



Proceedings of the second dialogue with senior policy makers on youth employment creation in agriculture and agro-processing for inclusive growth in Kenya

Centre for African Bio-Entrepreneurship

February 07, 2019

Overview

The Second policy dialogue with senior policy makers on youth employment creation in agriculture and agro-processing for inclusive growth in Kenya was held at The Intercontinental Hotel, Nairobi on 7th February 2019.

The meeting brought together 14 participants with representation from following organisations: Ministry of Agriculture, Technical and Vocational Training Authority (TVETA), National Industrial Training Authority (NITA), National Employment Authority (NEA), Youth Enterprise Development Fund (YEDF), Latia Resource Centre, Kenya Private Sector Alliance (KEPSA) and the hosts -- Centre for African Bio-Entrepreneurship (CABE) and Partnership for Social and Governance Research (PASGR).

The objective of the forum was to provide highlights on youth employment creation in agriculture and agro-processing gathered through the *Utafiti Sera* journey; share the emerging issues on proposed integrated youth apprenticeship policy framework in agriculture sector in Kenya; and to engage key senior policy makers and practitioners in building a consensus on the proposed policy options. This would inform the next steps for *Utafiti Sera* for reprogramming on policy issues on youth employment creation in agriculture.

Highlights of the 2nd high level meeting

- Many government initiatives on apprenticeship focus more on the formal sector on yet more jobs are created in the informal sector.
- An integrated apprenticeship framework that captures diverse actors is proposed to bridge the gap between the informal and informal sector.
- Informal learning accreditation and certification should be considered especially for small and medium entrepreneurs.
- Agriculture should be rebranded and outreach enhanced to attract more youth.
- Consider patenting youth innovations for learning and replication.
- Partnerships in initiatives targeting youth are key to create significant impact.
- NITA, TVETA, and CDACC should harmonize their operations to create a significant impact on creating employment opportunities for the youth.
- PASGR is organizing an inter-house forum to redesign the agenda for *Utafiti Sera*

Introductions, objectives and expectations

Facilitator-Dr. Hannington Odame, Executive Director, CABE

A prayer was offered by Ms. Lucy Adoyo and Dr. Odame welcomed participants who introduced themselves. Dr. Odame set off the meeting by giving a preview on the objectives and expectations of the meeting, which included highlights of the *Utafiti Sera* journey, the key policy issues and options as well as gaining consensus on proposed policy actions.

Opening remarks on *Utafiti Sera*

Dr. Martin Atela, Program Manager, PASGR

In his opening remarks Dr. Atela, introduced the Partnership for African Social Governance Research (PASGR) as a non-partisan Pan –African, not-for-profit organization that works to enhance research excellence in governance and public policy that contributes to the overall wellbeing.

Dr. Atela said that over the past three (3) years, PASGR and CABE had hosted forums on sugar and horticulture industry whose deliberations informed a shift of focus to youth employment creation in agriculture sector. He said that over the past one year, the House had organized county, national and senior policy dialogues to highlight key policy issues and recommendations on youth employment creation in agriculture. Dr. Atela emphasized the need to provide evidence and engaging the government on policy options. He concluded by re-stating that 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.

Presentation on key policy options: Towards Integrated Apprenticeship Framework on Youth Employment Creation in Agriculture Sector.

Presenter-Dr. Hannington Odame

Dr. Odame began his presentation by explaining the *Utafiti Sera* pathway which includes mapping and synthesizing evidence, packaging information into various outputs, sharing the evidence in relevant platforms and using policy champions to advocate and lobby for policy actions. He highlighted the Journey of *Utafiti Sera II*, which involved mapping of actors, a synthesis report and other outputs (policy briefs and infographics), the county forum in Trans-nzoia, YALI (cohort 23) -Challenge on Youth Apprenticeship in Agribusiness, the First High-Level Policy Engagement meeting and the national forum in Kisumu, which culminated to the Second High-Level Policy Engagement meeting on 7th February 2019.

Dr. Odame said that deliberations of progressive policy dialogues and activities identified the following key policy issues on youth unemployment in agriculture: high rates of unemployed youth yet informal sector presented un-satiated opportunities; financing gap despite the existence of youth funds; low attraction and uptake of agribusiness opportunities; lack of knowledge and skills in agribusiness; and uncoordinated efforts in addressing unemployment in agriculture. This called for five intervention areas: attractiveness, access, financing, governance and monitoring, evaluation and learning.

He noted that there are several policy provisions for engaging youth in agriculture through experiential learning (including the Internship Policy for the Public Service (August, 2015), the National Employment Authority Act, the Industrial Training Act (CAP 237). However, these policies focus more on the formal sector yet more jobs are created in the informal sector. Hence, the need bridge policy gap by synergizing the formal and informal systems through integrated apprenticeship framework that captures the government support, private sector and diverse actors and provides space for accreditation and certification. The proposed policy framework is a contribution of many stakeholders and the Design

Challenge¹ of Young African Leaders Initiative (YALI) Cohort 23.

Dr. Odame concluded his presentation by sharing the proposed policy options for an integrated apprenticeship system and key highlights of the national forum as summarized below.

i. Attractiveness

- Review curriculum to enhance informal apprenticeships
- Strengthen the central and decentralized outreach programs of agricultural incubation centres
- Accreditation and certification should include informal learning
- Access to information on apprenticeship opportunities and benefits

ii. Access

- Consider all categories of young people (disabled and special needs) and underrepresented youth
- Reduce stigma of agriculture and enhance outreach

iii. Financing

- Cost sharing arrangement between employer, trainee and government
- Sustainable funding streams
- Increasing and prioritizing public finance to agriculture

iv. Good Governance

- Redesigning governance system for better coordination.
- Involving employers and trade unions in the governance process

v. Monitoring, Evaluation and Learning

- Strengthen research and evidence learning and action

Key highlights of the national forum

- i. County-level agriculture incubation hubs are needed to match employers' needs with youth's innovative capacity.
- ii. Existing funding mechanisms (*including Youth Fund, Women Fund, Uwezo Fund*) should be restructured to include risk cover to youth entrepreneurs as well as employers.
- iii. Coordination should focus on synergies between informal and formal systems at the county level using both physical and virtual information platforms.
- iv. There is need to continuously monitor youth funded projects to enhance re-programming and budgeting.

¹ 'How can we design and implement an apprenticeship framework/ system that enhances youth employment creation in both formal and informal systems in agriculture and agro-processing in Kenya?'

Stakeholders' Perspectives on Apprenticeship

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. This was followed by reactions from the plenary to build consensus around these pertinent issues.

1. National Industrial Training Authority (NITA)

Mrs. Irene Muraguri – Industrial Training Officer

Mrs. Irene Muraguri started off by explaining that NITA is charged with industrial training and that one of its biggest mandate was apprenticeship, which is governed by Industrial Training Act, CAP 237. She highlighted the various provisions of the Act.

Mrs. Muraguri explained apprenticeship as a dual system that consisted of 70 percent workplace learning and 30% learning in an accredited training institution. She further said that employers and training institutions needed to meet minimum requirements to absorb an apprentice with a cost sharing arrangement as outlined in the Training Act (CAP 237). She emphasized on the trade test that apprentices undertake to graduate with a competency certificate for a competitiveness in the job market. She mentioned some partnerships which NITA on apprenticeships including Platinum-TUK, Portland-TUK, flower farms and coffee farms among others. She concluded by noting that NITA needed to create more awareness on its existence and services it offers.

Reactions:

Participants were pleased to learn more about NITA and its support to apprenticeship. However, there was a concern that NITA was focusing more on the public (employer) partnership and large farms, and noted that there was little effort to include the small and medium informal systems in the apprentice programs. They noted that small informal systems were likely to be excluded in the system because their inability to meet the minimum legal requirements. The participants proposed that NITA should consider their inclusion. Mrs. Muraguri responded by mentioning that NITA was currently reviewing the curriculum to accommodate the informal sector and to offer short courses under the Kenya Youth Employment Opportunities Project (KYEOP). It was also noted that in as much as there is a cost sharing arrangement between NITA and the employers hosting apprentice, financing apprenticeship still posed a challenge. Participants expressed the need for NITA², TVETA³ and CDACC⁴ to harmonize their operations to create a significant impact on creating employment opportunities for the youth.

2. Ministry of Agriculture, Livestock, Fisheries & Irrigation

Mr. Benson Nyariaro - Project Coordinator, Enable Youth Program

Mr. Benson Nyariaro highlighted the Constitution of Kenya, Vision 2030, National youth Policy, Agriculture Sector Transformation & Growth Strategy (ASTGS) 2018-2028, County Integrated Development Plans (CIDPs) and Youth Agribusiness Strategy (2018-2022) as key documents with provisions youth training and skills development in agribusiness. He

² Mandated to promote the highest standards in the quality and efficiency of Industrial Training in Kenya

³ Mandated is to promote access, equity, quality and relevance in technical and vocational education and training by regulating, inspecting, registering, accrediting and licensing

⁴ Mandated to design and develop competency based curriculum, assessment and competence certification

explained that Youth in Agribusiness Strategy (2018-2022) whose objective and issues addressed were in sync with *Utafiti Sera*'s findings and proposed policy options.

Mr. Nyariaro gave an overview of the Enable Youth Program, an apprenticeship program that involves skill development on job training through practical work along the value chain and mentorship and coaching. The key elements in the program included an incubation model, competitive financing based on best plans and proposals, zero interest loan at inception and 5% loans on commercial loans, market linkages, graduates employing five (5) other youth and a post incubation mentorship. He concluded by saying that implementation of the program was in partnership with Agricultural Finance Cooperation (AFC) and that the fund accommodated risk assessment and cover to ensure repayment.

Reactions:

Participants had a concern about decentralizing the Enable youth program to enhance outreach. Mr. Nyariaro responded by explaining that the program had a plan to hire three (3) service providers in every county as incubation centres. It was also noted that access to markets and market information remained a challenge. In response, Mr. Nyariaro said that a communication and marketing strategy as well as real-time market information platform was underway. The program was also designed to enhance market oriented production and contract farming. In addressing risk due climate change and weather, he said that the program had provisions for weather information and had taken into account the existing crop and livestock insurance schemes.

There was a general concern that agriculture still seemed unattractive to the youth and there was need to demystify the "dirty work", by increase using print and social media, rebranding agriculture to look attractive, reintroducing agriculture in primary and secondary schools. It was also recommended that a strong M&E system should be put in place to document lessons learnt in project design and implementation (including Enable Youth Program) to share, learn and scale out. Youth Enterprise Development Fund and Latia Resource Training Centres identified opportunities to collaborate with The Enable Youth Program to enhance their programs.

3. Training Centers and Skills and Development

Mr. Goudian Gwademba – CEO, Latia Resource and Training Centre

Mr. Goudian Gwademba said that despite undertaking competency based training and skills development, youth were still faced with uncertainty of placement as well as establishing own enterprises. He thus highlighted the 3-phase model adopted by Latia Resource Centre: Phase 1 learning and practicing; Phase 2 Incubation -produce and market; and Phase 3: Experiential learning at work place. He also mentioned that the training center had partnered with KCB Foundation Tujiajiri program. In the program, youth choose enterprises of their interest while focusing market demand production or contract farming. He also emphasized on the need of attitude change towards agriculture among the youth.

Reactions:

Participants sought to understand the strategy to accommodate youth training country-wide. In response, Mr. Gwademba said that there were plans to fundraise through Faraja Latia Foundation Trust to establish training centres in most parts of the country. Participants identified the need to protect intellectual property rights (IPRs) or contributions of the youth during apprenticeship programs.

4. Private Sector Involvement

Mrs. Jane Kagiri- Vice chair of Youth and Gender Sector Board KEPSA

Mrs. Jane Kagiri said that the negative attitude or stigma of youth being associated with agriculture still persists. She noted that parents play a key role in nurturing the interest in agriculture in the early years of the children; hence their involvement was crucial. She was particularly concerned with the government's budget allocation to agriculture vis a vis its contribution to GDP, which limits growth in agriculture. She also posited that the Kenya National Bureau of Statistics (KNBS) and relevant agencies needed to provide regular data on loans issues to agri-prenuers in order to assess impact created in agriculture. She concluded by emphasizing that any youth project should be anchored on market driven production.

5. Financing Youth in Agribusiness

Mr. Morris Murimi - Youth Enterprise Development Fund(YEDF)

Mr. Morris Murimi said that the YEDF had been reengineered to a flexible facility that accommodated agriculture and allied enterprises, funding both individuals and groups, and a shorter funds processing period. He said that currently 25% of the YEDF was funding agribusiness at zero interest. The youth outreach programs had also been enhanced through mobile applications and Farmer's TV. Mr. Murimi emphasized on the need to enhance partnerships through collaborations to create a significant impact.

Reactions

It was noted that the partnership between NITA, NEA and YEDF was crucial and should focus more on the informal sector in order to unravel its great potential in increasing productivity and creating employment opportunities for the youth. Mrs. Rotich also mentioned that NEA had developed an internships policy and an integrated employment management system would be rolled out soon, platform to link youth with available opportunities.

Closing Remarks and next steps

Dr. Odame and Dr. Atela thanked participants for making time to attend the meeting and Ms. Marjory emphasized that partnerships and synergies were key to creating impact. She, mentioned that PASGR was organizing an inter-house forum to discuss the next steps for *Utafiti Sera*. *They would invite* participation of house members which would be key in redesigning the agenda for *Utafiti Sera*.

The meeting ended with a prayer and participants had time to network at breakfast.

Agenda
First policy dialogue with senior policy makers on youth employment creation in agriculture and agro-processing for inclusive growth in Kenya

Venue: Intercontinental Hotel, Nairobi

Date: February, 07 2019

Time: 8.00am-11.00am

Facilitators: Dr. Hannington Odame & Dr. Martin Atela

Objective:

The objectives of the forum are:

- 1) to provide highlights of the *Utafiti Sera* policy process
- 2) to highlight the proposed integrated youth apprenticeship policy framework in agriculture sector in Kenya.
- 3) To engage key senior policy makers and practitioners in building a consensus on the proposed policy options.

Agenda

8.00-8.30am	Arrival /Registration –Lucy Adoyo
8.30-8.50am	Introductions, objectives and expectations <i>Facilitator-Dr. Hannington Odame, Executive Director, CABE</i>
8.50-9.10am	Opening remarks on Utafiti Sera <i>Dr. Martin Atela, Program Manager, PASGR</i>
9.10-9.30am	Presentation on key policy options: Towards Integrated Apprenticeship Framework on Youth Employment Creation in Agriculture Sector. <i>Presenter-Dr. Hannington Odame</i>
9.30-10.00am	Short presentations and reactions <i>Facilitator-Dr. Martin Atela</i> <ol style="list-style-type: none"> i. National Industrial Training Authority - <i>Ms. Irene Muraguri</i> ii. Youth in Agribusiness Programme, MoA - <i>Mr. Benson Nyariaro</i>
10.00-10.30am	Plenary discussion <i>Facilitator-Dr. Martin Atela</i> All participants
10.30-1045am	Synthesis & next steps <ol style="list-style-type: none"> i. CABE Executive Director -<i>Dr. Hannington Odame</i> ii. PASGR Program Manager – <i>Dr. Martin Atela</i>
11.00am	Breakfast & networking

Annex 2: List of Participants

LIST OF PARTICIPANTS
UTAFITI SERA 2ND HIGH LEVEL MEETING ON YOUTH EMPLOYMENT IN AGRICULTURE AND AGRO-PROCESSING
INTERCONTINENTAL HOTEL, NAIROBI –FEBRUARY, 07

No.	Name of Institution	Participant's Name	Position in organization	Email Address
1.	National Employment Authority (NEA)	Rael Rotich	Deputy Director Employment	jelagatrael@yahoo.com
2.	State Department of for Crop Development (MoALF&I)	Mr. Wycliffe Amariati	Chief Agricultural Officer, Agricultural Advisory Unit	wycliffeamariati@gmail.com
3.	Technical and Vocational Education Training Authority (TVETA)	Dr. Dominic Omboto	Senior Research Officer	omboto13@gmail.com
4.	National Industrial Training Authority	Ms. Irene Muraguri	Industrial Training Officer	imuraguri@nita.go.ke
5.	Ministry of Agriculture, Livestock & Fisheries	Mr. Benson Nyariaro	Project Coordinator – Enable Youth Program	bnyariaro7@yahoo.com
6.	Youth Enterprise Development Fund	Mr. Morris Murimi	Head of Partnerships & Resource Mobilization	mmurimi@youthfund.go.ke ; morrismurimi254@gmail.com
7.	Latia Resource Centre	Mr. Goudian Gwademba	Chief Executive Officer	gk.gwademba@gmail.com
8.	Kenya Private Sector Association	Ms. Jane Kagiri	Vice Chair Gender and Youth Sector Board	kagirijane@yahoo.com
9.	PASGR	Dr. Martin Atela	Program Manager	matela@pasgr.org
10.	PASGR	Ms. Marjory Githure	Program Assistant	mgithure@pasgr.org
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