VUSHA GIRLS EMPLOYABILITY PROGRAM

The African Center for Women in ICT (ACWICT)

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John Snow Inc – East Africa
# Introduction

## Background
- High HIV prevalence for 15+,
  - Kisumu: 19.3%
  - Nairobi: 8.0%
- Youth unemployment: 26.2%
- AGYW with children: 15-19 yrs: 18.1%
- Physical GBV: 15-19 yrs: 23.8%
  - 20-24 yrs: 33.5%

## Target
- **1000 AGYW:** Vocational and life skills training
- **Counties:**
  - Kisumu and Nairobi - Kenya

## Outcome
- **800 AGYW:** New/better jobs
- **80%** complete referrals for HTS
- **80%** improved knowledge and perceptions in HIV and gender issues
Program Model

- Community mobilization
- Application
- Screening & vulnerability check

Employer round table meetings

- VTIs’ assessment
- MOUs

Referral and linkage for other services; GBV, HTS, further training
Program Achievements

- **924 (92%)** completed workforce development programs (skills-based training)

- **672 (84%)** with new or better employment following completion of USG assisted workforce development programs

- **573 (62%)** correctly identified both ways of preventing the sexual transmission of HIV and reject major misconceptions about HIV transmission

- **293 (32%)** AGYW and 46 males (partners) completed referrals for HTS

- **454 (44%)** better views on Gender-based Violence (GBV) - less acceptable after exposure to USG programming
# Job Placement by Trade

<table>
<thead>
<tr>
<th>Trade</th>
<th>Completed skills-based trainings</th>
<th>New or better employment</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Beverage/Catering</td>
<td>241</td>
<td>216</td>
<td>86.1</td>
</tr>
<tr>
<td>Hair Dressing &amp; Beauty Therapy</td>
<td>174</td>
<td>142</td>
<td>71.0</td>
</tr>
<tr>
<td>Masonry &amp; Plumbing</td>
<td>33</td>
<td>23</td>
<td>69.7</td>
</tr>
<tr>
<td>ICT</td>
<td>226</td>
<td>172</td>
<td>67.5</td>
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<tr>
<td>Motor Vehicle Mechanics</td>
<td>48</td>
<td>31</td>
<td>59.6</td>
</tr>
<tr>
<td>Electricals and Electronics</td>
<td>130</td>
<td>68</td>
<td>48.9</td>
</tr>
<tr>
<td>Fashion &amp; Design</td>
<td>72</td>
<td>20</td>
<td>26.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>924 (92% LOP)</strong></td>
<td><strong>672 (84% LOP)</strong></td>
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# Challenges

<table>
<thead>
<tr>
<th>No.</th>
<th>Issue</th>
<th>Remedy//Way Forward</th>
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<tbody>
<tr>
<td>1</td>
<td>AGYW as young mothers - drop outs (8%)</td>
<td>Institutional baby care services</td>
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<td>Re-enrolment in the extension period</td>
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<tr>
<td>2</td>
<td>Follow up of AGYW post – job placement</td>
<td>Tracer surveys (phone) and Ushahidi platform</td>
</tr>
<tr>
<td>4</td>
<td>Gender Based Violence – household and employer</td>
<td>Male involvement; Reporting mechanisms &amp; linkages to other GBV partners (KELIN, LVCT)</td>
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<td>4</td>
<td>Weak implementation framework for the national minimum wage policy</td>
<td>Continued advocacy with employers for better employment terms</td>
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<td>5</td>
<td>Community concerns for lack of involvement of adolescent boys and young men (ABYM)</td>
<td>▪ Clarified the DREAMS TOC</td>
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<td></td>
<td>▪ Future programing to incorporate young men as champions for AGYW</td>
</tr>
</tbody>
</table>
Enabling Factors

- Short, customized, market-driven curricula for AGYW at various education levels
- Coordination with the larger DREAMS program and DREAMS IC, National, County governments, (targeting, training, service layering/ completing referrals)
- Employer engagement meetings – skills gaps and feedback platform
- Extending job placement beyond target counties

- Capacity building by JSI:
  Organizational Capacity development; Grants Management Database (resources)
- PEPFAR Support
I can take up garment making jobs and get money from it. More so, I learnt dealing with clients and treating customers."

"I was able to know my status together with my husband. I have also gained skills."

"The program has assisted me get exposed to working environment and earn little cash to cater for my basic needs."

"My life has changed because I can now fend for my family through the business I do locally."
Thank you!