



FINAL NARRATIVE REPORT

Submitted by

Centre for African Bio-Entrepreneurship –CABE

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1. Introduction

1.1 Overview

Centre for African Bio-Entrepreneurship (CABE) with funding from the Partnership for African Social and Governance Research (PASGR) was hosting Research-Policy Community of practice (*Utafiti Sera*) on Youth Employment Creation (YEC) in agriculture and agro-processing in the context of Inclusive Growth in Kenya. The overall purpose of this grant was to assist PASGR in the coordination and implementation of Research-Policy Community activities aimed at bridging the gap between research and public policy. This would be achieved by i) providing policy relevant research evidence on what works to promote youth employment ii) making evidence available to policy makers in user friendly formats; and iii) providing spaces for discussions to inform government policies and practice which can help tackle challenges of youth unemployment in Africa.

1.2 Objectives

The specific objectives of Utafiti Sera on YEC were:

- i. Build, facilitate, enhance and sustain a vibrant research-policy community on employment creation and inclusive growth in agriculture and agro-processing through well planned programme activities;
- ii. Synthesize new and existing relevant research evidence including studies supported by PASGR and other development partners on youth employment creation in agriculture and agro-processing and make them available to policy makers and practitioners using policy briefs, newspaper articles, and info-graphics;
- iii. Engage key policy makers and practitioners through direct contact, policy advocacy and use of productive employment and inclusive growth champions during breakfast meetings, policy debates, workshops and various other venues.

1.3 Activities for the reporting period

This being the final report, the activities envisaged to be implemented in this phase (November 2017 – December 2018) included:

- i. Mapping of Stakeholders on youth employment creation in agriculture and agro-processing in Kenya.

- ii. Synthesis of existing evidence on youth employment creation in agriculture and agro-processing in Kenya.
- iii. Organizing forums on Youth Employment Creation in Agriculture and Agro-Processing in Kenya guided by research evidence;
- iv. Facilitating and enabling an active community of practice on youth employment creation in agriculture and agro-processing in Kenya;
- v. Identifying and involving potential champions for youth employment creation in agriculture and agro-processing in Kenya as part of the Utafiti Sera;
- vi. Communication, reporting and media engagement of research evidence materials developed.

2.

Background information

2.1 Context

In June 2016, PASGR with funding from the Dutch Platform for Inclusive Development (INCLUDE) established Utafiti Sera (Policy-research), a community of practice to undertake a series of activities to bridge the gap between research and public policy. PASGR in collaboration with the Centre for African and Bio-Entrepreneurship (CABE) piloted the first phase (October 2016 to August 2017) by establishing the Utafiti Sera (Research – Policy Community) on Employment Creation in Agriculture and Agro – Processing in Kenya. Membership was drawn from public institutions, private organizations, research organizations, civil society organizations as well as farmers. During this phase, forums were convened around employment issues in the sugar and horticulture sectors in Kenya. The outcome of the forums, which were informed by existing and new policy relevant research evidence are available in research-user friendly formats such as policy briefs, info-graphics, reports and news articles.

One of the key policy issues emerging from the first phase was the marginalization of the youth in discussions on wage employment both at policy and programme levels, despite the growing interest and investment in youth employment initiatives. Following this realization, PASGR, with funding from the William and Flora Hewlett Foundation established a research-policy community of practice (Utafiti Sera house) on Youth Employment Creation (YEC) in Agriculture and Agro-Processing in Kenya.

CABE has been hosting the 2nd Phase of the project for the period, November 2017 – December 2018. Just like in the first phase, Utafiti Sera house on YEC was established to provide the evidence and space for discussion on what works for youth employment creation and making the evidence available to inform policy and practice. Following a one-month no-cost extension, the reporting period for the final report covers the activities between November 2017 and February 2018.

2.2 Reflections on approaches in implementation

The 2nd phase of Utafiti Sera house on YEC was undertaken by CABE in close liaison with PASGR's Program Manager.

Below are our reflections on the approaches:

- i. **Identify a contact person in each organization who will be liaison for this initiative;**
CABE's contact person was the project manager throughout the 2nd phase. Initially, the contact person from PASGR was the Program Manager. However, during the implementation, CABE has worked with three (3) other contact persons for the project, some for a very short time. Sometimes, these changes affected flow of work, information and decision-making.
- ii. **Hold regular consultative meetings and agree on plans;**
Several meetings were held during the implementation period, which were followed up with emails confirming the deliberations. Sometimes, e-meetings took place to agree on plans for the next activities.
- iii. **Hold review meetings following any of the activities to draw lessons and plan for the next steps;**
There were no formal review meetings held between partners to draw lessons. While PASGR issued evaluation forms at the end of every meeting, CABE is not privy to how the feedback has been used. However, CABE drew lessons from previous meetings in planning for subsequent events to avoid repeating mistakes and maximizing engagement.
- iv. **Agree on timelines and reporting formats to ensure easy flow of information;**
The timeline for activities ran between November 2017 and June 2018 although the contract covered the period from November 10, 2017 to December 31, 2018. There was a delay in synthesizing evidence, which was the crux for the house activities. However, CABE quickly caught up and managed to implement all the activities, except one before end of December. Thus, CABE sought and was granted a no-cost extension period to finalize the remaining activity. Although no reporting format was provided, PASGR team worked with CABE by reviewing all communication materials and giving guidance on design for various outputs. On PASGR's advise, CABE engaged a reviewer (from the house

members) who came in handy when framing key policy messages and backing up with relevant evidence. To this extent, CABA's capacity in generating evidence and research communication has improved.

v. Address any concerns in real-time to avoid conflict and derailment of the process.

During implementation, efforts were made by both parties to address issues of concern. The contact persons were in constant communication (telephone, emails, meetings) which helped to resolve conflict amicably.

2.3 Expected outputs and future outcomes

The overarching long-term outcome of the activities of Utafiti Sera is uptake of research evidence as seen in the design of national policies, setting agenda for national debates, and changes in employment policies and programme design and implementation. For this project we focus on intermediate outcomes (outputs) that include:

- i. Platforms that enable researchers and policy actors to regularly engage each other in a non-partisan manner to foster inclusive policies and programmes on employment creation in Kenya;
- ii. Provide improved access to research evidence on youth employment creation to state and non-state actors;
- iii. Provide and package research evidence for inclusive policies and programmes on agriculture employment, that consider community needs;
- iv. Enable increased international and continent-wide recognition of innovative approaches to evidence-informed policy making in Africa.

The knowledge products of Utafiti Sera house on YEC (including synthesis reports, workshop proceedings, policy briefs, infographics, video documentary, newspaper articles) were shared with all members and further posted on the websites of PASGR, CABA and other social media.

3. Achievements

3.1 Review of activity implementation

Activity	Due date	Date delivered	Remarks
i. Mapping of YEC stakeholders	13 th Dec 2017	30 th Mar 2018	Delays in review despite draft submitted on 20 th Dec 2017
ii. Synthesis of existing evidence Synthesis report Policy brief Infographic Power point presentation	14 th Mar 2018 15 th Mar 2018 15 th Mar 2018 22 nd Mar 2018	10 th Apr 2018 4 th Feb 2019 11 th Jun 2018 1 st Mar 2018	Internal delays. Revisions after national forum. Prepared for the county forum
iii. Organizing forums County forum National forum First committee meeting Second committee meeting	30 th Jan 2018 6 th April 2018 13 th Feb 2018 14 th May 2018	1 st Mar 2018 15 th -16 th Nov 2018 12 th Jun 2018 7 th Feb 2019	Delays in synthesizing evidence; 6 counties represented. Postponement informed by 2 nd cycle of funding. Delays in incorporating feedback & in design of infographics. Internal delays after national forum occasioned by Christmas holiday break
iv. Communication, reporting and media engagement 2 Banners 3 blogs 1 newspaper article	19 th Jan 2018 30 th Apr 2018 8 th Jun 2018	7 th Feb 2018 8 th Dec 2017, 5 th Mar 2018 & 1 st May 2018 17 th Jun 2018, 28 th Nov 2018 & 1 st Dec 2018 (2 articles)	Delay in design Links provided below Growing interest in YEC; 4 articles published in the

<p>2 short Video clips</p> <p>Final report</p> <p>News reports: Live coverage-Citizen TV News Item -Citizen TV Local FM -North rift FM News Item -Citizen TV</p>	<p>4th May 2018</p> <p>15th Jun 2018</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>	<p>March 2018 & Nov 2018</p> <p>19th Feb 2018</p> <p>1st Mar 2018 2nd Mar 2018 1st Mar 2018 16th Nov 2018</p>	<p>Nation, Business Daily and the Standard Links provided below; low quality video of 1st event. No cost-extension</p> <p>Growing interest in YEC; Audio & video clips shared with PASGR</p>
<p>v. Organisation of a design challenge for YALI (Young African Leadership Initiative) Cohort 23</p>	<p>-</p>	<p>12th April 2018</p>	<p>Involved 10 groups of participants designing an apprenticeship framework that enhances YEC in agriculture & agro-processing</p>
<p>vii. Facilitating and enabling an active community of practice</p>	<p>Nov 2017-Dec 2018</p>	<p>Mobilized participation of 20 types of stakeholder groups; Increasing diversity in stakeholders</p>	<p>Analysis of participation in table 2</p>
<p>viii. Identifying and involving champions and potential</p>	<p>Nov 2017-Dec 2018</p>	<p>Youth champions identified in government, county assembly, development partners & national government.</p> <p>The National Employment Authority championing YEC agenda</p>	<p>Limited opportunities for regular engagement to sustain the momentum</p>

Links to Newspaper articles

1. <https://www.businessdailyafrica.com/news/Apprenticeship-key-to-creating-jobs-for-youth/539546-4616668-qabe3v/index.html>
2. <https://www.businessdailyafrica.com/analysis/ideas/How-apprenticeship-can-attract-young-people-to-agriculture/4259414-4878258-view-asAMP-u0oa0c/index.html>
3. <https://www.nation.co.ke/business/seedsofgold/Apprenticeship-will-attract-young-people-to-agriculture/2301238-4876110-lvhm3v/index.html>

Links to blog posts

1. <https://www.cabe-africa.org/2017/12/08/forum-youth-employment-creation-agriculture-agro-processing-held/>
2. <https://www.cabe-africa.org/2018/05/01/cabe-yali-design-challenge-inspires-university-student-agri-preneur/>
3. <https://www.cabe-africa.org/2018/03/05/building-apprenticeship-policy-framework-bridge-youth-unemployment-gap/>

Links to video documentaries

1. County policy dialogue on agriculture
<https://www.cabe-africa.org/video>
2. Vijana wahimizwa kushabikia kilimo
<https://www.cabe-africa.org/video>

Links to video Audio clip

1. Utafiti Sera County Policy on youth employment creation in agriculture
<https://www.cabe-africa.org/audio>

Table 2: Level of participation in YEC Utafiti Sera house activities

	Partner organization	Number participating				
		Stakeholder mapping	County Forum	1st High level meeting	National forum	2nd High level meeting
1	National Employment Authority (NEA)			1	7	1
2	Technical and Vocational Education Training Authority (TVETA)			1		1
3	National Industrial Training Authority (NITA)			1		1
4	Ministry of Agriculture,	2		2	1	2

	Livestock & Fisheries					
5	Youth Enterprise Development Fund	2			1	1
6	Agricultural Training & Resource Centre	4	1	1	3	1
7	Kenya Private Sector Association					1
8	Kenya Industrial Research and Development Institute				1	
9	County government	8	5		5	
10	County Assembly		4			
11	The National Treasury			1		
12	Community Institutions		4			
13	PASGR	2	2	1	2	3
14	CABE	7	2	2	3	3
15	Youth champions	3	21		8	
16	Development/financial partners	5	2		4	
17	Academic & Research	7			1	
18	Civil Society Organizations	5			1	
19	Media		7		2	
20	Event support team		4		3	
	Total	45	52	10	42	14

3.2 Reflections on main activities

i. Organization of forums

Stakeholder mapping was the initial step in engaging actors supporting youth in agriculture and agro-processing. The objective of the mapping exercise was to identify strategic actors and contact persons who will act as liaison in each organization for *Utafiti Sera*. This initial engagement was also to ensure that evidence messages for influencing policy are packaged accordingly for maximum impact. Participatory Impact Pathways Analysis (PIPA mapping process was used to identify key actors for engagement by *Utafiti Sera* in employment creation for youth in agriculture. There was a consensus that the actors could influence the agenda through sensitization and facilitation of skills training and mentorship, internship programmes for youth, organization of workshops and exposure visits to youth employment initiatives, production of policy briefs and publications on youth. The participants raised some pertinent issues for consideration in future policy dialogues by *Utafiti Sera* including: skills mismatch, funding and financing, youth organization and governance of markets, innovation and research and extension for inclusive business.

The County forum was held following a recognition that counties held a pertinent role as centers of development in supporting youth employment creation in agriculture and agro-processing in Kenya. Six counties were represented in the forum alongside other interest groups. The key issues emerging from this forum were:

1. The need for county assemblies to spearhead drafting of a bill to support apprenticeship, youth agribusinesses and review of conditions which limit access to financing agribusiness projects.
2. A call to revamp the Vocational Training Centers in various counties by integrating agriculture and agro-processing in the curriculum and establishing agricultural information hubs to enhance access to information on the various investment options, technical information and training opportunities.
3. Monitoring, evaluation and learning should be emphasized to inform designing of future programs by learning from past successes and avoiding pitfalls.
4. Entrepreneurs urged to tap the opportunities presented by many educated but unemployed youth who can offer professional managerial services to agribusinesses.
5. The need for inter-county collaboration in designing interventions to entice youth in agriculture and build synergies to enhance impact.

The **national forum** was expected to generate the following intermediate outcomes on youth employment creation in agriculture sector:

- i. interrogate policy options, highlight their relevance and provide recommendations;
- ii. create a platform for learning, knowledge sharing and action among various stakeholders to enhance opportunities for youth employment creation and;
- iii. present a draft comprehensive internship system to support policies in youth employment creation in agriculture and agro-processing.

The forum had representation from 14 types of organizations and hosted by the County Government of Kisumu, through the department of agriculture (see table 2). The recommended policy options during the 2-day deliberations are as follows:

- i. Improve access to apprenticeship by providing incentives to enhance inclusiveness of apprenticeship for diverse youth.
- ii. Enhance attractiveness of apprenticeships by: reforming the curriculum to include accreditation and certification of informal learning; establishment of agricultural incubation centers accessible to youth without formal education and '*catch them young*' by targeting youth at a young age to build the right attitude and skills in agriculture

- iii. Improve governing apprenticeships by strengthening co-ordination at the county level of youth employment programmes.
- iv. Strengthen financing of apprenticeships by creating an apprenticeship fund to support employers and apprentices investing/pursuing apprenticeships in agriculture.
- v. Improve Monitoring, Evaluation and Learning (MEL) by: continuous collection and collation of empirical data on youth in agribusiness, strengthening research and evidence to show impact of initiatives in apprenticeship and inform future policies and program actions.

ii. High level meetings

Two high level breakfast meetings with policy makers were held during the implementation. The meetings were mooted following the realization of the need to hold consultative forums with a few champions of youth in key public institutions to share lessons, experiences and build consensus on policy recommendations coming from the house activities.

The **first high level meeting** brought together representation from government ministries and authorities charged with agriculture, employment creation, training and curriculum development for Technical and Vocational Training and also representation from a private agricultural training centre. There were 10 participants present out of the anticipated 15 participants. During the meeting, the key policy messages coming out of the county forum and the proposed system-based apprenticeship framework were presented and interrogated. The deliberations, reviews and feedback would then be incorporated in revision of the policy messages in the run-up to the national forum. The highlights of this meeting were:

- ❖ Youth still view agriculture as a transitory sector hence proper targeting of interventions is needed to minimize infrastructure lying idle, underutilization of skills and to lower transition to other sectors.
- ❖ It is pertinent to undertake research on the demand side of interventions as part of learning from the past youth funded projects which were not viable.
- ❖ Utafiti Sera House members on YEC were invited to give an input into the draft policy on internship which was under review through the National Employment Authority, NEA.
- ❖ Agricultural technical training institutions were offered the opportunity to fast-track accreditation of their curriculum by: i) liaising with Curriculum Development Assessment and Certification Council (TVET CDACC) for support in developing

curriculum that's recognizable and accredited as provided in TVET Act, 2013 ii) collaborating with industry players so that the new curriculum is industry-led –to match labor needs in industry and iii) liaising with NITA for registration of trainers because once registered, the institution can partner with employers to train their staff

- ❖ The proposed apprenticeship framework should incorporate Monitoring, Evaluation and Learning component which enhances assessment of impact of the various initiatives towards youth employment creation.

These insights were then incorporated in the revisions of knowledge products and in preparing key messages for the national policy dialogue which had been scheduled to take place after about 2 months.

The **second-high level meeting** with policy makers took place in February 2019, following the national forum held in mid-November 2018. The meeting brought together 14 participants with representation from seven (7) member organisations. The objective of the second high-level meeting was to share findings, engage policy makers on policy options and enhance partnership in the policy process. Representatives from the public and private sectors made short presentations highlighting apprenticeship perspectives with regards to: accreditation and certification; youth in agribusiness programs; training and skills development; financing; and private sector involvement. The following can be deduced from the deliberations:

- Most government initiatives on apprenticeship still focus more on the formal sector yet more jobs are created in the informal sector. Thus, a call for adoption of an integrated apprenticeship framework that captures diverse actors to bridge the gap between the informal and informal sector. The impact of the existing apprenticeship programs in YEC in agriculture is not known.
- Informal learning accreditation and certification should be considered especially for small and medium entrepreneurs.
- The low attractiveness of the agriculture sector among youth remains a major impediment for employment creation.
- Consider patenting youth innovations for learning and replication.
- There was a call to partnerships in initiatives targeting youth to create significant impact.
- NITA, TVETA, and CDACC were encouraged to consider harmonization of their operations to create a significant impact on creating employment opportunities for the youth.
- Coordination should focus on synergies between informal and formal systems at the county level using both physical and virtual information platforms.

The above insights coupled with policy messages from the past policy dialogues on YEC would inform the next steps for *Utafiti Sera* as PASGR was in the process of organizing an inter-house forum to redesign the next agenda for *Utafiti Sera*.

iii. **Communication, reporting and media engagement**

Communication between house members and the public was critical during the implementation process. Various channels were used depending on context and the target audience. In communicating the research evidence and the key policy messages emanating from the synthesis of literature, a policy brief and an accompanying infographic were developed. These were disseminated in all the policy dialogues and through electronic media such as website and social media pages. The draft policy brief titled, 'An Apprenticeship Policy Framework on Youth Employment Creation in Agriculture and Agro-Processing in Kenya' was published in May 2018 and the final policy brief was published in February 2019.

The public was kept abreast of the activities of Utafiti Sera house on YEC through blogs, newspaper articles, news coverage/features and video documentary. There is a growing interest in the house activities by the public, going by the request for additional information, invitations to forums and pursuit of potential partnerships.

It was pertinent for youth to be part of the policy processes during the year. This was achieved in three main ways:

- i) Use of Art (In the county forum), as alternative medium to influence policy and practice since the youth can relate to the messaging style used –an entertainment group made up of about 20 youth, 'Mantrix Entertainment group' prepared a skit containing the policy recommendations drawn from the policy brief.
- ii) Organisation of a design challenge for YALI (Young African Leadership Initiative) Cohort 23 involving **50 youth** from Eastern and Central Africa in designing an apprenticeship framework that enhances YEC in agriculture & agro-processing. The youth got firsthand experience in designing solutions to real policy challenges facing youth in Africa.
- iv. Engaging youth expertise at different stages of the implementation including: a) **policy researcher**, Dr. Grace Mwaura who is a youth specialized in youth policy issues b) **Reviewer**, PASGR's Research and Policy, Program Associate, Ms. Radwa Saad, who did review of reports, knowledge products and all workshop materials c) **synthesis of the 10 YALI apprenticeship frameworks** into one comprehensive framework was undertaken by **2 young scholars**, Ms. Cabrine Nyona and Mr. John Okoth d) **facilitator at the national dialogue**, Mr. Raphael Obonyo-a renown

Kenyan Youth with expertise in public policy and an advocate for youth's voice at the national, regional and international levels e) **Rapporteur**, Ms. Lucy Adoyo who has been offering rapporteur services in all meetings of the Utafiti Sera House f) **Communication officer**, Ms. Mercy Nduati who spearheaded design of all knowledge products under the project g) **Media liaison**, Ms. Bernadine Muendo - who has all along networked CABE with various media houses and circulated press release to her colleagues in the fourth estate h) **Videography and photography** - these services were offered by youth-led companies throughout the project.

This is a testimony that youth can be part of the solution.

4. Conclusion

The overall purpose of this grant was to assist PASGR in the coordination and implementation of Research-Policy Community activities aimed at bridging the gap between research and public policy. All the activities envisaged took place albeit with changes to programming due to factors mentioned in the report. The evidence has been synthesized and is available in form of reports, policy brief, info-graphics, newspaper article and videos.

The Utafiti Sera House on YEC has a growing membership and interest from many quotas. It remains a challenge on how to sustain the engagement of policy makers and practitioners beyond this funding cycle. For impact harvesting, it will be important to commission a survey to establish activities which house members are undertaking, as a result of the evidence generated or building on the agenda of youth employment creation- which can be an indication of our contribution to policy and practice.