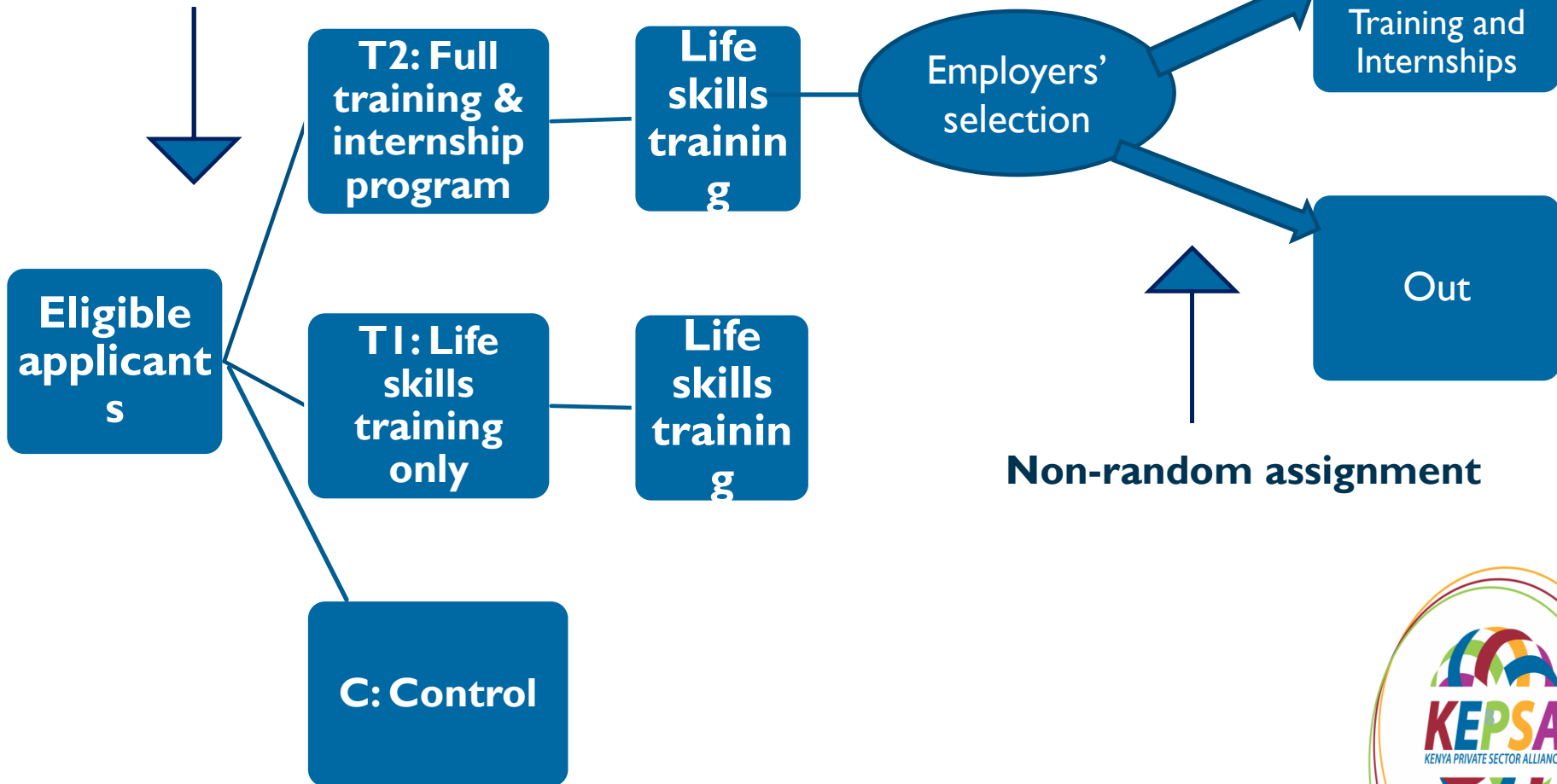
IE OBJECTIVES AND EVALUATION QUESTIONS

1. Is the training & internship program effective to promote youth employment and earnings?
 - Who benefits the most?
 - Are impacts higher in the formal or informal sectors? Wage employment or self-employment?
2. Is the training & internship program effective to promote further skills development?
3. Is the full program cost effective?
4. Do the two weeks life skill training alone increase youth employability?



IE IDENTIFICATION STRATEGY

Random assignment



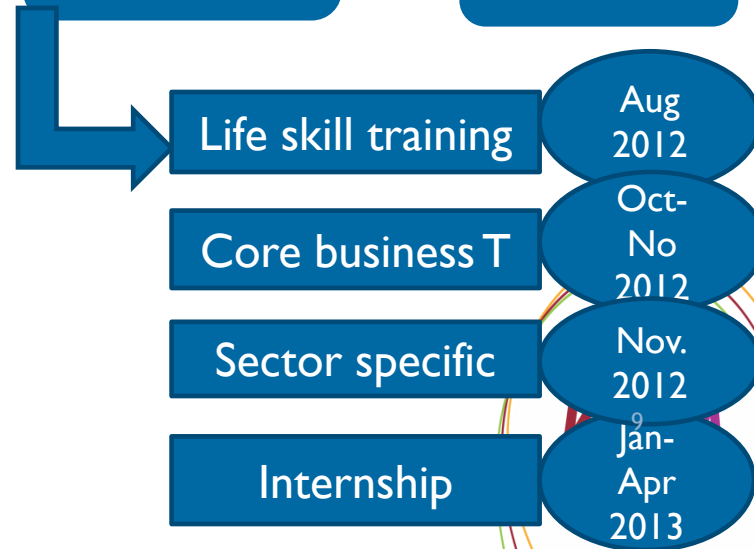
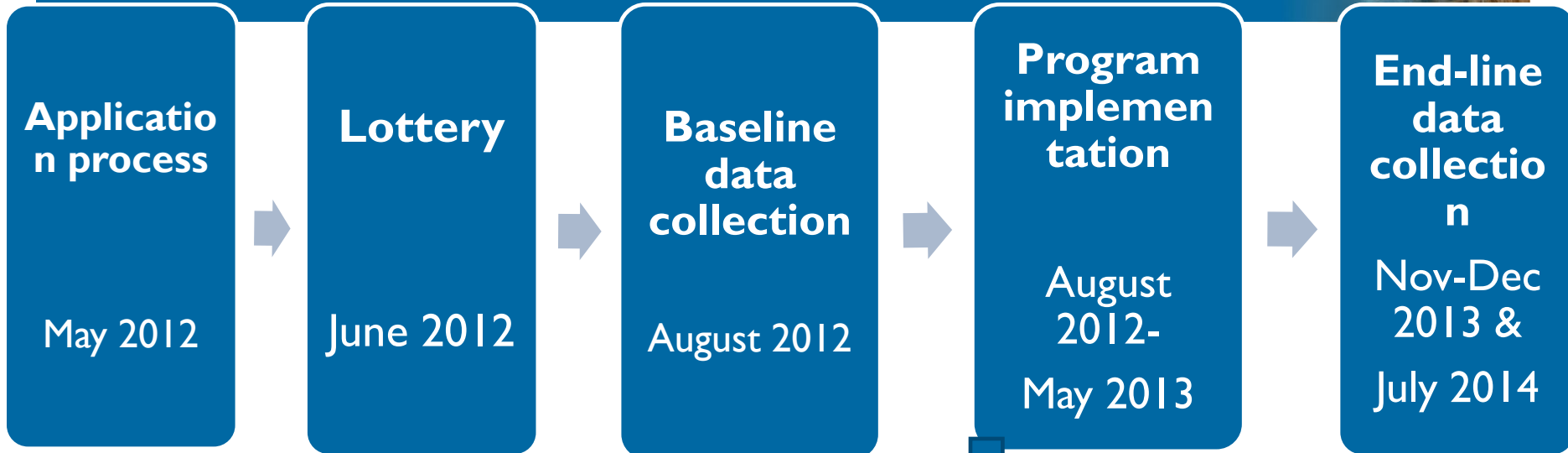
Placed:
Business
Training and
Internships

Out

Non-random assignment

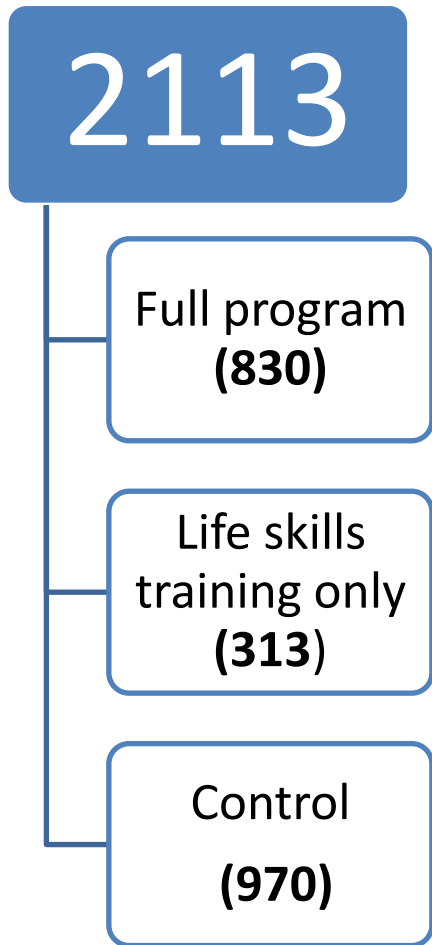


TIME-LINE OF ACTIVITIES

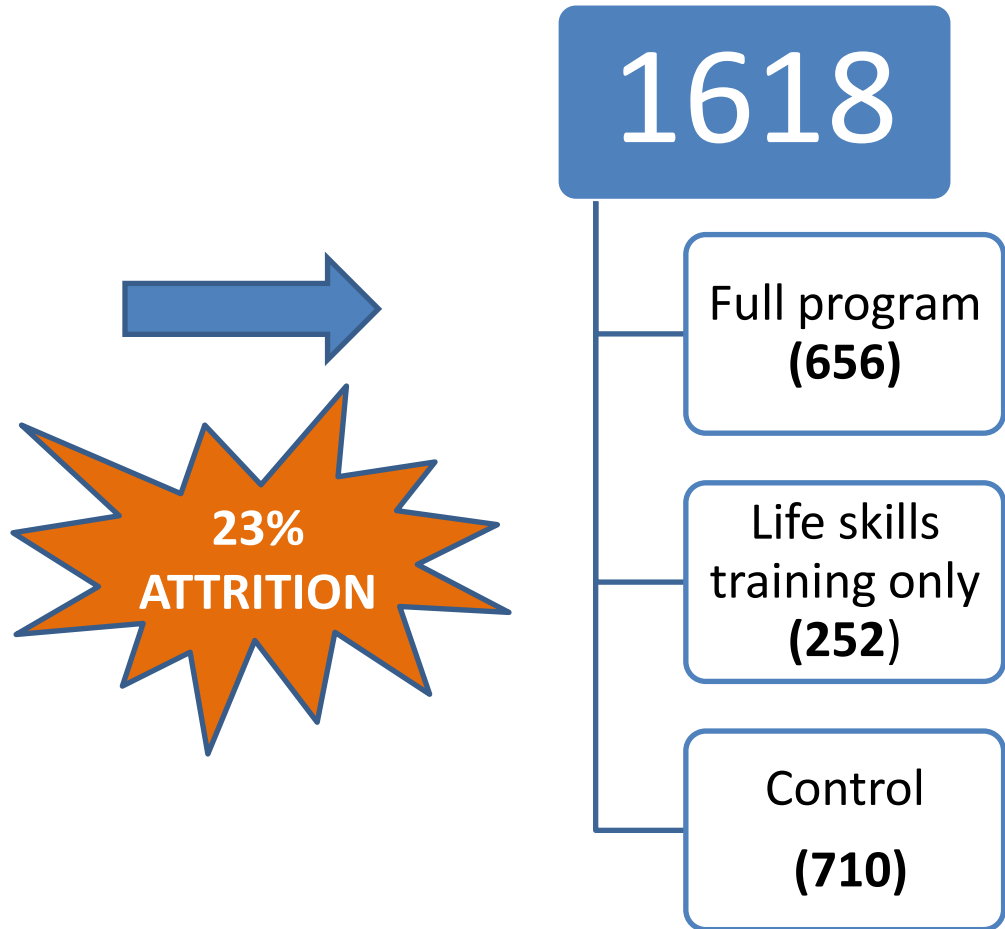


Survey sample composition

- Baseline sample



- End-line sample (2nd)





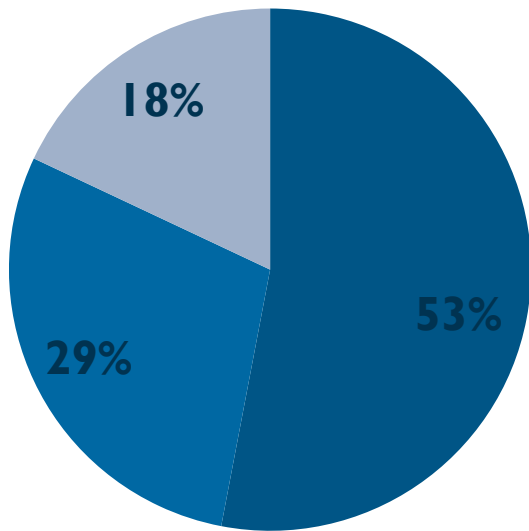
SUMMARY IMPACT EVALUATION FINDINGS



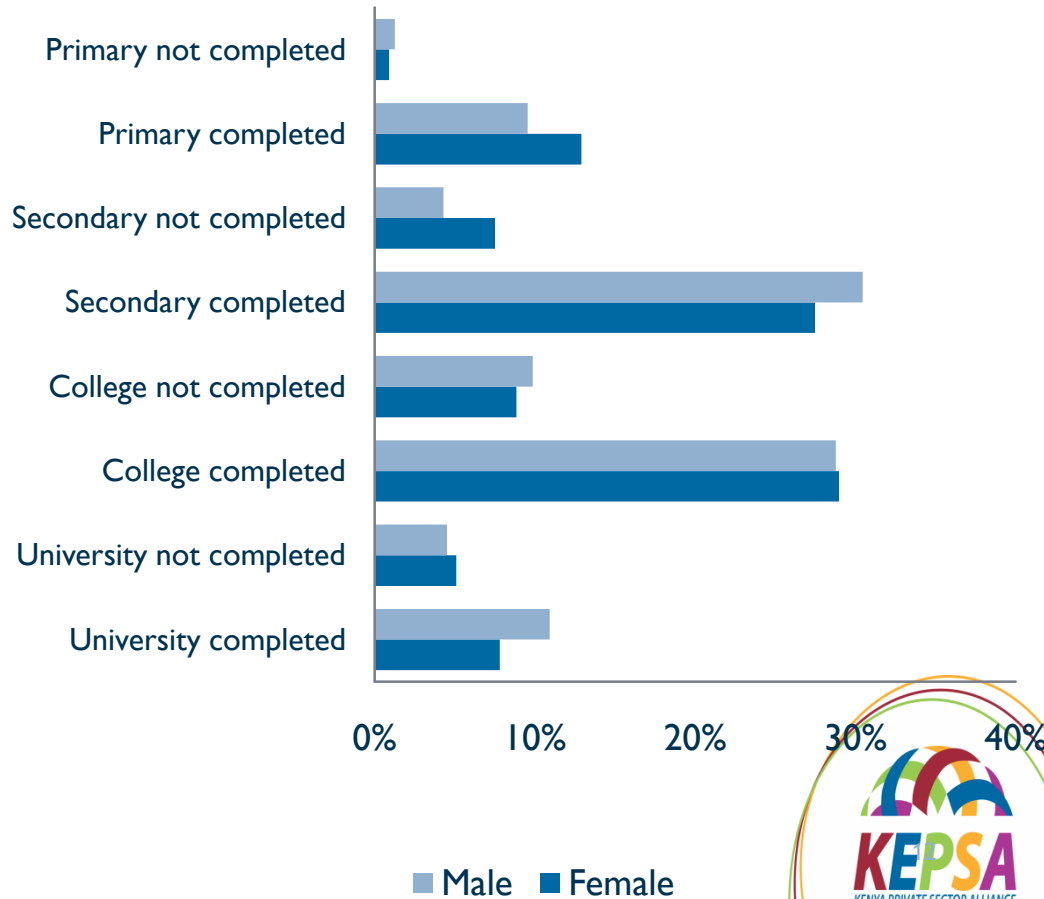
PROGRAM REACH - MOSTLY TERTIARY



14 is the average number of years of schooling



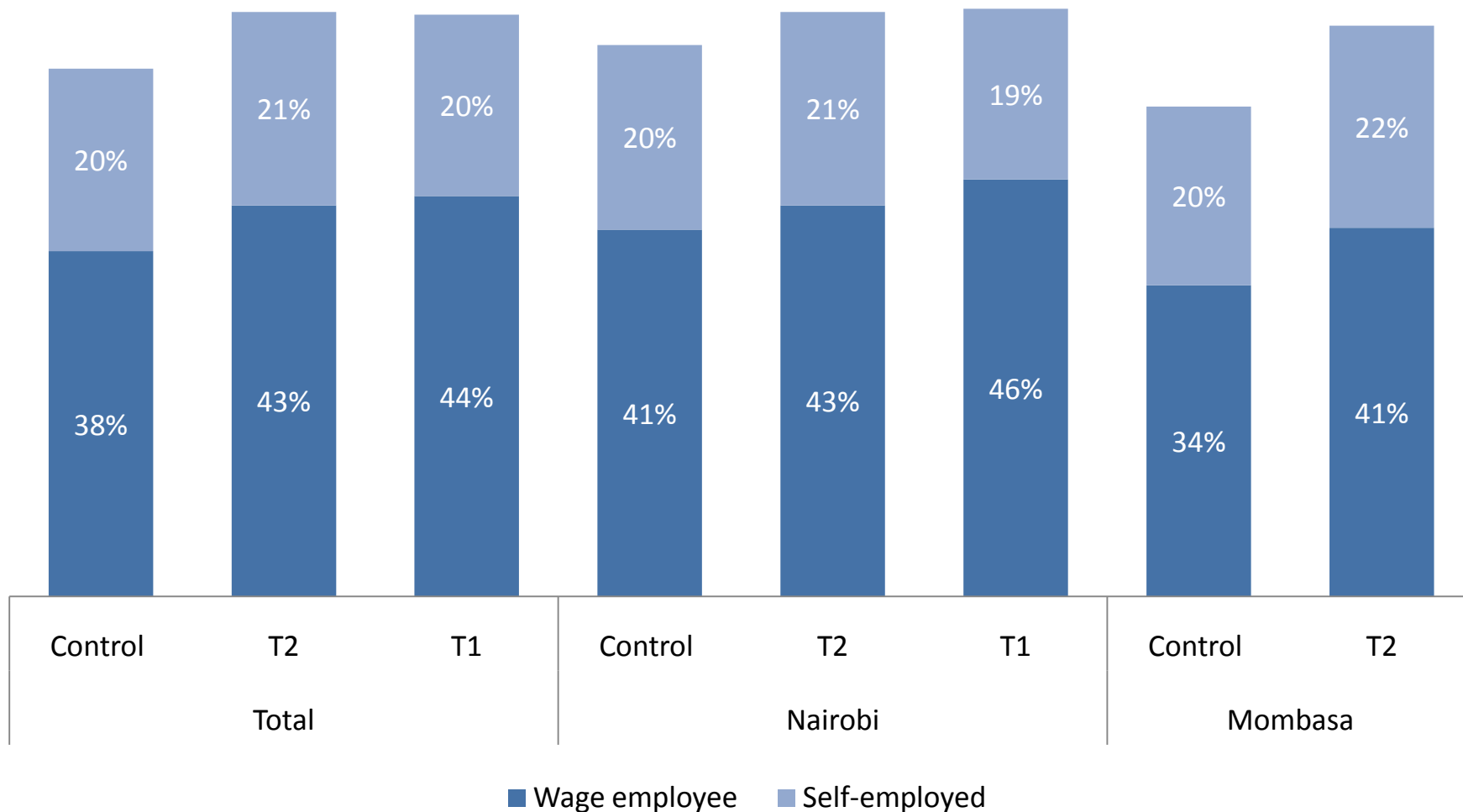
- Some tertiary (either started or completed)
- Secondary completed
- Secondary not completed



-Unemployment and inactivity rates among female are double compared to male

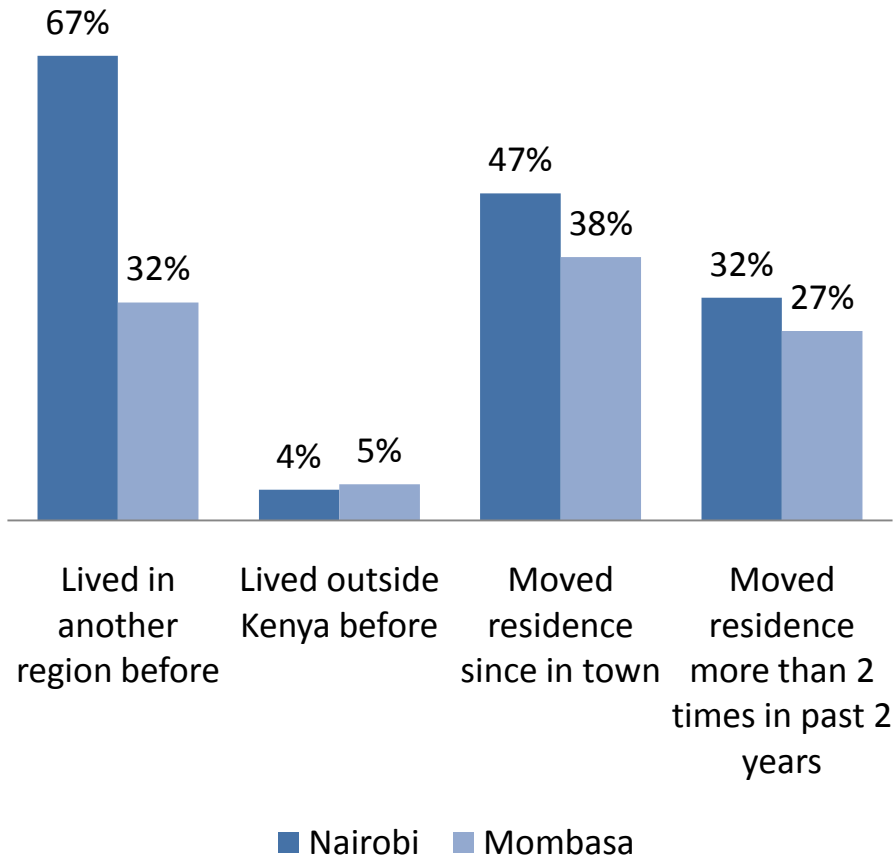
	Male		Female	
	C	T2	C	T2
Employed	69%	75%	43%	48%
Wage employed	46%	53%	28%	31%
Self-employed	23%	22%	16%	17%
Employed (unpaid)	5%	4%	5%	5%
Unemployed	21%	18%	38%	30%
Inactive	10%	7%	18%	22%
Inactive student	5%	2%	3%	8%
Inactive non-student	5%	5%	15%	14%

-Probability of wage employment is double than self-employment

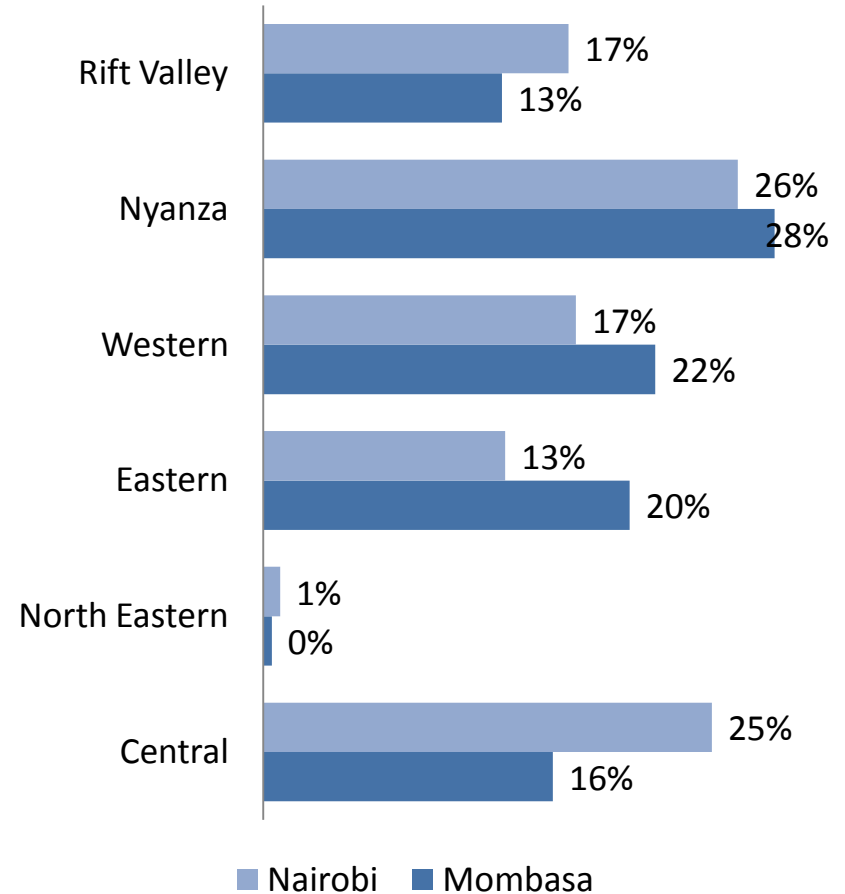


Youth highly mobile

Youth mobility

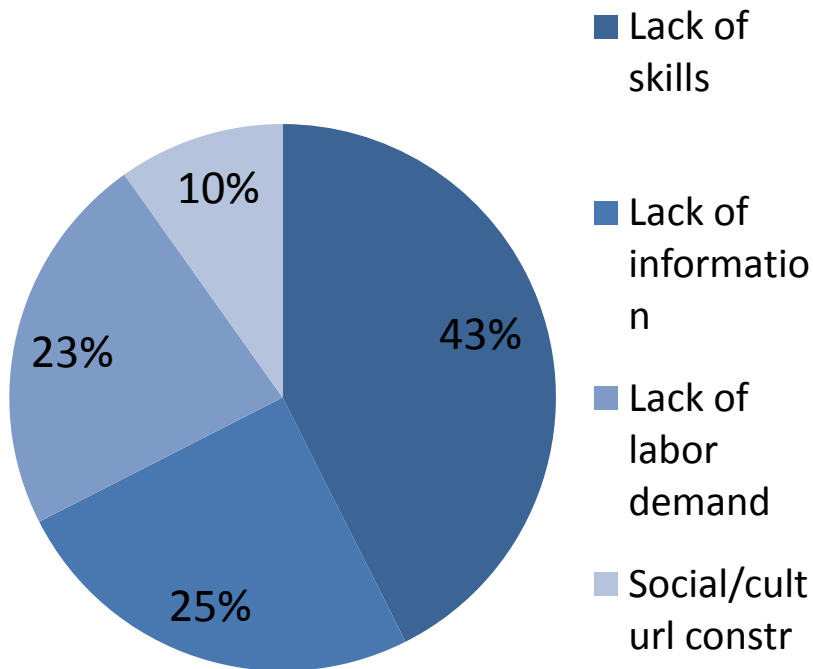


Internal migration

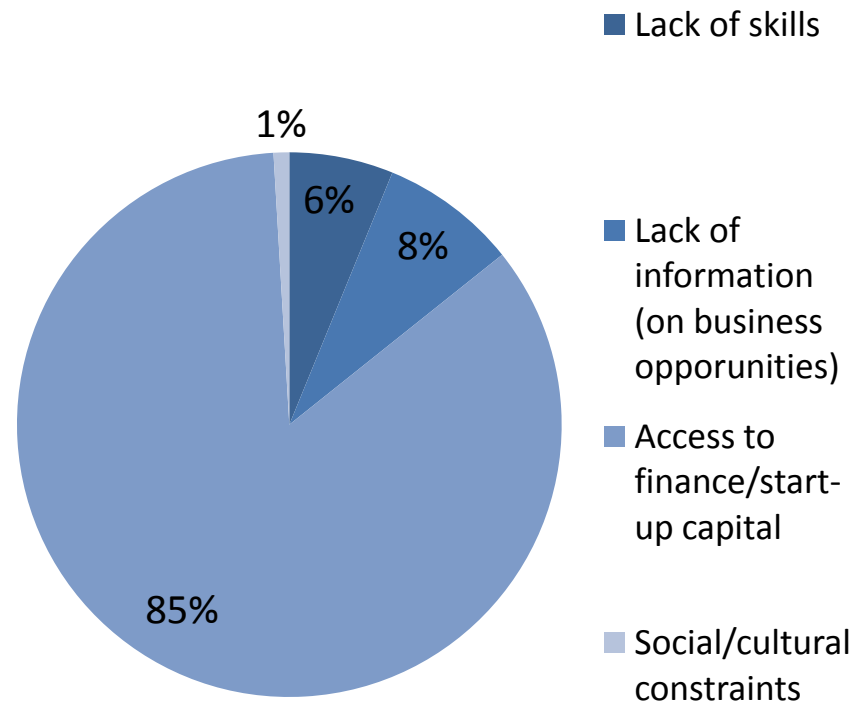


Self-Reported Main Barriers to Find a Job and Start a New Business

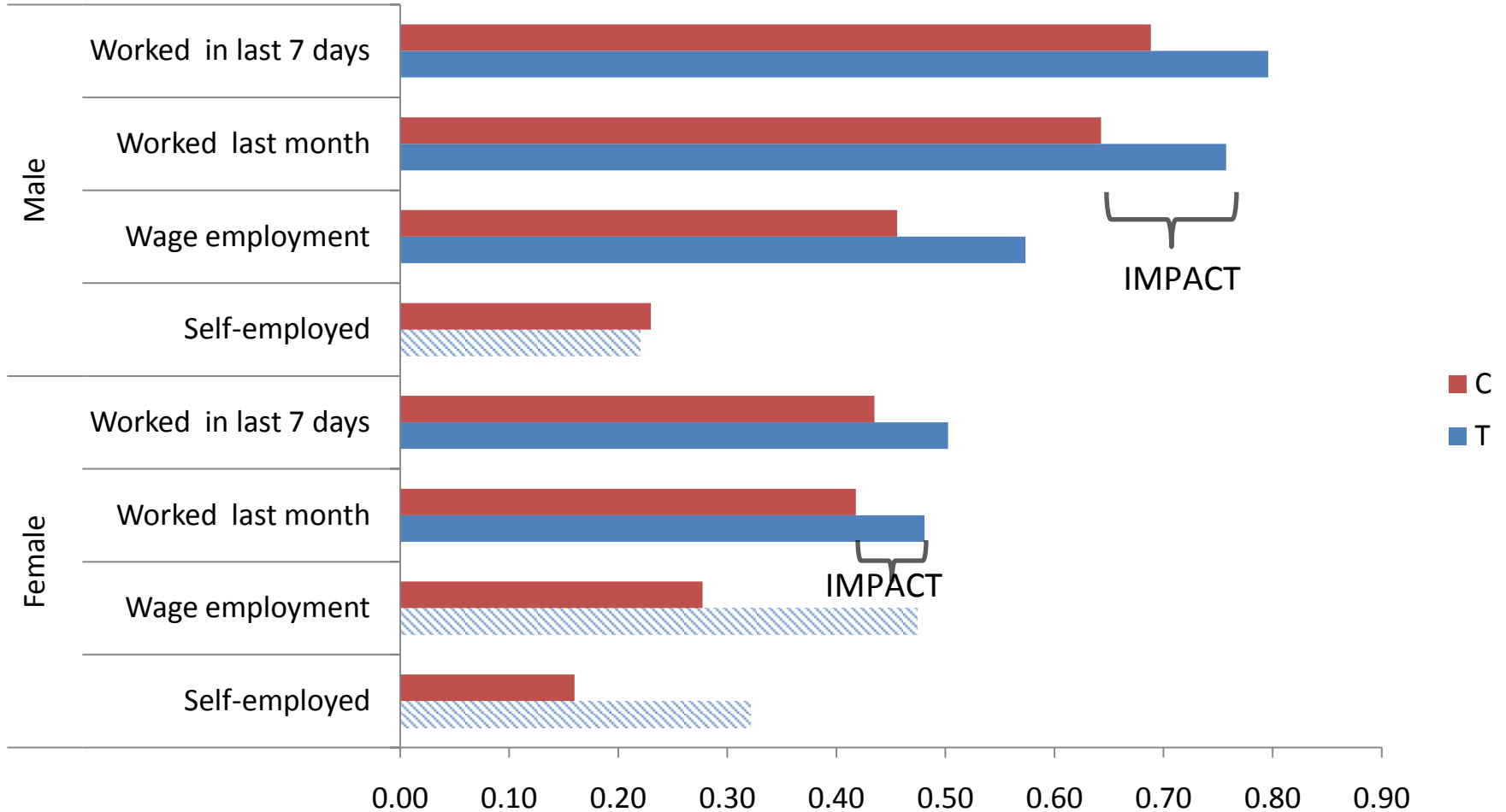
Main barrier to find a job



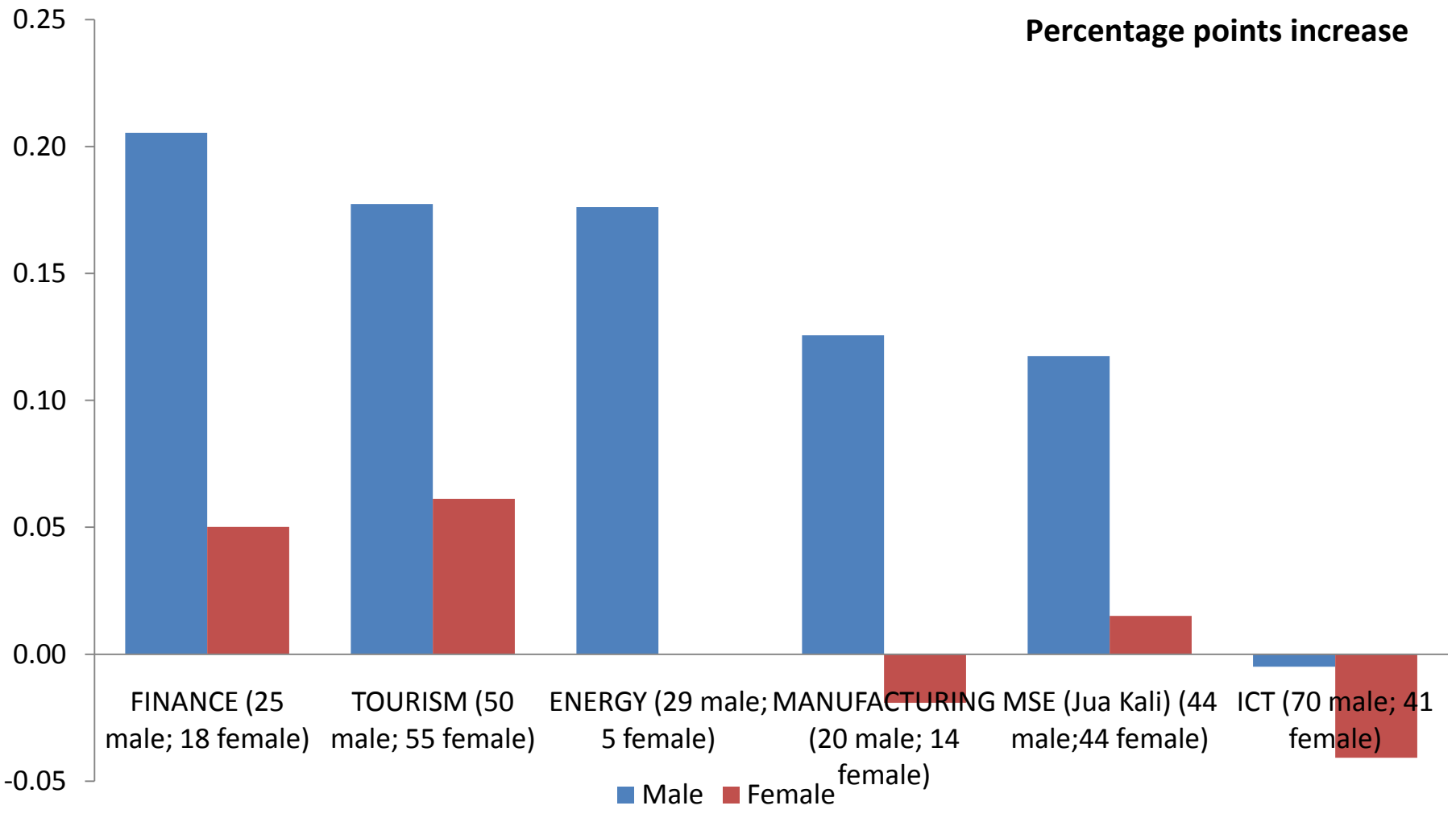
Main barrier to start a new business



KYEP contributed to help Kenyan youths find jobs



Employment effects are mainly driven by the formal sector



Significant impacts on earnings

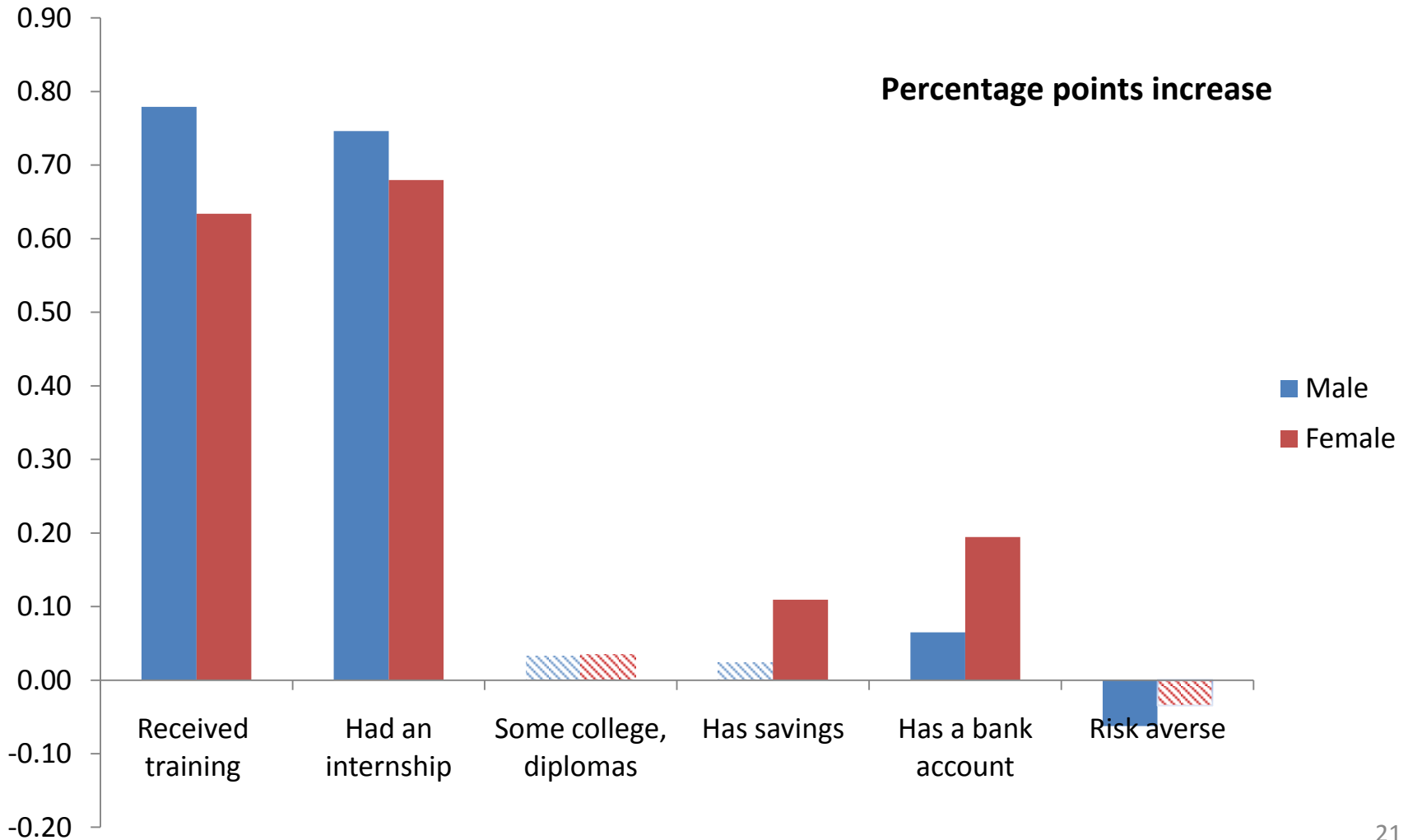


IMPACTS HETEROGENEITY

- Program impacts on employment **vary by initial education attainment**
 - Tertiary educated males benefit the most in terms of wage employment outcomes
 - Less educated males and females benefit from the program in terms of self-employment
- Program impacts on earnings **vary by age**
 - Higher among older (>24) male



KYEP contributed to ease access to job-relevant skills training



NO SIGNIFICANT IMPACTS OF LIFE SKILLS TRAINING ALONE



Life skills training proved successful in building confidence, communication, and behavior at workplace (based on beneficiary assessment)

Need to be combined with business training and internships



THE PROGRAM PROVED TO BE COST EFFECTIVE



Unit costs (cycle 2 totals, KES)		Gains (monthly, KES)	
Training delivery costs	40,294	Male	6,768
Internship delivery costs	43,867	Female	9,623
Administrative costs	12,952		
Total per beneficiary costs	97,112		

FOR MALES: it will take about 14 months to offset the costs

FOR FEMALES: it will take about 10 months to offset the costs



MAIN IE SURVEY TAKE AWAY...

1. The program has been successful in placing youth in **paid jobs** among male participants and contributed to an **increase of 15% in current employment** among male and female.
2. The program was **cost-effective**
 - KYEP unit costs compare favorably to similar programs (ex. Colombia \$750 unit cost in 2005)
3. Employment effects are mainly driven by the **Formal sector** (wage employment) and **higher among educated male**. **Higher employment outcomes were associated with interns in firms operating in the finance, energy and tourism sectors**
4. **Self-employment** effects are significant among lower educated youth
 - Financial services need to accompany training and apprenticeships/internships
5. **Life skills training** alone not effective in promoting employment but rather with a combination of Technical Training and on-job training.



MOVING FORWARD KEY QUESTIONS...

- Have Employment gains been sustained to date?
- As Employers what would you say you are taking away from KYEP?



KYEP INTERNAL TRACER SURVEY FINDINGS...

Cycle	Status	Employment Status a month after KYEP completion	Status within 6 months post KYEP completion	Current Status
Cycle 1 (As at Nov 2011)	Employment	23%	71%	
	Further Skills Development	6%	12%	
Cycle 2 (As at Mar 2014)	Employment	37%	71%	
	Further Skills Development	3%	7%	
Cycle 3 (As at Mar 2014)	Employment	40%	75%	
	Further Skills Development	4%	8%	
Cycle 4 (As at 2 nd June 2014)	Employment	40%	77%	
	Further Skills Development	3%	8%	
Cycle 5 Follow Up (As at April 2015)	Employment	68%		
	Further Skills Development	11%		
Cycle 2 Second follow up (April 2015)	Employment			79%
	Further Skills Development			11%

