NATIONAL FORUM ON YOUTH EMPLOYMENT CREATION IN AGRICULTURE AND AGRO-PROCESSING FOR INCLUSIVE GROWTH IN KENYA

JUMUIA HOTEL, KISUMU
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The National Policy Dialogue on Youth Employment Creation in Agriculture and Agro-processing was held in Kisumu County on the 15th and 16th of November 2018 at Jumia Resort Hotel. This workshop preceded various Utafiti Sera House activities including a stakeholder mapping exercise (December 2017); synthesis of evidence and production of various knowledge products (December 2017-July 2018); a county level policy dialogue (March 2018); a design challenge for Young African Leaders Initiative (YALI) Cohort 23 (April 2018); and a high-level policy engagement forum with senior policy makers (June 2018).

The organizers of the national meeting involved participation of existing Utafiti Sera House members, youth entrepreneurs in agriculture, researchers, agricultural training institutions, the Kenya National Employment Authority (NEA), Ministry of Agriculture – Enable Youth Programme, Youth Enterprise Development Fund (YEDF), International Labour Organization (ILO), County Executive Committee Members (CECMs) and Directors in Agriculture from Kisumu, Trans Nzoia, Busia and Kiambu Counties. Institutions supporting youth initiatives in skills and employment including Alternatives Africa, Research Triangle International implementing -the Kenya Youth Empowerment and Skills (KYES) Programme and CAP Youth Empowerment Institute (CAP-YEI) were represented. The private sector, media and civil society organizations were also represented.

The objectives of the national forum were:

i. to present evidence, share lessons and experiences for policy interventions and actions gathered during the various Utafiti Sera activities preceding the national forum;

ii. to engage policy actors in building consensus on policy actions to support youth employment creation in agriculture and agro-processing for inclusive growth in Kenya; and

iii. to explore opportunities to work with other actors to identify areas and spaces for policy and program actions.

In sync with the long-term Utafiti Sera’s outcome, the national forum was expected to generate the following intermediate outcomes on youth employment creation in agriculture sector:

i. to interrogate policy options, highlight their relevance and provide recommendations;

ii. To create a platform for learning, knowledge sharing and action among various stakeholders to enhance opportunities for youth employment creation and;

iii. to provide a comprehensive internship system to support policy and youth employment creation in agriculture and agro-processing.

The two-day program was organized into introductions, key note address, highlights of the Utafiti Sera Journey, thematic presentations followed by questions and answers, breakaway sessions, interactive sessions, media briefing, panel discussions and a roundtable to build consensus on policy recommendations.
1.0 Introduction and welcome remarks

Facilitator: Raphael Obonyo

Mr. Raphael Obonyo welcomed and appreciated the participants for making time to participate in the Utajiri Sera National Policy Dialogue on Youth Employment Creation in Agriculture and Agro-processing. He set the pace of the meeting by highlighting the objectives, expectations and approach to National Forum and encouraged participants to embrace and pursue the discussions beyond the forum.

Overview of Centre for African Bio-Entrepreneurship (CABE)

Dr. Hannington Odame - Executive Director (CABE)

The Centre for African Bio-Entrepreneurship (CABE) is a knowledge sharing and learning organization that seeks to improve the livelihoods of smallholder farmers in the rural, urban and peri-urban areas. CABE’s vision is to be the lead promoter of agri-preneurs in Kenya, with a mission to provide quality products and services to growth-oriented women and youth agri-preneurs in Kenya.

CABE’s objectives are in sync with PASGR’s Utajiri Sera’s House research to policy engagement on Youth Employment Creation in Agriculture and Agro-processing. It is in this context that CABE hosted the various Utajiri Sera policy dialogues. The organization has its headquarters in Nairobi with satellite offices in Busia, Kisumu and Turkana implementing projects on African Leafy Vegetables, Women Food Entrepreneurs and Pastoralism. All these projects have youth components. Learn more on www.cabe-africa.org.

Overview of Partnership for African Social and Governance Research (PASGR)

Dr. Martin Atela – Programme Manager PASGR

Dr. Atela expressed his gratitude to the participants who made their time to attend the national forum. He introduced the PASGR’s vision, the key components and linkage between research and policy through which Utajiri Sera, a community of practice was established. Utajiri Sera house is constituted of key stakeholders with interest, power, capacity and motivation to act in diverse ways and leverage different strengths to inform policy.

Dr. Atela explained that “Youth Employment Creation in Agriculture and Agro-processing” is one of the projects under Utajiri Sera in Kenya. The project has made great milestones towards its objectives which include mapping of stakeholders, a synthesis of key policy issues affecting youth in agriculture and agro-processing and policy debates held during breakfast meetings and county forums. Dr. Atela was hopeful that the national forum would provide a platform to reflect on the policy evidence for policy actions towards enhancing youth employability in agriculture and agro-processing.

Key Note Address

Mr. Samson Nyaanga – Director National Employment Authority

On behalf of Director General National Employment Authority (NEA), Mrs. Edith Okoki, Mr. Samson Nyaaga read the key note address. He expressed that NEA was privileged to be part of the noble course in addressing employment creation opportunities for the youth. Mr. Nyaanga said that the Kenya Vision
2030 was critical in addressing employment issues among the youth. He also pointed out that the Constitution of Kenya advocated for decent work that observes fundamental rights, adequate income and ensures security of social protection. Mr. Nyaanga also appreciated devolution as a part of rural development where agriculture was a key sector with employment opportunities for youth.

Mr. Nyaanga further stated that the implementation of the Big Four Agenda in Manufacturing, Food and Nutrition Security, Universal Health Care and Housing would contribute to employment creation. He however said that the agenda needed a coordinated approach with linkages between the public and private sectors and an effective labour market information system.

He concluded by saying that the National Employment Authority (NEA) was committed to support all efforts towards creating employment opportunities for Kenya. Thus, NEA supports efforts of PASGR and CABE in this space and looked forward for stronger collaboration.

Key emerging issues
i. Need to interrogate number of new jobs created through devolution.
ii. The state needs to make a conscious effort to identify and build capacity of the local labour force with the necessary skills before a national project is rolled out.
iii. The National Employment Authority has established employment bureaus in 28 counties and have 30 offices, stakeholders need to register the available skills to enable NEA assess the skills gap.

2.0 Research policy engagement and key policy messages

The Journey of Utafiti Sera Community on Employment Creation

Ms. Elsie Kangai – Program Manager, CABE

**Utafiti Sera** was initiated in June 2016 which brought together 45 stakeholders to share findings of a study undertaken by a team of researchers from the Institute of Development Studies (IDS), University of Nairobi. The study on the sugar and horticulture sub-sectors focused on “Political Economy Analysis of Employment Creation in Agriculture and Agro-processing in the context of Inclusive Growth in Kenya”. From this event, PASGR partnered with CABE to host **Utafiti Sera** through the research-policy engagement process. This was followed by three policy forums: i) “Employment Creation in Sugar Sector in Kenya: Challenging the Political Economy Dilemmas and the Role of **Utafiti Sera** (Research-Policy Community)” (November 2016); ii) “Employment Creation in Horticulture Sector in Kenya and the Role of **Utafiti Sera** (Research-policy Community)” (January 2017); and iii) joint forum with Amani National Congress (ANC) on sugar and horticulture sub-sectors on employment creation in agriculture and agro-processing in Kenya (March 2017).

Key policy issues emerging in the sugar and horticulture sectors highlighted the need to involve youth as critical part of the population in employment creation in agriculture and agro-processing. This concern led to the second Phase of **Utafiti Sera** that focuses on youth employment creation in agriculture and agro-processing in the context of inclusive growth.

In this phase, mapping of stakeholders was done to identify strategic partners. This was followed by, a county forum in Trans Nzoia County, a synthesis of literature by Dr. Grace Mwaura on youth employment creation in agriculture and agro-processing. CABE then partnered with YALI to design a
challenge focusing more on apprenticeship as a proposed solution. CABE further engaged two incubates from the YALI Cohort 23 who synthesized various frameworks into one comprehensive framework for further development and adoption. A breakfast meeting with key policy actors was organized to build consensus on key policy issues. The national forum was convened in Kisumu County to share evidence, build consensus and explore opportunities to establish a platform sustain the conversation on youth employment creation beyond the organized meetings.

**Key emerging issues**

i. Youth should not only be considered as a problem but also as solution providers.

ii. Accessing Government Procurement Opportunities (AGPO) is available for youth but uptake is low.

**Key Policy Messages**

*Dr. Hannington Odame—Executive Director, CABE*

Key policy messages were drawn from the various stakeholders’ meetings and the synthesis report prepared by Dr. Grace Mwaura. These messages are in tandem with the Sessional Paper No. 4 of 2013 and National Policy or Internship.

The emerging opportunities in agriculture included enhanced access to TVET education, a growing youth population and a rising middle class urban population that demanded food, and enhanced value chain investments. As well, diversification, new markets, climate smart agriculture, partnerships, risk capital and mentorship are underexploited opportunities. Unemployment (unemployed/underemployed) status of Kenya youth remained at 67%\(^1\). Obstacles to youth participation included but not limited to unattractiveness of the sector, inadequate skills and technologies, lack of mentors and role models, inadequate capital assets, low wages, labor-intensive engagement and uncoordinated policies that you cannot measure their impact.

An integrated apprenticeship system therefore recommended to address youth employment in agriculture sector. The recommended policy options on an integrated apprenticeship are:

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 specially to include informal learning opportunities.

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 strengthening research and evidence learning from past youth funded projects initiatives on employment creation.

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\(^1\) World Bank 2016
Key Emerging Issues

i. There is need to interrogate data reported by Youth Fund and Access to Government Procurement Opportunities (AGPO) to establish real numbers of youth benefitting from these initiatives.

ii. Kenya National Bureau of Statistics (KNBS) needs to provide regular and robust data on youth (un)employment every year.

iii. Arrangement on cost-sharing among industries, government and apprentices is crucial.

iv. NEA and similar authorities need to provide appropriate information (including on marginalized areas) and projections for planning and developing policies.

v. Involve Federation of Kenya Employers (FKE) as an employer representative and the private sector in employment related policy dialogues.

3.0 Seizing Opportunities in agriculture and agro-processing

Enable Youth Program

*Mr. Benson Nyariaro - Project Coordinator (Enable Youth Program, MoALF)*

The Enable Youth Program is a five-year program funded by African Development Bank (AfDB) and the Government of Kenya (GoK). The ultimate goal of the program is to contribute to job creation, food and nutrition security, income generation and improved livelihoods of youth which were in line with the Big Four Agenda. The program plan is to establish eight (8) agribusiness incubation centres to serve as regional centres. Training of youth would focus on business and financial literacy skills and good agricultural practices. The program would provide post incubation mentorship to youth who would subsequently employ at least 5 other youth. Mr. Nyariaro emphasized the need to understand the Kenya Youth in Agribusiness Strategy (2017-2021) in addressing youth employment issues.

Opportunities for Youth in Agriculture in Kisumu County

*Mr. Gilchrist F.O. Okuon (CECM) Agriculture, Livestock, Food and Fisheries –Kisumu County*

Mr. Okuon stated that the vision for agriculture in Kisumu was “A food and nutrition secure county”. He observed that various opportunities in agriculture for youth existed but the “need for quick money” and “agriculture as dirty work” mentality limited youth participation in Kisumu County. Mr. Okuon encouraged youth in the County to tap into impending the Lake Region Economic Block funding as an opportunity to raise capital for agribusiness and urged them to seek information on available opportunities from the county offices.

Integrating youth in agriculture extension services & agro-processing

*Mrs. Ruth Ng’ang’a - Director Agribusiness and Marketing, Kiambu County*

Ms. Ng’ang’a said that Kiambu County had partnered with Food and Agriculture Organization (FAO) to implement a program addressing youth migration through value chain development in six (6) sub-counties. The program’s objective is to build capacity of local youth through financial literacy and peerlearning. Local youth are trained in input and service provision and are certified as village-based extension service providers. Youth engaging in processing are supplied with equipment for value addition.
Mrs. Ng’ang’a also said that the County Government of Kiambu had initiated a program “Kaa Sober” in an effort to rehabilitate alcoholic youth by providing them with skills in agriculture in collaboration with TVETs. The trainees would eventually benefit from inputs and linkages to finances to establish their own businesses.

**Capacity Building of youth to tap into opportunities in agriculture**

*Mr. Kennedy Ogola - Deputy County Director of Agriculture (Crops), Busia County*

Mr. Ogola said that capacity building initiatives for youth was crucial in achieving Vision 2030, the Big Four Agenda and Sustainable Development Goals of the United Nations. These initiatives would address challenges of inadequate skills, knowledge and information. Capacity building efforts in Busia County include an incubation centre (underway) to incubate and nurture youth agribusiness ideas; Agricultural Training Centre (ATC) providing attachment opportunities; setting up of school gardens demonstrations, plant clinics (using mobile applications for plant information and disease diagnosis) in cassava value chain; road shows (soil fertility); field days (palm oil); and social media for weather forecast dissemination.

**Interventions to enhance access to financing for Youth in Agribusiness**

*Hon. Jacinta Walialua – The Deputy County Director Agribusiness – Trans Nzoia County*

Hon. Waliaula said that youth needed to be positioned at the forefront of agricultural growth and transformation as outlined in the Kenya Youth in Agribusiness Strategy (2017-2021) and the Big Four Agenda. She posited that the policy providing 30% public procurement opportunities for youth was a good avenue for raising capital for agricultural investment. In line with the key recommendations for *Utafiti Sera*, the Big Four Agenda also provide opportunities for internship and apprenticeship programs.

Hon. Waliaula observed that youth had limited knowledge on proposal development and procurement processes, a bureaucratic process that requires a lot of documentation and protocol. Hon. Waliaula also noted that availability and willingness of youth to participate development projects was low hence, lost opportunities. In conclusion, she said that there was need to coordinate the many scattered efforts by different partners in addressing youth issues. “…because their impact wasn’t felt”.

**Emerging issues on seizing opportunities in agriculture and agro-processing**

i. The Enable Youth Program to draw lessons from the Youth Fund and Uwezo Fund in financing youth in agribusiness.

ii. Risk assessment and management are needed in providing loans to youth for sustainability of youth-funded programs.

iii. Documenting and sharing success stories is crucial to inspire youth in agribusiness. This includes developing case studies on financing youth initiatives in agriculture in counties for cross-learning.

iv. Use successful initiatives for benchmarking and learning on capacity building. Because assessment on the uptake of agribusiness among the youth as a result of capacity building is necessary in measuring impact on initiatives.
4.0  Agribusiness as a pivot for youth employment creation- achievements, policy challenges and opportunities

Youth showcased their initiatives in agriculture and agro-processing through presentations. This space provided an opportunity for various stakeholders to learn and identify opportunities for further support on youth initiatives.

Presentation 1: Youth offering business development services in agriculture
Mr. Victor Kiplangat- CEO- AgriSolve, Trainer- COELIB/Egerton University

AgriSolve, a private company led by young entrepreneurs provides agricultural business development services. The company is hosted at the Centre of Excellence for Livestock Innovation and Business (CoELIB), an agribusiness incubation centre located at Egerton University. AgriSolve’s main objective is to provide demand driven services at a fee, passing skills to locals and to make key services affordable and accessible. The initiative seeks to boost demand driven business development services by supporting young experts who are able to deliver services at the farmers’ doorstep. Mr. Kiplang’at emphasized that the quality of service provision was crucial to realize positive changes in production.

Presentation 2: Youth in agro-processing via an organized group
Mr. Dan Kerongo-Chairperson, Igare Youth Development Cooperative

Igare Youth Development Cooperative is a youth-led cooperative processing banana into bread, flour and crisps. The cooperative’s vision is to create employment opportunities for youth through diversification in products and activities. The cooperative sells its products to schools, shops and creates awareness of its products in social and public gatherings. The cooperative has employed youth engaged in processing, marketing and delivery of products. Mr. Kerongo said that the cooperative was faced with challenges in transport and mobilizing youth for collective actions but efforts were being made on these issues.

Presentation 3: Youth fabricating vertical farming systems for small spaces
Elizabeth Achieng – Founder Ukulima-Tech Ltd

Ukulima-Tech, a private limited company inspires urban and peri-urban dwellers to innovate farming systems on small spaces. The innovation is premised on the fact that cities have limited spaces to produce nutritious safe food in an affordable and sustainable way. Ukulima-Tech has developed innovations in space intensive farming using vertical farming technologies to optimize on available resources to grow safe food. The system provides all year-round growing of leafy green crops and herbs using minimal inputs of water, labor and land area. (watch video vertical farming systems on https://www.youtube.com/watch?v=q-2EeMcZi_8&t=45s). Ms. Achieng invited stakeholders to embrace technology and was willing to work closely with youth in counties to scale the innovation.
Presentation 4: Youth Agriprenuer– Kisumu County

Mr. Pascal Ochieng

Mr. Ochieng, a youthful entrepreneur started a watermelon project after graduating at the University. He used part of the first watermelon proceeds to buy water pumps and pipes for other youth who lacked start-up capital in his village. This inspired many youths to produce lot of vegetables under irrigation and supplying across Kisumu County. The initiative spurred older women to establish kitchen gardens “Nyakirundi”; and youth to engage in large scale production of tomatoes. The bumper tomato harvest and income motivated youth to purchase a tomato processing equipment. The group haveraised about Ksh1.92 million and hopes the Ministry of Agriculture and KARI will support them to purchase the equipment. Mr. Ochieng noted that start-up capital remained a big challenge for youth agri-prenuers.

Key Emerging issues from youth presentations

i. Youth agri-prenuers were encouraged to write success stories, documenting lessons learnt to inspire other youth, for cross-learning and to explore possibilities of replicating the successful models.

5.0 Overcoming constraints for youth employment creation in agriculture

Skills training for agri-based enterprise development

Mr. James Mbarya of Research Triangle Institute –Kenya Youth Employment and Skills (KYES) Program said that the KYES program was a five-year program funded by the USAID targeting youth (18-35 years) with primary or with some secondary education. The program employs the agribusiness market-led model, also known as integrated business model (IBM) that incorporates key private and public-sector partnerships prior to value chain selection and youth recruitment and training, followed by coaching, mentorship and full-scale commercialization. Mr. Mbarya put emphasis on continuous follow-up, mentorship and support of start-up businesses in the early months of establishment.

Mr. Benson Macharia of CAP-Youth Empowerment Institute Kenya (CAP-YEI) said that CAP-YEI was providing training to youth out of school in job entry level skills using the Basic Employability Skills Training (BEST) model. The main objective of CAP-YEI is to ensure disadvantaged youth acquire life skills, relevant labor market skills, savings education, and small business development. The program facilitates trainees with internship and job opportunities through institutionalized public-private partnership. Mr. Macharia said that training and assessment through Competency Based Education Training was critical.

Mr. David Mwangi –of Manor House Agricultural Centre (MHAC) said that training offered at MHAC focused on skills-based practical training in sustainable agriculture and related appropriate technologies. The training targeted primary school and secondary leavers as well as fresh university graduates. Mr. Mwangi recommended a student-led agricultural extension to provide extension services to the community, establishment of youth-led cooperatives and integrating youth living with disabilities in specialized training programs.

Financing youth in Agriculture and Agro-processing
Ms. Waithera Gaitho of Alternatives Africa said that the organization seeks to provide youth agripreneurs an accelerator platform that offers affordable business development, financial and marketing services to youth-led micro and small-enterprises for economic growth and job. She noted that there was limited (5.6%) budgetary allocation to agriculture yet agriculture contributed about 21% to the Gross Domestic Product, hence the understanding of business structures in a holistic manner was critical.

Ms. Gaitho also reiterated that challenges in financing youth in agriculture included weak or non-existent youth SACCOs, poor saving culture and lack of collateral to access credit among others. She proposed structural changes to financing youth in agriculture which would include exposure to opportunities, access to relevant information, networks, market linkages, insurance, mentorship in business ethics, post programs and projects support and youth economic dialogues.

Maurice Murimi of Youth Enterprise Development Fund (YEDF) said that the fund supports youth to create and generate employment. He said that YEDF had recently been revamped and one of its outputs was to reinvent the loan facilities to focus on agribusiness and restructure lending to make it attractive for young people. He recommended that apprenticeship programs should focus on producing for the markets and that YEDF was deliberately looking for organizations to collaborate with to enhance access to agricultural markets for young people.

**Key emerging issues**

i. Restructuring formal systems, structures and processes are key in unlocking youth financing in agriculture.

ii. Youth mentorship at the county level is critical hence intercounty youth associations are proposed

iii. Kenya Private Sector Alliance (KEPSA) needs to be included key stakeholder in youth employment related dialogues.

### 6.0 Highlights of the proposed apprenticeship system towards youth employment in agriculture & agro-processing

*Ms. Cabrine Nyona & John Navin, Alumni, YALI Cohort 23*

The Centre for African Bio-Entrepreneurship (CABE) partnered with Young African Leaders Initiative (YALI) to design a challenge focusing more on apprenticeship as a proposed solution. Ten different frameworks were presented on how to integrate youth into agricultural related apprenticeship programs. CABE further engaged two incubates who synthesized various frameworks into one comprehensive framework for further development and adoption.

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2 How we can design and implement an apprenticeship framework that enhances youth employment in both formal and informal systems of agriculture and agro-processing in Kenya?
John and Cabrine presented the proposed Skills Development Framework and the Youth Agricultural Apprenticeship Program (YAAP) model.

**Figure 1: Proposed Skills Development Framework**
The figure below demonstrates the Youth Agricultural Apprenticeship Program (YAAP) Model whose key pillars include skills development, finance, governance, access and monitoring and evaluation.

![YAAP Model Diagram]

**Figure 2: Proposed Youth Apprenticeship Program Model**

It was recommended that NITA facilitates certification and accreditation on apprenticeship; and leverage on the strong stakeholder relationship to enhance the proposed YAAP model as curriculum developers.

Day one of the workshop ended with a break-out session for group discussions. Four thematic issues around youth employment apprenticeship in agriculture including attractiveness, access, financing and coordination and governance were discussed in groups to be presented in day 2.
DAY 2:
The second day of the workshop began with a recap of the first day discussions and deliberations led by Ms. Elizabeth Onyango who highlighted key emerging issues around the various themes. This was followed by group presentations on the four thematic issues on youth apprenticeship in agriculture as discussed in the break-out session of day 1.

7.0 Group Presentations

Group 1: Attractiveness -  
Mr. Pascal Otieno
1. Why are the youth attracted to apprenticeship?
The reputation of the institution, technology advancement, quality of training and innovativeness would attract youth to work. Consider virtual learning to attract youth into apprenticeship.

2. What makes apprenticeship different from other training initiatives?
Apprenticeship provides hands-on experience and exposure, promotes improved innovation capacity based on the quality of training and allows one to understand and gain skills in a holistic approach.

3. Which are the partnerships that can enhance apprentice systems?
Grass-root partners, like-minded organizations, agri-prenuers and experts in agriculture.

Emerging issues on attractiveness of apprenticeship
i. Develop a list of potential institutions/mentors that would support youth apprenticeship in agriculture in Kenya.
ii. Virtual apprenticeship/ online learning would attract youth to participate actively.
iii. Apprenticeship is similar to incubation for youth incubation in the counties hence it would be important to study the gap in the similar initiative.

Group 2: Access to apprenticeship - Ms. Janice Achieng
1. What needs to be done to make apprenticeship affordable?
Provide employers with incentives to accommodate the apprentice. Incentives would come from state and non-state actors.

2. What are the effective ways to provide information on apprenticeship
Multi-sectorial stakeholders’ forums, employment bureaus, print, electronic media, web-based information centres, social gatherings, chiefs barazas, roadshows, social media.

3. How can we enhance inclusion of the underrepresented youth in apprenticeship?
A deliberate affirmative action to include the groups of youth that are underrepresented, advocating for a positive attitude change towards agriculture, engaging youth intensively in policy dialogues, processes and implementation and highlighting success stories.

4. What are some of the mechanisms required to reduce stigma associated with agriculture sector
Awards, recognition, exchange programs

Emerging issues
i. A quota system needs to be deliberately considered to integrate (People Living With Diabilities (PLWDs) and those with special needs and tailor make the systems to accommodate them.
ii. Consider supporting informal apprenticeship options through kinship, intergenerational learning and knowledge transfer, and explore how this would be integrated into the formal settings.

Group 3: Financing apprenticeship - Hon. Jancinta Waliula
1. What are the barrier for youth to access finances
   The barriers include: lack of collateral, limited information on available financial services and risk averseness.
2. What are some of the ways to improve youth access to financial services in agriculture?
   Sensitization on available financial services, zero interest rates loans, encourage group guaranteed loans, consider contract farming as security for the loan and agricultural insurance on youth projects.
3. How should the apprenticeship fund be modeled to benefit the youth?
   Ring fence the apprenticeship from policy by bringing all stakeholders on board.
4. Which is the best way to support youth emerging from apprenticeship
   Providing seed capital, asset financing and grants for start-ups including business mentorship.

Emerging issues
i. Draw lessons from similar funding option and secure apprenticeship funds from misappropriation.
ii. Provide insurance products to support youth agricultural projects at infant stage.
iii. Consider tax exemptions and insurance as incentives for the first 3-4 years of youth project.
iv. Draw lessons from the HELB model for apprenticeship financing. Key considerations include demand driven financing, capacity bulding, capitalization and sustainability.
v. Invest in market research to provide information on youth financing in agriculture.

Group 4: Coordination and Governance - Presenter: Mr. Bernard Chirchir
1. How can youth be involved in the design, implementation, monitoring and evaluation of the apprenticeship system?
   Provide information training opportunities and employment opportunities; and develop an apprenticeship contract specifying roles of the employer and the apprentice.
2. What is the best way to ensure effective coordination of apprenticeship system?
   Incorporating quality apprenticeships into the national development plan and/or the national employment policy, develop an appropriate legal and regulatory framework and continuously monitor implementation of apprenticeship programs.
3. What is the best way to ensure that both employers and employees are protected?
   Developing a clear learning programme specifying duration of apprenticeship in an apprenticeship contract, consider formal assessment and accreditation from a national body and cost sharing.

Emerging issues/ Questions:
  i. Consider a clear list of expectations for the apprenticeship program, rather than a stipulated duration.
  ii. Consider clear guidelines and framework to monitor and evaluate apprenticeship programs.
8.0 Youth participation in agricultural policy process

Mr. Michael Arum of the Sugar Campaign for Change (SUCAM), a non-governmental organization focusing on policy advocacy on the sugar industry made a presentation on youth participation in policy processes. He stated that SUCAM’s objective was to ensure farmers participate in the management and development of the sugar industry. SUCAM participated in the policy engagement process in the sugar industry by providing well researched information, civic education and formidable lobbying around sugar policy processes. Mr. Arum said that SUCAM had contributed to sugar policy reforms by proposing amendments of the Sugar Bill 2001, lobbying for the formation of the Sugar Task Force 2003 and contributed to the amendment of the Sugar Development Levy. He however noted that there was weak participation among youth in policy processes despite their engagement in food security projects in the sugar growing areas.

Ms. Waithera Gaitho of Alternatives Africa, representing youth agenda at the Kenya Private Sector Alliance (KEPSA) stated that the challenge of youth governance necessitated establishment of the Directorate of Youth Affairs under the State Department for Youth and Public Service. Lobbying by KEPSA yielded budgetary allocation for youth projects by the government, facilitated youth access to Government Procurement (AGPO) and enhanced representation in the ministerial stakeholders’ forum. Subsequently a Youth Sub-Sector Committee and KEPSA Young Executive Committee were formed in the process. Ms. Gaitho expressed that lack of disaggregated data on youth, unclear value preposition for youth and limited participation remained a challenge in the policy process. She therefore encouraged all the stakeholders to pull their efforts to form a strong team to support the youth.

Emerging issues
There is need to establish a robust legal and regulatory framework that supports friendly Youth-Led Micro-enterprises.

9.0 PANEL DISCUSSION

Synthesis of areas and spaces for policy and program actions
The panel discussions involved the key experts in youth matters sharing their perspectives on youth employment in agriculture issues with highlights of potential spaces for policy and program actions. This was followed by questions from the plenary to seek clarification on the subject matter. The panelists were:

1. Ms. Rose Achieng – CECM Agriculture, Kisumu County
2. Mr. Samson Nyaanga – Director, National Employment Authority (NEA)
3. Mr. Ben Nyariaro – MoALF, Enable Kenya Program
4. Mr. Benson Mang’eni – International Labour Organization (ILO)
5. Mrs. Ruth Ng’ang’a – County Director, Agribusiness – Kiambu County
6. Mr. Kenneth Ogolla – Deputy County Director, Crops – Busia County
7. Mrs. Jacinta Waliaula – County Director, Agribusiness – TransNzoia County
Mr. Nyaanga said that NEA was committed to ensure policy discussions on youth employment yielded fruit. He encouraged all stakeholders to leverage all their efforts to ensure youth find job placements.

Mr. Nyariaro of Enable Youth Program said that, it was crucial to target the youth at a young age to build the right attitude and skills in agriculture. He emphasized on the Youth in Agribusiness Strategy (2017-2021) that should be used in agribusiness programs target for youth.

Mr. Mang’eni stated that apprenticeship was a component being developed by ILO and put emphasis on observing standards in developing the apprenticeship policy. He mentioned that ILO had well researched information from practice that would be useful.

Mrs. Ng’ang’a said that the forum was an eye opener enrich youth programs. She appreciated insights raised in the forum that could enrich the “Kaa Sober” and the apprenticeship program targeting 600 youth in Kiambu County. She concluded by saying that the Kiambu County was committed to ensure apprenticeship takes a holistic approach including accreditation and certification of the training courses.

Mr. Ogolla made a commitment to pursue capacity building for the youth and to make a special consideration for the youth in Busia County. He promised to engage youth to better utilize the land available at Busia ATC by setting up demo farms for research and attachment. He said that Busia County was also committed to facilitate market linkages to sensitize youth on ‘Agricultural Mechanization Centre (AMS)’ opportunities for apprenticeship. He also said that the establishment of an agricultural incubation centre was underway and upon completion, it could serve as an apprenticeship centre. In conclusion, he mentioned that youth would be able to benefit from the cassava model for revenue generation, learning and apprenticeship.

Hon. Waliula thanked organizers of the national policy dialogue provide an opportunity to share and receive feedback about Trans Nzoia County. She said that the County was committed to help youth develop business plans and attach them to specific officers for mentorship. Mrs. Waliula also acknowledged insights received which would enable youth to concentrate on enterprise-oriented business development.

Mrs. Achieng said that the forum provided insights for enriching program in Kisumu county and that the county was committed to engage youth in setting up demos as a learning sites on high value crops at Maseno ATC and sensitize youth on market oriented production.

Emerging Issues

i. There is a Committee for Agriculture and a Joint Agriculture Sector Committee where Council of Governors convene to discuss policy issues in agriculture and build consensus.

ii. Empirical data is critical to show impact of initiatives in apprenticeship and to support development of policies.

iii. The Ministry of Agriculture is planning to undertake and Agricultural census to provide youth disaggregated data in agriculture.

iv. Draw lessons from apprenticeship initiatives in counties and enrich existing programs

v. Prepare a directory of organizations or institutions providing apprenticeship opportunities and make it available in relevant public and private offices.
Vote of thanks and closing Remarks

On behalf of the CECM Kisumu County, Mrs. Achieng’ was grateful to the organizer for hosting the forum in Kisumu County. She encouraged participants to be ambassadors of information shared and learned at the forum.

Dr. Martin Atela thanked all participants for creating time to participate in the national forum. He said that further to the national forum, PASGR was organizing a conference in April/May on Evidence to Policy work and welcomed stakeholders to participate. Dr. Atela also mentioned that PASGR was in the process of documenting the process of Utafi Sera and would be conducting interviews for some participants that have attended at least two forums. He expressed his excitement about leveraging on the strong commitments from the stakeholders to move forward the agenda youth employment in agriculture.

Ms. Majory thanked all participants for their active participation in the policy dialogue. She also expressed gratitude to Jumuia Resort Hotel –Kisumu for hosting the forum, and above all to the almighty God for making the forum a success.

Dr. Odame appreciated all stakeholders for their participation; and PASGR and the CABE team for their tireless efforts in organizing the forum. He recognized the National Employment Authority for its willingness to host the proposed apprenticeship program and was also grateful for ILO’s willingness to seek support from the ILO Head office in Geneva, Switzerland, for the proposed apprenticeship program. Dr. Odame also appreciated Kisumu County for hosting the national forum.

Next Steps

Ms. Elosy Kangai shared the following next steps for Utafi Sera II:

i. to continuously engage policy makers (particularly NEA);
ii. to study and revise the proposed apprenticeship frameworks and seek funding to undertake a pilot project.
iii. to identify and document programs supporting youth apprenticeship in agriculture; and
iv. to share national workshop proceeding with participants.

Mr. Obonyo, thanked participants for their committed participation in the Utafi Sera National Forum and invited them to participate in the Blue Economy Summit scheduled for 26th -28th November which would highlight pertinent issues on youth.
## Annex 1: Programme

### Day one - 15th November 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Responsible person</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30am-9.00am</td>
<td>Arrival and registration</td>
<td>Mercy Nduati Communications Officer, CABE</td>
</tr>
<tr>
<td>9.00 am-9.30am</td>
<td>Welcome and Introductions</td>
<td>Event Facilitator/All</td>
</tr>
<tr>
<td>9.30am-9.40 am</td>
<td>Overview of CABE</td>
<td>Dr. Hannington Odame -Executive Director, CABE</td>
</tr>
<tr>
<td>9.40am-10.00am</td>
<td>Overview of PASGR's Utafiti-Sera Program</td>
<td>Dr. Martin Atela-Policy and Engagement, PASGR</td>
</tr>
<tr>
<td>10.00am-10.20am</td>
<td>Key note address</td>
<td>Mrs. Edith Okoki Director General, Kenya National Employment Authority</td>
</tr>
<tr>
<td>10.20am-10.40am</td>
<td>Tea &amp; Coffee break &amp; Group Photo</td>
<td>All</td>
</tr>
<tr>
<td>10.40am-11.00am</td>
<td>Research policy engagement and key policy messages</td>
<td>Ms. Elsie Kangai-Program Manager, CABE</td>
</tr>
<tr>
<td>11.10am-11.20am</td>
<td>Seizing opportunities in agriculture &amp; agro-processing through the Enable Youth Program</td>
<td>Mr. Benson Nyariaro-Project Coordinator-Enable Youth Program, Ministry of Agriculture, Livestock and Fisheries</td>
</tr>
<tr>
<td>11.20am-12.00pm</td>
<td>Review of youth employment creation interventions in agriculture via county governments</td>
<td></td>
</tr>
<tr>
<td></td>
<td>i. Opportunities for youth in agriculture in Kisumu</td>
<td>Mr. Gilchrist Okuom-CEC-M Agriculture Livestock and Fisheries, Kisumu County</td>
</tr>
<tr>
<td></td>
<td>ii. Integrating youth in agriculture extension services &amp; agro-processing</td>
<td>Mrs. Ruth Ng’ang’a-Director Agribusiness &amp; Marketing, Kiambu County</td>
</tr>
<tr>
<td></td>
<td>iii. Capacity building of youth to tap into opportunities in agriculture</td>
<td>Mr. Kennedy Ogola-Deputy County Director of Agriculture(Crops),Busia County</td>
</tr>
<tr>
<td></td>
<td>iv. Interventions to enhance access to financing for youth in agribusiness</td>
<td>Hon. Maria Nzomo, CEC-M Agriculture Livestock and Fisheries, Trans Nzoia</td>
</tr>
<tr>
<td>12.00pm-1.00pm</td>
<td>Plenary 1</td>
<td>All/Facilitator</td>
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<tr>
<td>1.00pm-2.00pm</td>
<td>Lunch break</td>
<td>All</td>
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<tr>
<td>2.00pm-3.00pm</td>
<td>Agribusiness as a pivot for youth employment creation- achievements, policy challenges and opportunities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Youth in horticultural production via an organized group</td>
<td>Mr. Azael Wigwa-Chairperson, Baala Self Help Group</td>
</tr>
<tr>
<td></td>
<td>2. Youth offering business development services in agriculture</td>
<td>Mr. Victor Kiplangat-Trainer, COELIB/Egerton University</td>
</tr>
<tr>
<td></td>
<td>3. Youth in agro-processing via an organized group</td>
<td>Mr. Dan Kerongo-Chairperson, Igare Youth Development Cooperative</td>
</tr>
<tr>
<td></td>
<td>4. Youth fabricating vertical farming systems for small spaces</td>
<td>Ms. Elizabeth Onyango- CEO, Ukulima Tech</td>
</tr>
<tr>
<td>3.00pm-4.00pm</td>
<td>Overcoming constraints for youth employment creation in agriculture</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1. Accessing employment opportunities through Employment Bureaus</td>
<td>Mr. Samson Nyaanga- Director of Employment, Kenya National Employment</td>
</tr>
</tbody>
</table>
**Skills training for agri-based enterprise development**
Mr. James Mbarya - Research Triangle – KYES program & Mr. Benson Macharia - Entrepreneurship Coordinator - CAPYEI

**Reducing the skills gap through apprenticeship program**
Mr. David Mwangi - Director, Manor House Training Center

**Financing youth in agriculture & agro-processing**
Mr. Morris Murimi - Head of Partnerships and Resource Mobilization, Youth Enterprise Development Fund & Ms. Waithera Gaitho - Executive Director, Alternatives Africa

**Highlights of a supportive apprenticeship system towards youth employment in agriculture & agro-processing**
Ms. Cabrine Nyona & John Navin, Alumni, YALI Cohort 23

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Facilitators/Representatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.00-4.15pm</td>
<td>Tea &amp; Coffee break</td>
<td>All</td>
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<tr>
<td>4.15-5.15pm</td>
<td><strong>Group Discussion</strong>- What has worked in boosting youth employment creation in agriculture &amp; agro-processing? Identify spaces for policy and program action (Thematic focus: Attractiveness, access, financing, coordination &amp; governance)**</td>
<td>Theme facilitators: ILO, RTI/K-YES Program, Director Agribusiness and Marketing (Kiambu), YEDF</td>
</tr>
</tbody>
</table>

**End of day one**

**Day two: 16th November 2018**

<table>
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<th>Time</th>
<th>Session</th>
<th>Facilitators/Representatives</th>
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</thead>
<tbody>
<tr>
<td>8.30am-8.50am</td>
<td>Recap of Day one</td>
<td>Ms. Elizabeth Onyango</td>
</tr>
<tr>
<td>8.50am-9.40am</td>
<td>Group Presentations</td>
<td>Group Representatives</td>
</tr>
<tr>
<td>9.40am-10.10am</td>
<td>Plenary 2</td>
<td>Facilitator/All</td>
</tr>
<tr>
<td>10.10-10.30am</td>
<td>Tea &amp; Coffee break</td>
<td>All</td>
</tr>
<tr>
<td>10.30am-10.50am</td>
<td><strong>Youth participation in agricultural policy process</strong></td>
<td>All</td>
</tr>
<tr>
<td></td>
<td>• The Sugar for Campaign Change participation in sugar policy processes</td>
<td>Mr. Michael Arum - Coordinator, SUCAM</td>
</tr>
<tr>
<td></td>
<td>• Role &amp; achievements of Alternatives Africa in Kenya Private Sector Alliance (KEPSA)</td>
<td>Ms. Waithera Gaitho - Executive Director, Alternatives Africa</td>
</tr>
<tr>
<td>10.50am-12.00pm</td>
<td><strong>Synthesis of areas and spaces for policy and program actions</strong></td>
<td>NEA, MoALF, ILO, YEDF, CEC-M Agric representatives</td>
</tr>
<tr>
<td>12.00-12.30pm</td>
<td>Vote of Thanks</td>
<td>Mr. Gilchrist Okuom - CEC-M Agriculture Livestock and Fisheries, Kisumu</td>
</tr>
<tr>
<td></td>
<td>Mr. Festus Mutuse - National Employment Authority-Assistant Director-Policy</td>
<td></td>
</tr>
<tr>
<td>12.30-1.00pm</td>
<td>Closing remarks</td>
<td>Dr. Martin Atela - PASGR Policy and Engagement Dr. HanningtonOdame - Executive Director, CABE</td>
</tr>
<tr>
<td>1.00pm-2.00pm</td>
<td>Lunch, Networking &amp; Departure</td>
<td>All</td>
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</table>
Annex 2: List of Participants

LIST OF PARTICIPANTS
UTAFITI SERA NATIONAL FORUM ON YOUTH EMPLOYMENT IN AGRICULTURE AND AGRO-PROCESSING
JUMUIA HOTEL, KISUMU ON NOVEMBER 15-16, 2018

<table>
<thead>
<tr>
<th>No.</th>
<th>Name of participant</th>
<th>Position in Organization</th>
<th>Institution</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>National Government</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1.</td>
<td>Mr. Samson Nyaanga</td>
<td>Director of Employment</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:snyaanga2001@yahoo.com">snyaanga2001@yahoo.com</a></td>
</tr>
<tr>
<td>2.</td>
<td>Mr. Morris Murimi</td>
<td>Head of Partnerships and Resource Mobilization</td>
<td>Youth Enterprise Development Fund(YEDF)</td>
<td><a href="mailto:mmurimi@youthfund.go.ke">mmurimi@youthfund.go.ke</a>; <a href="mailto:morrismurimi254@gmail.com">morrismurimi254@gmail.com</a></td>
</tr>
<tr>
<td>3.</td>
<td>Mr. Ben Nyariaro</td>
<td>Project Coordinator-Enable Youth Program</td>
<td>Ministry of Agriculture, Livestock &amp; Fisheries</td>
<td><a href="mailto:bnyariaro7@yahoo.com">bnyariaro7@yahoo.com</a></td>
</tr>
<tr>
<td>4.</td>
<td>Ms. Rose Achieng</td>
<td>County Agri-Nutrition Officer</td>
<td>County Department of Agriculture</td>
<td><a href="mailto:achiengr08@yahoo.com">achiengr08@yahoo.com</a></td>
</tr>
<tr>
<td>5.</td>
<td>Mr. Festus Mutuse</td>
<td>Assistant Director-Policy</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:mutusefk@yahoo.com">mutusefk@yahoo.com</a></td>
</tr>
<tr>
<td>6.</td>
<td>Mr. William Ongeri</td>
<td>Principal Employment Officer-Field Services Co-ordination</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:williamabuta@gmail.com">williamabuta@gmail.com</a></td>
</tr>
<tr>
<td>7.</td>
<td>Mr. Japheth Anuro</td>
<td>Coordinator-Incubation Center</td>
<td>Kenya Industrial Research and Development Institute</td>
<td><a href="mailto:anurotowo@yahoo.com">anurotowo@yahoo.com</a></td>
</tr>
<tr>
<td></td>
<td>County Government</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>Mr. Gilchrist Okuom</td>
<td>CECM Agriculture Livestock and Fisheries</td>
<td>County Executive Committee of Agriculture</td>
<td><a href="mailto:gillyfowuor@gmail.com">gillyfowuor@gmail.com</a></td>
</tr>
<tr>
<td>9.</td>
<td>Mr. Kennedy Ogola</td>
<td>Deputy County Director of Agriculture (Crops)</td>
<td>County Department of Agriculture</td>
<td><a href="mailto:cdabusia@gmail.com">cdabusia@gmail.com</a></td>
</tr>
<tr>
<td>10.</td>
<td>Ms. Jacinta Waliaula</td>
<td>Agribusiness Officer</td>
<td>Ministry of Agriculture, Livestock and Fisheries</td>
<td><a href="mailto:waliaulaj@gmail.com">waliaulaj@gmail.com</a></td>
</tr>
<tr>
<td>11.</td>
<td>Mrs. Ruth Nganga</td>
<td>Director Agriculture</td>
<td>County Department of Agriculture</td>
<td><a href="mailto:wambuirubaki@gmail.com">wambuirubaki@gmail.com</a></td>
</tr>
<tr>
<td></td>
<td>Youth champions</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>12.</td>
<td>Mr. Malcolm Makhanu</td>
<td>Beneficiary</td>
<td>K-YES Representative</td>
<td><a href="mailto:malcolmmakhanu@gmail.com">malcolmmakhanu@gmail.com</a></td>
</tr>
<tr>
<td></td>
<td>Name</td>
<td>Position</td>
<td>Organization</td>
<td>Email</td>
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<tr>
<td>13.</td>
<td>Ms. Jenice Achieng</td>
<td>Convener</td>
<td>Osiepe youth Empowerment Solutions</td>
<td><a href="mailto:jeniceachieng@gmail.com">jeniceachieng@gmail.com</a></td>
</tr>
<tr>
<td>14.</td>
<td>Mr. Azael Wigwa</td>
<td>Chairperson</td>
<td>Baala Self Help Group</td>
<td><a href="mailto:wigwaazael@gmail.com">wigwaazael@gmail.com</a></td>
</tr>
<tr>
<td>15.</td>
<td>Ms. Elizabeth Onyango</td>
<td>Ukulima Tech</td>
<td>Ukulima Tech</td>
<td><a href="mailto:eliz.onyango@gmail.com">eliz.onyango@gmail.com</a></td>
</tr>
<tr>
<td>16.</td>
<td>Mr. Dan Kerongo</td>
<td>Chairman</td>
<td>Igare Youth Development Cooperative</td>
<td><a href="mailto:dankerongo76@gmail.com">dankerongo76@gmail.com</a></td>
</tr>
<tr>
<td>17.</td>
<td>Ms. Cabrine Nyona</td>
<td>Alumni</td>
<td>YALI Cohort 23</td>
<td><a href="mailto:kulcabrine96@gmail.com">kulcabrine96@gmail.com</a></td>
</tr>
<tr>
<td>18.</td>
<td>Mr. John Navin</td>
<td>Alumni</td>
<td>YALI Cohort 23</td>
<td><a href="mailto:navinjohn0@gmail.com">navinjohn0@gmail.com</a></td>
</tr>
<tr>
<td>19.</td>
<td>Mr. Pascal Okoth Ouma</td>
<td>Chairperson</td>
<td>Organization Women and Youth on Food Security(OWYOFS)</td>
<td><a href="mailto:Pascalzion@yahoo.com">Pascalzion@yahoo.com</a></td>
</tr>
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</table>

**Development Partners**

<table>
<thead>
<tr>
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<th>Name</th>
<th>Position</th>
<th>Organization</th>
<th>Email</th>
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<tbody>
<tr>
<td>20.</td>
<td>Ms. Waithera Gaitho</td>
<td>Executive Director</td>
<td>Alternatives Africa</td>
<td><a href="mailto:waithera@alternatives.co.ke">waithera@alternatives.co.ke</a></td>
</tr>
<tr>
<td>21.</td>
<td>Mr. Moses Munuve</td>
<td>Project Advisor</td>
<td>GIZ</td>
<td><a href="mailto:mosesmunuve@yahoo.com">mosesmunuve@yahoo.com</a></td>
</tr>
<tr>
<td>22.</td>
<td>Mr. Ben Mangeni</td>
<td>Monitoring and Results Measurements(skills)</td>
<td>International Labour Organization</td>
<td><a href="mailto:mangeni@ilo.org">mangeni@ilo.org</a>;<a href="mailto:benmangeni@gmail.com">benmangeni@gmail.com</a></td>
</tr>
<tr>
<td>23.</td>
<td>Mr. Benson Macharia</td>
<td>Entrepreneurship Coordinator</td>
<td>CAP Youth Empowerment Institute</td>
<td><a href="mailto:ben@capyei.org">ben@capyei.org</a>;<a href="mailto:bgakobo.macharia@gmail.com">bgakobo.macharia@gmail.com</a></td>
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**Academic & Research**

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<tr>
<td>24.</td>
<td>Prof. Mark Okere</td>
<td>Professor</td>
<td>Egerton University</td>
<td><a href="mailto:okeremark836@yahoo.com">okeremark836@yahoo.com</a></td>
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**Agricultural Training Centers/Employment Centers**

<table>
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<tr>
<th></th>
<th>Name</th>
<th>Position</th>
<th>Organization</th>
<th>Email</th>
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</thead>
</table>
| 25. | Mr. David Mwangi              | Acting Director           | Manor House Agricultural Centre     | dkmwangi02@yahoo.com;
mhac@africaonline.co.ke |
| 26. | Mr. Victor Kiplang’at         | Consultant/Trainer        | CoELIB Innovation Center/Egerton University | victorkiruikip@gmail.com |
| 27. | Mr. James Mbarya              | Competency Based Education and Training Officer | Research Triangle(KYES Programme) | jmbarya@rti.org |

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<table>
<thead>
<tr>
<th></th>
<th>Name</th>
<th>Title/Role</th>
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<th>Email/Contact Information</th>
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<tbody>
<tr>
<td>28.</td>
<td>Elizabeth Otieno</td>
<td>Employment Officer</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:elizabeth920@ymail.com">elizabeth920@ymail.com</a></td>
</tr>
<tr>
<td>29.</td>
<td>Mr. Elijah Nyamai</td>
<td>Employment Officer</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:elinyamai@yahoo.com">elinyamai@yahoo.com</a></td>
</tr>
<tr>
<td>30.</td>
<td>Mr. Johnathan Chirchir</td>
<td>Employment Officer</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:Jonachir333@gmail.com">Jonachir333@gmail.com</a></td>
</tr>
<tr>
<td>31.</td>
<td>Mr. Philip Sija Obam</td>
<td>Employment Officer</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:obamphilip@yahoo.com">obamphilip@yahoo.com</a></td>
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<tr>
<td>32.</td>
<td>Mr. Mathew Mwakale</td>
<td>Employment Officer</td>
<td>Kenya National Employment Authority</td>
<td><a href="mailto:mjombather@yahoo.com">mjombather@yahoo.com</a></td>
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<td>33.</td>
<td>Civil Society</td>
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<tr>
<td>34.</td>
<td>Mr. Michael Arum</td>
<td>Coordinator</td>
<td>The Sugar for Campaign Change</td>
<td><a href="mailto:michaelarum04@gmail.com">michaelarum04@gmail.com</a>; <a href="mailto:arum@sucam.co.ke">arum@sucam.co.ke</a></td>
</tr>
<tr>
<td>35.</td>
<td>Civil Society</td>
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<td>36.</td>
<td>Media</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>37.</td>
<td>Dismas Nabiswa</td>
<td>Camera man</td>
<td>Citizen Television/Radio</td>
<td><a href="mailto:nabiswad@yahoo.com">nabiswad@yahoo.com</a>; Nabiswad.CitizenTV</td>
</tr>
<tr>
<td>38.</td>
<td>Laura Otieno</td>
<td>Television reporter</td>
<td>Citizen Television/Radio</td>
<td></td>
</tr>
<tr>
<td>39.</td>
<td>Organizers</td>
<td></td>
<td></td>
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<tr>
<td>40.</td>
<td>Marjory Githure</td>
<td>PASGR Program Assistant</td>
<td>Program and Engagement</td>
<td><a href="mailto:mgithure@pasgr.org">mgithure@pasgr.org</a></td>
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<tr>
<td>41.</td>
<td>Dr. Martin Atela</td>
<td>PASGR Executive Director</td>
<td>Policy and Engagement</td>
<td><a href="mailto:matela@pasgr.org">matela@pasgr.org</a></td>
</tr>
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<td>42.</td>
<td>Dr. Hannington Odame</td>
<td>CABE Project Manager</td>
<td>Policy and Engagement</td>
<td><a href="mailto:hsodame@gmail.com">hsodame@gmail.com</a></td>
</tr>
<tr>
<td>43.</td>
<td>Elsie Kangai</td>
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<td>44.</td>
<td>Mercy Nduati</td>
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<td>46.</td>
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<td>47.</td>
<td>Event Facilitator</td>
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<td>48.</td>
<td>Mr. Raphael Obonyo</td>
<td>Public Policy Specialist/Event Facilitator</td>
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