



VUSHA GIRLS EMPLOYABILITY PROGRAM

The African Center for Women
in ICT (ACWICT)

Ms. Judy Mwangi
John Snow Inc – East Africa

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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:**
15-19yrs; 23.8%
20-24yrs; 33.5%

Target

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

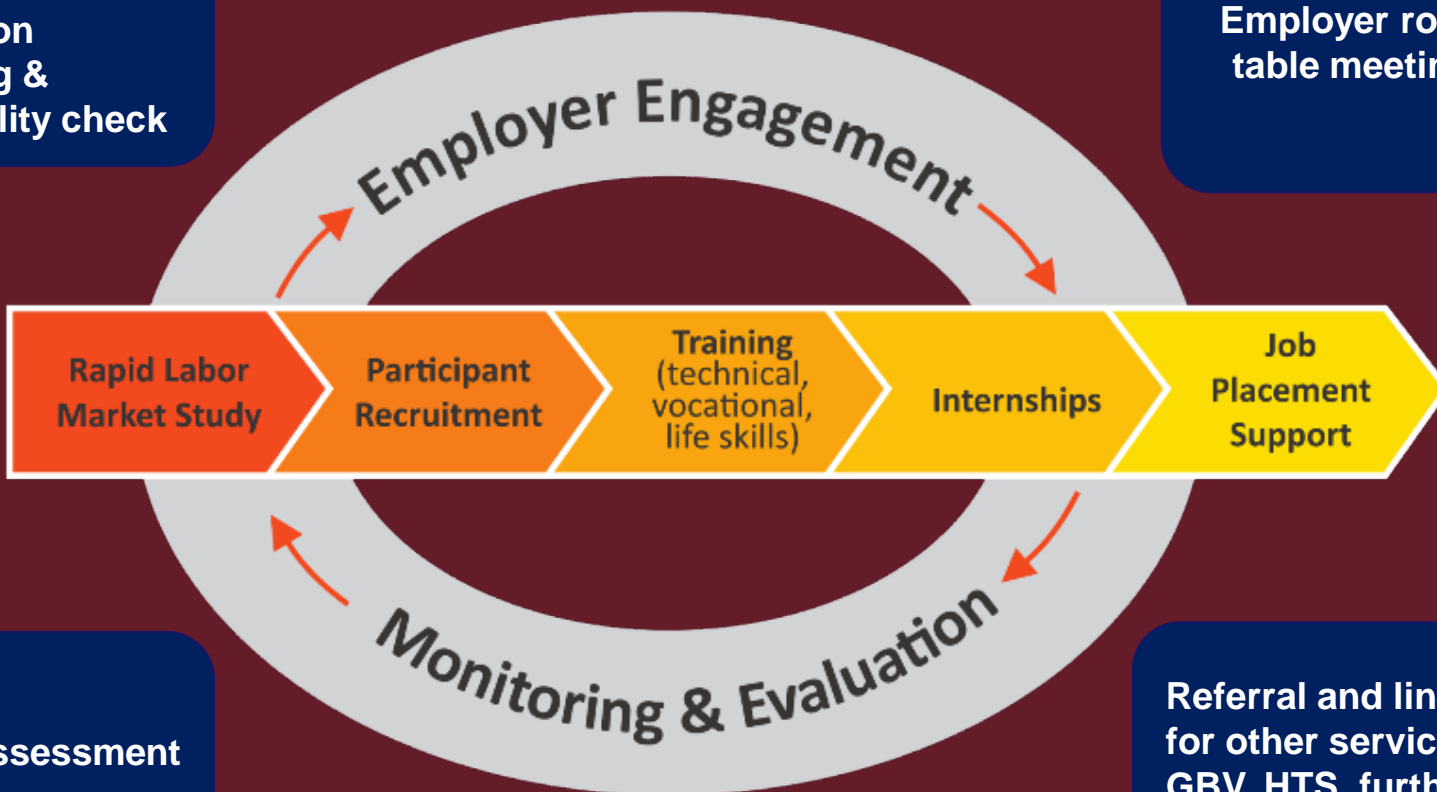
Outcome

- **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

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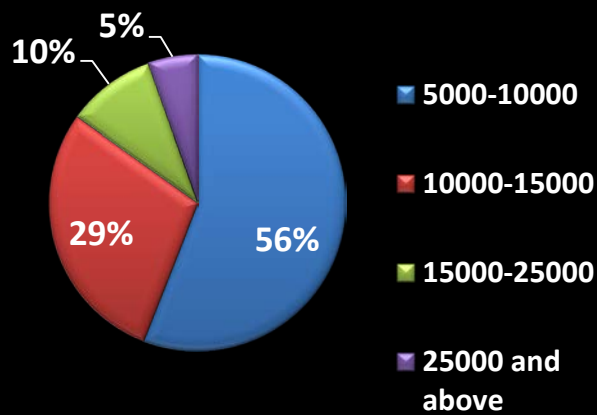
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Program Achievements

**Monthly Rate
Distribution Earning**



- **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



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Job Placement by Trade

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

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Challenges

No.	Issue	Remedy//Way Forward
1	AGYW as young mothers - drop outs (8%)	Institutional baby care services Re-enrolment in the extension period
2	Follow up of AGYW post –job placement	Tracer surveys (phone) and Ushahidi platform
4	Gender Based Violence – household and employer	Male involvement; Reporting mechanisms & linkages to other GBV partners (KELIN, LVCT)
4	Weak implementation framework for the national minimum wage policy	Continued advocacy with employers for better employment terms
5	Community concerns for lack of involvement of adolescent boys and young men (ABYM)	<ul style="list-style-type: none"> Clarified the DREAMS TOC Future programing to incorporate young men as champions for AGYW

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**



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Quotes from the AGYW

'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!