



Educational Quality Improvement Program
Out of School Youth • Learning • Earning

GARISSA (*G - YOUTH*) PROJECT

Project Assessment and Design

Submitted by
Education Development Center, Inc.

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G-YOUTH

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LIST OF ACRONYMS

AKF	Aga Khan Foundation	MOYA	Ministry of Youth Affairs
ARMP II	Arid Lands Resource Management Project II.	MSI	Management Systems International, Inc. (MSI)
APHIA II	Aids, Population and Health Integrated Assistance	MP	Member of Parliament
CBO	Community-Based Organization	MSF Spain	Médecins Sans Frontières- Spain
CJTF-HOA	Combined Joint Task Force - Horn of Africa	NEP	North East Province
DHS	Demographic Health Survey	NEP TTI	North East Province Technical Training Institute
DYF	District Youth Forum	NFD	Northern Frontier District
DYO	District Youth Officer	NGO	Non-governmental Organization
EDC	Education Development Center	OAI	O'Brien and Associated International
EMACK	Education for Marginalized Children in Kenya	OCPD	Officer in Charge, Commanding Police Division
FGM	Female Genital Mutilation	OVC	Orphans and Vulnerable Children
EQUIP3	Education Quality Improvement Program 3	PGI	Pastoralist Girls Initiative
ELMT	Expanding Livelihoods in the Manderu Triangle	SO	Strategic Objective
GoK	Government of Kenya	STDs	Sexually Transmitted Diseases
HLO	Higher-level Objective	SUPKEM	Supreme Council of Kenya Muslims
HLO	Higher- Level Objective Indicators	TFG	Transitional Federal Government
ICT	Information and Communication Technology	UIC	Union of Islamic Courts
KAACR	Kenya Alliance for Advancement of Children's Rights	UN	United Nations
KAP	Kenya Agriculture Program	UNDP	United Nations Development Program
KCDF	Kenya Community Development Funds	UNICEF	United Nations Children's Fund
KES	Kenyan Shilling	USG	United States Government
KLMC	Kenya Livestock Marketing Commission	USAID	US Agency for International Development
KNBS	Kenya National Bureau of Statistics	WAIK	Women Advancement Initiative Kenya
MOHEST	Ministry of Higher Education, Science, and Technology	WCK	Woman Concern Kenya
		WK	Womankind Kenya
		YEDF	Youth Enterprise Development Fund
		YEP	Youth Empowerment Project
		YFGIs	Youth Focus Group Interviews

EXECUTIVE SUMMARY

The following document provides an assessment of youth development needs in the Garissa District of Kenya, and a design for a twenty-month project to address assessment findings. The assessment and design work were carried out between October 31 and November 25, 2008 by a professional team fielded by Education Development Center, Inc. (EDC) through the USAID EQUIP 3 Leader with Associate Award mechanism (Cooperative Agreement #623-A-00-03-00010-00). The team was led by Ramon Balestino and included Dan O'Brien, Lynn Carter (through agreement with Management Systems International--MSI), and also included were Hussein Abdi Farah, Ebyan Mahat Sabul, and Sahal Mohamed Burale. In addition two USAID staff, Christine Adamczyk and Vanessa Reilly, served as ex-officio team members.

The assessment was guided by three framing questions: (a) What is the risk level for social disaffection among Garissan youth 14-24? (b) What are the conditions that contribute to the marginalization of Muslim youth? and, (c) What are the strategic options that can shape USAID/Kenya's youth project in Garissa? The assessment drew on two methodological frameworks -- the EQUIP 3 Cross-Sectoral Youth Assessment Guide and the MSI Youth and Extremism Assessment Module.

Fieldwork included 15 focus groups with Garissan youth, a youth rapid demographic survey, and key informant interviews with NGOs, international donors, public sector officials, police, private sector institutions, and the media.

Major assessment findings include the following: The Northeast Province (NEP), where Garissa District is located, has the highest illiteracy rate in Kenya (94% among females and 71% among males). The province also has the lowest primary and secondary gross enrollment rates in the country (26% and 4.4% respectively). NEP also has very high unemployment rates--estimated at 80% for women and 70% for men.

Garissa youth have limited education and employment opportunities. There is a high rate of youth unemployment, estimated by some to be as high as 90%. Garissa youth have few structured opportunities for recreation and healthy socializing. Adults are increasingly concerned about the growing prevalence among youth of unproductive pursuits including habitual qat (or khat) chewing, viewing pornography on cell- phones, pick-pocketing and petty crime, and pre-marital sex. There are no youth friendly health services in the district.

Unemployment is the dominant concern of youth. It was mentioned as a priority by each of the fifteen focus groups hosted by the assessment team. Young women may be less likely to be unemployed than young men, due to a greater willingness to contemplate a variety of income earning occupations. Male secondary school youth seem to be more hampered by attitudinal problems which preclude them, for example, from considering positions in the skilled trades.

The assessment team identified a variety of "pull" and "push" factors that make Garissan youth at-risk for social disaffection. "Pull" factors include: the steady radicalization of the religious environment; the presence of the Shabab and other extremist groups; and external events, such as clerics from Ethiopia and Somalia moving to Garissa for safety. "Push" factors include: the marginalization, poverty, and inequality that exists in the Garissa environment; the high rates of youth unemployment; the low quality of Garissan schools; the high school drop-out rate; the lack of formal services or social amenities for youth; delayed marriage for males; and the culture of corruption that emphasizes the need for "connections" to get jobs.

The team concluded that those youth most at-risk of disaffection in Garissa are secondary school students in forms III and IV (11th and 12th grades), high school graduates, and those who have dropped out of secondary school. This particular sub-cohort of youth is the focus of the Garissa (G-Youth) Project design described in the second half of this document.

The proposed G-Youth Project has three major components. Component 1 entails the establishment of a G-Youth Career Resource Center which will provide the project's target youth population with structured career development information, skills, and opportunities to get jobs, start their own businesses or transition into higher education. Component 2 will strengthen the Northeast Province Technical Training Institute (NEP TTI), a major technical/vocational training center in Garissa that is currently underutilized. Component 3 will provide small grants to a number of Garissan NGOs currently working to strengthen the livelihood and employment skills of Garissan youth.

Through these three activities, the G-Youth Project will engage 1,600 Garissan youth in career development, livelihood, and civic participation activities (a USAID/Kenya project target). The project will be implemented by EDC in partnership with local Garissan-based NGOs. The project design provides an organization chart, staffing plan, implementation plan, and monitoring and evaluation plan. The G-Youth Project will start in January 2009 and conclude September 2010. Our goal is to not only serve the targeted number of 1,600 at-risk youth, but also build the capacity of local institutions and networks to sustain the much needed services that G-Youth will provide.

I. PURPOSE AND SCOPE OF ASSESSMENT

Under the EQUIP3 mechanism, Education Development Center (EDC) has been tasked by USAID/Kenya to perform a 'design and implement' program to address challenges facing youth in Garissa, Kenya.¹ This project is supported by 1207 funds² from the U.S. Department of Defense and represents an interagency process – Department of Defense, the State Department and USAID – that promotes the social, political and economic empowerment of youth within the North East Province of Kenya.

In March-2008, USAID/Kenya developed a strategic framework that seeks to promote Muslim inclusion by focusing on youth³ as a key beneficiary:

"The Kenya Mission proposes to adopt an inclusion and counter extremism strategy that addresses the need for political and policy reforms that would improve Muslim (and other minority) inclusion as well as the need of marginalized Muslim youth to find a better future. This approach is largely preventive, since the level of risk of violent extremism is low. It is one that addresses "push" factors, while the current USG strategy is more directed toward limiting 'pull' factors."⁴

The USAID/Kenya framework goes on to identify a strategic objective (SO) that signals the importance of working with Muslim youth: *Enhanced inclusion of Muslims, especially youth, in Kenya's political and economic life*. Stemming from this SO are five subordinate results which target those areas important to young people's lives, namely: (a) strengthening education; (b) expanding moderate youth networks; (c) increasing access to training and livelihood opportunities; (d) increasing access to information and assistance for protecting rights; and, (e) improving the legal and policy environment.

Buoyed by the framework, a rapid youth assessment was conducted to inform the strategic design of the coming youth project. Specifically, the scope of the assessment targeted five areas as they relate to Garissa youth: (i) challenges faced; (ii) pull and push factors that amplify potential for social disaffection; (iii) assets and opportunities and; (iv) capacity of local institutions to work with youth; and, (v) strategic options for the project design. Qualitative and quantitative tools were utilized to conduct research in two key locations within Kenya: Nairobi and Garissa.

Overall, the assessment seeks to provide specific project-design guidance to the forthcoming USAID/Kenya project (US\$2 million, 23 months) through enabling a relevant and sustainable strategy to support regional youth in their transition to a healthy and productive adulthood.

¹ On November 22, 2008, a council of muftis in Malaysia issued a fatwa banning yoga for Muslims, claiming that the Hindu elements could "destroy the faith of a Muslim". Based on these events, 'G-Youth' is being put forward as a replacement to the original project name: "Youth Opportunities in the Garissa Area (YOGA)".

² The 1207 authority is intended to improve U.S. capacity and interagency coordination for immediate reconstruction, security or stabilization assistance to maintain peace and security in countries that are unstable. Section 1207 has a strong civil-military coordination and cooperation component, which means that it focuses on reconstruction and stabilization via civilian coordination with the security sector and civil society.

³ In this paper, the term 'youth' is used interchangeably with 'young people.' While MOYA's Strategic Plan defines Kenyan youth as 15-30 years of age, this analysis focused on the 14-24 year-old cohort.

⁴ Lynn Carter – MSI, *USAID/Kenya CT Strategy – Draft*, USAID/Kenya: Nairobi, March-2008, p. 11.

II. RAPID ASSESSMENT DESIGN

A. METHODOLOGY

A participatory methodology was utilized to integrate stakeholders into all stages of the assessment. The core team consisted of an organizational development specialist, a public-private partnership specialist, a counter-extremism specialist, a local researcher / logistics specialist and a two-person team of Garissa-based youth assessors. The youth assessors made up a male-female team and were each graduated from university programs. Across the assessment, a designated staff member from both USAID/Kenya and USAID/Washington provided superb technical and analytical support.

Two guiding frameworks served as the assessment's methodological foundation:

- (1) **The EQUIP 3 Cross-Sectoral Youth Assessment Guide:** The guide was utilized to design and implement youth focus groups and provide a foundation for the assessment of local organizations and the status of the livelihood and education sectors in Garissa.
- (2) **MSI Youth and Extremism Assessment Module:** Utilized as part of the larger cross-sectoral youth assessment, this module was employed to collect data related to the nexus of youth and extremism in Garissa. Equally important, it enabled the specific identification of the Garissan youth cohort considered most at risk for being pushed or pulled into extremism activities.

The assessment was guided by three framing questions: (a) What is the risk level for social disaffection among Garissan youth 14-24? (b) What are the conditions that contribute to the marginalization of local Muslim youth? and, (c) What are the strategic options that can shape USAID/Kenya's youth project in Garissa? A mixed method approach grounded data collection and a gender analysis was employed to identify potential cross-cutting issues.

Data was gleaned from primary and secondary sources. Secondary collection included a review of USAID reports, USAID/Kenya CT Strategy (2008), Ministry of Youth Affairs (MOYA) reports, Government of Kenya (GoK) Sector Plans, bi-lateral and multilateral donor reports, NGO surveys, and newspaper articles. Primary data collection consisted of fieldwork in Nairobi and Garissa from November 10-25, 2008. Fieldwork activities were conducted through the following means:

- **Youth Assessors:** During the Garissa fieldwork, a team of two youth (one male, one female) were provided an orientation and integrated onto the team. Each played a key role: attaining perceptions of their youth colleagues; translating from Somali to English; interviewing public, private and independent sector informants; and providing local insight and analysis.
- **Youth Focus Group Interviews (YFGIs):** This method was utilized with the youth cohort in Garissa. A total of 116 youth were interviewed across 15 focus groups (see Annex D Youth Focus Group Protocol).

- **Project Design Opportunities:** As part of each youth focus group, participants were asked to identify three critical areas corresponding to the upcoming Garissa youth project: (1) the profile of targeted youth; (2) the coverage area; and (3) the major activities that would benefit youth. Once the major project activities were compiled, each group was asked to prioritize the list (see Annex E Primary Data Summary).
- **Rapid Demographic Surveys:** A rapid survey collecting additional project design options as well as personal goals was distributed and collected after each youth focus group. In cases where young people could not complete them, the youth assessors worked with the participants to ensure they were accurately represented (see Annex D Rapid Youth Survey).
- **Key Informant Interviews:** Semi-structured interviews were conducted with a wide range of stakeholders linked to youth, including: NGOs, international donors, public sector officials, police, private sector institutions and the media.
- **USAID/Kenya Project Design Workshop:** Upon the conclusion of the fieldwork, US-based team members, along with the USAID/Washington and USAID/Kenya team members, facilitated a half-day workshop at USAID / Kenya. The purpose of the event was twofold: (a) to present preliminary findings; and (b) to discuss the feasibility and priority around six project design options that were crafted by the team (see Annex G for Project Model Options).

Data analysis was iterative across the assessment; however, its emphasis took place toward the conclusion of fieldwork. The entire team kicked off the analytical phase in Garissa by discussing initial findings and identifying information-gaps to be filled by the remaining fieldwork. During this time, the team also initiated a project design brainstorm, which produced a number of preliminary project model options.

Once back in Nairobi, the U.S.-based team performed a content and frequency analysis of primary data. Triangulation techniques were utilized to analyze responses of key informants and identify repeated attributions and important differences in perceptions. The team worked collectively (with USAID/ Washington and USAID/Kenya members) to solidify the project model options that were then presented to USAID/Kenya staff during the Project Design Workshop. Finally, the youth assessors and local researcher produced a report that discussed results based on their assessment experience (see Annex C for Garissa Report).

B. RESEARCH SAMPLE

A purposeful, non-random sampling approach was utilized to examine stakeholders in Nairobi and Garissa.⁵ In examining this sample, the assessment sought to systematically compare the perceptions of young people – their accomplishments, habits, challenges and perceived

⁵ Within the sample, the selection of key informants and youth focus group participants was driven by a Garissa-based independent consultant.

opportunities – with those identified by the private sector, public officials, NGOs and international donors.

A total sample of 209 key informants was interviewed across Nairobi and Garissa. As seen in Table 1, 116 participants of the total sample were male and female youth in Garissa. Specific selection criteria for youth focus group participants included: sex, age,⁶ rural-urban habitation, affiliation to youth groups and enrollment in secondary and tertiary institutions.⁷

Table 1: Characteristics of Primary Sample: Youth in Garissa

Population	Research Method	Sample Size	Sample Characteristics				
Youth	Youth Focus Group Interviews (10 male groups & 5 female groups)	35 females	Females	Av. age: 19	Dominant formal schooling completed ⁸ : High School (4th Form)	% currently formally employed: 2%	% affirmatively responding to working in a paid job(s) over lifetime: 20%
		81 males	Males	Av. age: 20	Dominant formal schooling completed: High School (4th Form)	% currently formally employed: 6%	% affirmatively responding to working in a paid job(s) over lifetime: 16%
TOTAL SAMPLE OF YOUTH IN GARISSA: 116							

In terms of public sector informants, priority was given to the Ministry of Youth Affairs, Ministry of Livestock, the Commissioner of Police and the District Government. The Chamber of Commerce in Garissa was selected as the starting point for the private sector. Finally, civil society stakeholders, principally NGOs and Garissan religious leaders, also served as important informants in Nairobi and Garissa (see Annex B for Key Informants in Garissa and Nairobi).

C. LIMITATIONS

This assessment had various limitations that warrant illumination. The first and most obvious was the challenge of conducting a comprehensive assessment in eleven days. Likewise, the difficulties around identifying and mobilizing a locally-based preparation team, combined with limited fieldwork time, precluded a more extensive sample. The time constraint and rapid start-up also caused a dilution of the targeted youth sample (14-24 years old) and limited access to the total number of younger youth (14-17 years old) participating in focus groups.

Another constraint was prioritizing research within a cross-sectoral study – particularly as driven by the 1207 mandate. As youth face multiple realities across sectors, it is not possible to achieve both depth and breadth of understanding. Moreover, when an extremism component is a key part of the assessment, other technical sectors are bound to receive less coverage. Accordingly, the

⁶ The assessment sought to target 14-24 year-old youth participants in the focus groups; however, the sample became diluted during fieldwork.

⁷ Under this category, tertiary male and female focus groups occurred at NEP Technical Training Institute.

⁸ Primary school consists of Grades 1-8; secondary school consists of Forms 1-4.

assessment prioritized the 1207 directive and took into account some of the more pressing sectoral trends among youth in Garissa such as unemployment, tertiary education and civic participation.

Finally, because extremism is a sensitive topic and the team did not wish to alienate the local population, questioning about themes related to extremism was largely indirect. Relative findings (particularly on pull factors discussed in Section III. B below) are tentative, in part due to the limited reliable data on clandestine activity.

III. FINDINGS

A. YOUTH CONTEXT IN GARISSA

1. Demographics

Garissa district is part of North East Province (NEP). Prior to last December's election, President Kibaki divided the old Garissa district into three separate districts: Garissa, Fafi and Laghdera. The new Garissa district forms a single electoral constituency (Dujis).

The NEP as a whole has some of the worst development statistics in the country. Seventy-four percent of the population lives below the poverty line, while 66 percent experiences food poverty. In general, there is a rising trend of poverty in the province.⁹

Population data for the Garissa district are inconsistent across sources. Two recent documents show the district population circa 2007 as being between 104,000 and 140,000.¹⁰ The bulk of the population lives in Garissa town. The town is growing rapidly (with an estimated population of 91,000), with an influx of failed pastoralist families and immigrants and refugees from Ethiopia and Somalia.

Population growth is putting a serious strain on the social and physical infrastructure. Fifty-one percent of the population in the district is below the age of 14. The district has roughly 31,000 youth between the ages of 15-24. Men comprise between 51 and 53 percent of the population; however, 32 percent of households are headed by women.

2. Social Organization and Identity

Ninety-six percent of the district's population is Muslim and ethnic Somali; the remaining four percent are Christians who likely came to Garissa seeking employment opportunities. The district's ethnic Somali population belongs to the Ogadeni sub-clan, of the Darod clan; the latter is one of the four main clans of the Somali people (see Annex F for Somalia's Clan and Sub-Clan Families).

⁹ *Basic Report on Well Being in Kenya 2005/6*, data are not disaggregated by district.

¹⁰ *The District Development Report, 2008-12* and the *Dujis Constituency Strategic Plan, 2008-11* show the lower and higher figures respectively.

Of the four, the Darod clan is the largest (some dispute this and suggest that the Hawiye clan is slightly larger) and most geographically expansive. Its members cross Kenya's borders into Somalia and Ethiopia. Three main Ogadeni sub-clans are present in the district: (i) the Abdwaq reside in the southern part of the district and are the most powerful and wealthy of the sub-clans in the district; (ii) the Aulihan live in the north of the district and are more numerous with sub-clan members spreading into Ethiopia and Somalia; and, (iii) the Abdullah who came from Ijara and are the smallest of the three. In addition, there are residents in Garissa town that are members of the Muhammed Zubeir (also known as the "Kona tribes"). These individuals are originally from southern Wajjir.

While sub-clan tensions do arise from time to time, mostly over scarce water and pasturage, the district does not experience the kind of violence recently witnessed in Madera. It has a structure of elders and a Peace committee that is active in mediation. Residents in town are somewhat detached from the typical kinds of conflict issues that revolve around pasturage and water resources.

The gender parity index in North East Province is the worst in the country at 0.68 (1.0 equals perfect parity). The median age of marriage for NEP women between the ages of 15-19 and 25-49 is 17.5.¹¹ This suggests that there has not been much change in recent years in respect to the custom of marrying young. Cases of early marriages are high in the district and are a key contributor to the high female school dropout rate. More than one-third of married women are married to husbands who have more than one wife. In fact, young women in the focus groups complained about pressure both to marry early and marry older (more solvent) men. The divorce rate is high due to the stress of unemployment (see below), and there are cases of very young women with young children being abandoned by their husbands.

3. Health

There are no youth-friendly health services in the district. The district plans to open one youth-friendly health center by 2011 and wants to initiate more behavior change activities according to the district development plan. Only 24 percent of women in the North Eastern Province are allowed to make decisions alone or jointly on their own health care.¹²

The 2003 Demographic Health Survey (DHS) found that in the NEP, the median age at first birth for women between the ages of 25-29 was 18. The percentage of women between the ages of 15-19 who had given birth was 20.8 percent, while another 8.2 percent were pregnant. The mean number of children desired by women is 11, while men preferred closer to 10. Disapproval of family planning is widespread and contraceptive prevalence in the province is less than one percent. The

¹¹ Kenya Demographic and Health Survey, 2003.

¹² Kenya Demographic and Health Survey, 2003.

fertility rate in the Northeast is steady at seven.¹³ These kinds of statistics suggest that the youth bulge will only grow and the problem of youth unemployment (discussed below) worsen.

Ninety-nine percent of the women in the district have been circumcised according to the most recent DHS.¹⁴ The form of circumcision performed, considered the most extreme form, has negative impacts on other areas of women's health. In addition, domestic violence against women is common.

The HIV prevalence rate in the province in 2007 was around 2.7 percent compared to 6.7 percent at the national level. This represents a sharp increase from 0 percent recorded in the 2003 DHS. Awareness of HIV prevention was low at ten percent,¹⁵ though it appeared to be very high among youth who attended the 15 focus groups held by the assessment team. Focus group youth also mentioned STDs and prostitution as problems. The National AIDS Control Council estimated in 2007 that Garissa district had an HIV prevalence rate of 4.2 percent, up from one percent in 2002. The 2008 District Development Report gave the district prevalence rate as 2.6 percent.

The stigma attached to HIV in the province is substantial. NEP has the lowest condom use and merchants often refuse to stock condoms. There are not enough counselors and testing points may be staffed only by a lab technician. Because HIV testing points are separate from other health services, individuals are reluctant to seek testing; they do not want to be seen entering the facility. There appears to be a wide spread rumor that condoms and contraceptives are laced with the HIV virus and that the Western world is using condoms to kill Africans and especially Muslims. A group of 60 clerics met recently in Garissa and declared a campaign against condom promotion and use.

The prevalence of qat chewing among males and especially young males is very high. Some also consume hashish. A much smaller percentage of women chew qat. There are also reports of harder drugs such as cocaine that is beginning to enter the district. Various staff at Garissa Boys' Secondary School noted their belief that chronic qat usage lowers the attendance rate. In addition, some students come to school very sleepy and go home "sick" in order to catch up on their sleep.

4. Education and Professional Training

NEP has, by far, the highest illiteracy rates in the country. According to the 2007 Kenya National Adult Literary Survey Report, 87.7 percent of males and 95.7 percent of females are illiterate. Over 43 percent of children between the ages of 6 and 17 have never attended school. The province has the lowest primary and secondary gross enrollment rates in the country at 26 percent and 4.4 percent, respectively.¹⁶ Female enrollment is roughly half that of male. The dropout rates, due to poverty/drought, parental indifference to education and negative peer pressure, are high. For girls,

¹³ Total fertility rate is the average number of children that would be born to a woman over her lifetime if (a) she were to experience the exact current age-specific fertility rates through her lifetime, and (b) she were to survive from birth through the end of her reproductive life.

¹⁴ *The Kenya Integrated Household and Budget Survey 2005/6* found a circumcision rate of 97 percent.

¹⁵ *Multiple Indicator Cluster Survey, 2007*.

¹⁶ Ministry of Education data, 2004.

continuing schooling past puberty is difficult, while early marriage and pregnancy also contribute to drop out rates.

Enrollment has been increasing in Garissa district. Primary enrollment rose by one-third between 2002 and 2006. Every year, only an estimated 15.7 percent of primary students go on to secondary school; eight percent of those who join Form I drop out before completing the four-year high school course.

The overall student-teacher ratio in the province is 60:1, which is much higher than the national average. This ratio may become more adverse as the province puts into place last January’s government policy to establish free secondary schooling. The new policy has not yet been fully implemented, but when fully implemented, it is likely to increase enrollment substantially since many students in the district drop out now due to poverty and the inability to pay school fees. The region does not attract the most highly qualified teachers (and has lost some ethnic Somali teachers to better paying positions in Somaliland), and schools lack adequate physical facilities, labs and libraries.

Box 1: A Profile of Garissa Boys’ Secondary School

This is a boys’ boarding school with students from all over NEP. Enrollment has increased substantially; the school has facilities for 300-400 students and now has 600. The facilities are in poor repair. Students range in age from 14 to 25, which presents teaching challenges. Sometimes, the oldest students drop out and return a few years later, when it became clear that they will not find work.

Dropout rates shown from Form II to III and Form III to IV are said to be typical. Roughly, one third of the students drop out between Form III and IV; usually due to financial problems, but sometimes it is because the students are struggling academically and/or lose interest. 10-15 percent of the students receive scholarships to cover fees. The cost annually is KS 27,000-28,000; this is the most expensive boys’ secondary school in the district. The school has few recreation facilities; there is one field and no after-school activities or special interest clubs.

Current Enrollment Data	
Form (US grade Equivalent)	# enrolled
I (9 th)	162
II (10 th)	173
III (11 th)	159
IV (12 th)	106
Total 600	
Enrollment statistics, GBSS, 2008	

Most of this school’s Form IV students pass the exams and about 82 percent receive the minimum grades needed to win a place at university. However, fewer than 10 percent of them continue their education due the lack of financing or simply because the application process is very competitive and there are not enough places for all interested students. In addition, the students often do not have the grades to qualify for university scholarships or loans. Last year, 60 out of 104 in Form IV applied to university; the school principal does not know how many won a place and then enrolled, but thinks very few were able to make the transition.

The secondary schools in town appear to be overcrowded. Education quality, while still far from competitive with other parts of Kenya, has improved. There are four boys’ and three girls’ secondary schools funded by the government in the district, some of which are boarding schools. There are also three boys’, two girls’ and two mixed gender private high schools. The large number of private secondary schools may exist in part because of the presence of Somali émigrés, but also it is a reflection of the poor quality of government education.

Very few local secondary school graduates can afford to go to university. UNICEF suggests that the figure is less than 3 percent of those winning a secondary school diploma. Secondary school graduates attending the research team's focus groups seemed desperate for bursaries. They do not appear to look favorably on technical training in general, though there is interest in business subjects offered by technical colleges. There are few Garissan youth at the local teacher, nursing or technical training colleges. The vast majority of youth lack practical job skills training, as is also true nationally.

A number of full-time madrasas have been established in Garissa town in the last couple of decades. These serve the poorest students, mostly from pastoralist families which have lost their herds. The madrasas function as a social safety net, feeding their students and providing a religious education. In addition, most children will attend *Duksi* or traditional Qur'anic memorization school prior to enrolling in primary school and then in the morning before government school classes start. When the students are older, they attend a madrasa to study a broader array of Islamic studies after the regular school day ends.

5. Formal Employment and Livelihoods

Nationally, unemployment stands at around 23 percent, but it is highest among youth. Nearly 73 percent of the unemployed are between the ages of 15 and 30.¹⁷ Nationally also, the labor force grows by 500,000 youth annually; about 25 percent are absorbed into jobs while the rest are unemployed or survive on casual labor. This creates a very high dependency ratio and places a serious economic burden on families.¹⁸ Unemployment is the major challenge in the NEP region as well. Only about 20 percent of women and 30 percent of men in North Eastern Province are currently employed.¹⁹ In the district, it is estimated that 27 percent are unemployed and only 9 percent are in wage employment. The remainder work in the informal sector.²⁰ One government source estimated youth unemployment at over 90 percent. As Table 1, above, points out almost all focus group youth were unemployed, no matter what the level of education or age. Anecdotal evidence suggests that it has become more difficult for secondary school graduates to obtain jobs as their numbers have risen.

Rural youth are often involved in some aspect of the livestock trade or linked to the livestock value chain. Pastoralist families are also more open to farming than was true in the past and agriculture is emerging along the banks of the Tana River. Garissa town youth appear totally uninterested in traditional regional livelihoods, making it more difficult to create opportunities for them given that the district's economy is heavily driven by livestock. Garissa hosts the biggest livestock market in the country. There are virtually no middle-sized factories or businesses that can generate significant employment in the district.

¹⁷ "Two Million Youth out of Jobs," *The Daily Nation*, Wednesday November 19, 2008.

¹⁸ *The Kenya Integrated Household Budget Survey, 2005/6* reported a dependence rate of 84 percent. This depresses savings and investment.

¹⁹ Kenya DHS, 2003.

²⁰ The Dujis Constituency Strategic Plan 2008-11.

Unemployment is the dominant concern of youth. It was mentioned as a priority by each of the fifteen focus groups hosted by the assessment team. Young women may be less likely to be unemployed than young men, due to a greater willingness to contemplate a wider variety of income earning occupations. Male secondary school youth seem to be more hampered by attitudinal problems, which preclude them from considering positions in the skilled trades, for example. Teaching is also considered a demeaning profession. Construction is the one sector of the economy that is booming in Garissa, as ethnic Somalis from Ethiopia and Somalia, as well as the Diaspora, invest in shops, houses and buildings in the town. Currently, members of the Akama tribe from outside the district dominate construction jobs. Likewise, non-locals hold many professional jobs – particularly in the NGO sector. This is a sore point with local youth, as witnessed by the threatening letters youth sent to NGOs and UN agencies in recent months (UNICEF alone received ten such letters).

There is considerable interest in entrepreneurship and starting small businesses among both male and female youth. Accordingly, a number of NGOs and the government are providing small grants or credit. There has been an issue with formal credit due to the need to avoid interest payments. There may be better micro-entrepreneurship options for rural than urban youth, including beekeeping and honey processing, small herd training, tanning and selling animal skins, processing and sale of milk, cooking and sale of prepared foods at markets.

Local youth do not seem to be very competitive for jobs outside the district, due to language issues, the tendency for Kenyans to hire only members of one's own tribe, low education quality, and the lack of resources to look for positions elsewhere. A few have gone to Somalia, southern Sudan or Somaliland for work (English language teaching and translating, school teaching, petty trading, and security guards).

Male youth age 15-24, from primary school dropouts to secondary school graduates, earn small amounts of income by acting as *matatu* (van taxis) touts, branding cattle in the market, and by working as cart porters in the market. They may earn KES 100-250 daily for these tasks. Many also receive small sums from their families. They appear to spend the money purchasing qat and cigarettes (and sometimes hashish) and renting hotel rooms called '*kejas*' in which they can chew qat with friends. They contribute no income to their families; this is a major concern of numerous focus group youth who mentioned that, particularly upon graduation from high school, it was their "turn" to now care for their parents (particularly when parents had invested scarce resources in secondary school fees). There was considerable shame and hopelessness attached to the inability to find decent work.

6. Political Environment and Civic Engagement

North East Province (previously the Northern Frontier District or NFD) was treated as a buffer region by the British in the colonial period. No attempt was made to govern the area or to invest resources in improving the population's welfare. Residents were isolated and left to their own devices. The region's inhabitants hoped for separation from Kenya prior to the granting of independence to Kenya, but the colonial Government declined to split NFD from Kenya. In 1964, when Kenya moved

from a federal to a strongly centralized system of government, a separatist guerilla movement emerged. The resulting *Shifita* war (*Shifita* means bandit) was fought between the Kenyan army and Somali separatists between 1963 and 1967. Subsequent to the defeat of the *Shiftas*, the region was dealt with in a heavy-handed manner by the GoK. The government did little to provide services.

Despite this painful history, the research team heard far fewer grievances overall about community marginalization or Muslim exclusion than anticipated based on the rapid assessment prepared by Lynn Carter of MSI last winter. While Garissans recognized that their province had received disproportionately fewer resources than other provinces for many years, they also recognized government attempts to make up for this in recent years. The town population also feels it is benefiting more from the Constituency Development Fund, and they also seem pleased by the development efforts of its new MP for Dujis constituency, Mr. Aden Dwale. In addition, it may be the case that Garissa residents feel differently than Muslims along the coast or in Nairobi because they constitute the vast majority of the population in the northeast and, unlike Muslims elsewhere who are divided by ethnicity, they are entirely ethnic Somali. They interact less directly with the Christian population and are less likely to face daily discrimination. These factors may to some counteract feelings of second-class status.

It is clear that youth lack voice and a constructive outlet for their needs and issues. While they can organize and have basic rights, they lack the information, skills and influence to affect policies that might improve their well-being. Given their increasing numbers and their potential to disrupt society, adults are beginning to pay more attention to youth problems but the resources are still painfully small given the array of problems that youth confront.

While petty crime (pick-pocketing, public disturbances, robberies and some stabbings at night)²¹ is rising due to the high levels of youth unemployment, the overall crime rate is low in the district and there seem to be relatively few tensions between youth and the police. Some key informants felt that today's youth were more likely to get in trouble with the authorities and that parents did not make an adequate effort to monitor children. The team heard stories about youth staying out very late and sometimes all night. The community generally relies on tribal customs to resolve crimes and disputes; this tends to minimize the role of the police and the formal justice system. The prison population in the district is very small, and bail is offered for petty crimes.

The current team's findings in Garissa are somewhat at variance with the findings from the previous inclusion assessment conducted last winter.²² The acquisition of IDs did not seem to be a major hurdle for town youth who had enrolled in school because they had school records to demonstrate citizenship and were generally known in the community. It does however take some months for

²¹ While some adults interviewed for this study felt that Somali émigré youth were more likely to get into trouble with the police, the head of the police in Garissa (Paul Mukoma, OCPD) denied that this was the case. Refugees are not in any case supposed to be in the town, so police may be more likely to be on the watch for them.

²² In the previous assessment identified difficulties for Muslim youth (especially those with Arab names) in obtaining government ID cards emerged as a major issue. Such IDs are needed to obtain jobs and a passport, vote, and travel within Kenya. The lack of an ID makes one vulnerable to harassment and extortion by the police and in some cases to arbitrary arrest.

Garissan youth to obtain IDs, regardless of school enrollment. Garissa applicants are asked to complete a form that residents in other, non-ethnic Somali parts of the country are not asked to complete and they must also appear before a special vetting committee. The Garissa vetting committee appears to sit only once or twice a month, slowing down the process. Applicants will stand in line for hours on multiple occasions. Local youth and adult informants felt that ethnic Somalis were treated in a somewhat discriminatory manner. They sometimes were asked to pay bribes (a number of youth in the focus groups said they had done so while others indicated that as full Kenyan citizens, they had refused to pay). Some do not bother to register, perhaps because the process is arduous and because they lack the money for bribes. According to the *Garissa District Development Plan (2008-11)*, registration numbers are low compared to the number of youth in the district. There is a rising problem of late applications (for those over 18) and inexplicably, a significant number of IDs remain uncollected at the district office in town.

The district suffers from low voter registration and low voter turnout during elections. This is linked to low civic awareness and a lack of identity cards which is a prerequisite for voter registration and voting. There was little violence in Garissa after last December's elections, unlike in other parts of Kenya. The major sub-clans in the area split internally and provided support to both Odinga and Kibaki. Possibly there would have been more trouble had sub-clans divisions lined up with political party divisions. Youth do not seem particularly active in party politics.

B. PULL AND PUSH FACTORS FOR YOUTH DISAFFECTION

In this section, we present an analysis of the possible drivers of violent religious extremism and protective factors. The drivers are organized into pull and push factors. Pull factors relate to the existence and activity of extremist organizations, while push factors are those grievances and conditions that could serve to propel youth in a radical direction. Protective factors seen to work against these drivers are also identified. Finally, the conclusion of this section identifies the profile of youth most at-risk for social disaffection – inevitably serving as the primary target group of the proposal.

1. Pull Factors

- **The religious environment:** A major pull factor relates to the steady radicalization of the religious environment since the 1970s, when Saudi-trained clerics began building mosques, paying Imam's salaries and awarding scholarships for religious training to youth in Garissa. Most mosques in town are dominated by the Wahhabi strain of Islam. There is no counter-narrative from the few remaining traditional Sufi-oriented clerics, many of whom are not as well trained as their Wahhabi counterparts. As one informant stated, it was only once the Saudi-trained Imams started preaching that Garissans "learned" about true Islam. These Wahhabi preachers have great credibility and authority. They also have resources and they target youth.

Their authority has been reinforced because they have stepped into a local leadership vacuum. Somali culture had traditional participatory mechanisms that gave sub-clans representation on a clan council headed by the clan chief. The GoK, like the British colonial rulers before it,

preferred to deal with one person and consequently empowered only the chief. The traditional system deteriorated over time. The chiefs are viewed as corrupt and inept and have lost legitimacy. Religious leaders have gained additional influence as a result.

The decline of Sufi Islam represents a movement away from (i) tolerance for diversity of religious practice and the ability to live side by side with others who have different beliefs; and (ii) a focus on individual spirituality and communion with God. The Wahhabi strain replaces this with a rigid insistence on a particular code of behavior and practice; deviance is to be punished. It is highly ideological and intolerant. It also advocates isolation and separation from the larger (non Muslim) society when Muslims should be seeking full integration into Kenyan society. With isolation comes difficulty in collecting adequate information to counteract or critically assess what one is told by religious or other leaders.

There have been inflammatory anti-Christian and anti-Western or anti-American sermons at mosques in Garissa. There is at least one recent instance when this generated youth violence – a mob of 50 youth destroyed a church and injured a number of parishioners in town last spring.

- **The presence of extremist groups:** The Shabab, a very harsh and violent extremist group with a political-religious agenda including full implementation of Shari'a law (they were recently responsible for the public stoning of a thirteen year old who had been raped in the Somali town of Kismayo) have been battling the TFG and Ethiopians in Somalia. They are thought to have a "foothold" or at least a sporadic (if not a permanent) presence in Garissa. Shaikh Hassan Turki, a Shabab leader, was at one point living in Garissa town (later along the border with Kenya and now in Kismayo); a member of the Shabab High Council reportedly lives in the Dadaab refugee camp, 100 km from the town. The group's leadership has close links with al-Qaeda; its rank and file are untrained Somali youth. It has in recent months split from the umbrella group, the Union of Islamic Courts, so there is no moderating influence on it now. The Shabab have expanded their power in southern Somalia and along the border with Kenya; their new territorial control gives them a stronger base to expand some activities into Kenya and also gives them a safe haven to which they can retreat. Their success may make them a more attractive proposition for disaffected youth.

There are reports of Shabab recruitment in Garissa. Such recruitment is not out in the open; therefore, it is difficult to know the extent of it. While not necessarily recruited by the Shabab, Garissan youth have been moved to action by events in Somalia in the past. Some youth went to Somalia when the UIC installed itself in power in order to help build an Islamic state. Additional numbers (perhaps in the dozens or the low hundreds but no one appears to have a good count) of Garissan youth went to fight in Somalia when the Ethiopians invaded. These youth reportedly were 18-35 years of age, unemployed, with education levels ranging from primary school drop outs to secondary school graduates, and from both the town and the refugee camp. Reportedly each was offered payment of \$2000 and their parents did not know they had been recruited until after they had left for Somalia. Most of these youth did not return and are feared dead.

- **External Events:** Events elsewhere in the region and in the Muslim world could assist extremist organizations in gaining a stronger foothold. Clerics moving to the safety of Garissa town from Ethiopia and Somalia bring their homeland agendas with them and could try to activate youth in support of those agendas. It is important to acknowledge that the Ogadeni clan lives in three contiguous states; the fate of clansmen in Somalia and Ethiopia does matter to Kenyan Ogadeni and they could be drawn into wider conflict issues revolving around ethno-nationalist or clan/tribe issues. In this environment, while religion may be useful as a tool for collective action and legitimacy (as well as garnering additional resources), it is not the source of the conflict. The team heard statements of profound sympathy from youth and adults alike for those subject to horrendous violence in southern Somalia.

In recent months as the Shabab have taken over Somali towns, US drones have been bombing extremist bases; inevitably civilians are killed as well. There is resentment of US backing of the Ethiopian forces in Somalia and US pressure on the GoK to be more active in pursuing a Counter-terrorism agenda. There is certainly suspicion of US and Western motives and actions in general.

2. Push Factors

Most of the factors discussed in this list are specific grievances raised by youth in the focus groups. The combined effect of these factors is to produce a high level of frustration, disaffection, unfulfilled expectations and, for many, a sense of hopelessness. There have been sporadic instances of frustration spilling over into agitation and violence. In addition to the destruction of the church last spring, a group of youth recently wrote threatening letters to (and inflicted some property damage on) several NGOs and UN agencies, demanding that they hire local youth instead of staff from elsewhere in Kenya.

- **Marginalization, Poverty and Inequality:** The whole of North East Province confronts a legacy of marginalization. There is some lingering sense that the area is still not a full part of Kenya. While it may be merely a linguistic habit, local people still say, “We’re going to Kenya,” when crossing the Tana bridge to travel to Nairobi. Residents are aware that the legacy of that history has a negative impact on their life chances. However, all but one of the youth focus groups seemed to show a relatively low level of political awareness. The exception, a group of boys attending Garissa Boys’ Secondary School (half from Garissa and half from Ijara and Wajjir), complained about the lack of decent leaders, government discrimination against the northeast, the exploitation of youth for money by political and business interests, intrusive inspections and harassment of youth traveling from Garissa to Nairobi (but not when traveling in the other direction), the exploitation of internal Somali conflicts by the West, and the view of the USG that all Somalis and Muslims were terrorists.
- **Low skill base among youth:** Low quality schools, high dropout rates at every level, and high poverty rates add up to a preponderance of youth who are not competitive for or able to afford tertiary education and not competitive for the kinds of jobs to which they aspire. Youth are aware that their educational institutions do not compare favorably with those in other parts of

the country. They know they are at a sharp disadvantage in competing for university places, for example. It appears to be secondary school graduates who feel this disadvantage most sharply. Their parents have sacrificed for them to obtain a degree; they all appear to want to attend university. They either do not gain admission or they cannot find a bursary. A secondary school diploma is viewed in Garissa as a high level of academic achievement and this raises the expectations of youth and their families. The degree yields no economic benefit; however, there are secondary school graduates that believe they should be able to gain employment in white collar jobs for which they are not qualified.

- **Very high youth unemployment:** This is the major grievance of youth. The local economy is not growing fast enough to accommodate the increase in job seekers and it is not providing the kinds of jobs more educated youth desire. The team talked to many 22 and 23 year olds who despite searching had never held a real job. In fact, only 20 percent of females and 16 percent of males responded affirmatively to working in paid jobs over their lifetime (see Table 1 above). Overall, there is no readily available safety valve to compensate for the lack of local employment.
- **Corruption:** The failure to secure an adequate education or good job is seen by youth as at least partly the result of corruption. Focus group youth spoke uniformly of the need for “connections” and “godfathers” to obtain bursaries, jobs, ID cards and micro-enterprise funds.
- **Delayed marriage for males:** Males must delay marriage because they cannot support a wife and family. In an important sense, their inability to earn an income and begin a family denies them full adulthood and mires them in lengthy adolescence. A large group of unmarried and unemployed young males is potentially very destabilizing.
- **Lack of social amenities:** Garissa has few places or programs for recreation and constructive social interaction; hence male youth resorting to renting hotel rooms and indulging in wasteful pursuits. This deficit combined with early school dropout and unemployment results in too much free time, idleness, boredom, restlessness and potentially a search for something to provide meaning to unproductive lives.
- **Elder-Youth Relations:** Traditional Somali culture in this region deprives youth of a voice. Youth feel that their needs are substantially ignored by community leaders and there are few channels through which they can represent their interests in a constructive manner.

3. Protective Factors

- **Kenya’s Democratic System:** The research demonstrates that there is an inverse correlation between political openness and the occurrence of terrorism. Kenyans have freedom of speech and association. Aggrieved citizens can organize and put pressure on elected representatives and government institutions to address their needs. This is a very important safety valve. In addition, it appears that Muslim political influence increased prior to and in the aftermath of the

last election. Garissans seem genuinely pleased with their new MP and believe he is trying to bring more development to the district.

- **Increased Government Allocations for the District:** The GoK has in recent years been trying to make up for past discrimination in resource flows to the province by increasing government investment and adding programs to address long standing problems. For example, the new five-year plan for education calls for dramatically increased inflows. Residents acknowledge that the government is doing more to address their needs and many are grateful for this; some however are still resentful and say that the recent efforts are “too little, too late.”
- **Security Force Restraint:** Relations between the police and the community and the police and youth appear to be satisfactory. There has been no indiscriminate use of state repression to respond to terrorism risk or periodic clan tensions.
- **View of the US:** While it would be an exaggeration to suggest that local views are positive, it does seem to be the case that attitudes toward the US have improved in the last year due to USG development investments in the district. The CJTF-HOA team is now viewed more favorably, the result of its efforts to work more closely with community and religious leaders. The provision of scholarships and other forms of assistance are known and seen as important. One group of religious leaders interviewed by the team indicated that they would not even have talked to us two years ago. Now they welcome the idea of cooperation on a youth program. The recent election of Barak Obama has also provided at least a temporary boost in public opinion.
- **Youth groups:** A substantial number of youth groups have been formed and have found minimal forms of support from GoK or NGOs. While not all groups are active, they do serve to fill time in a constructive manner, provide opportunities for service learning, and increase self esteem.
- **Limited access to information:** For the time being, the limited access to information acts as a protective factor. Internet access is limited and expensive. This automatically cuts youth off from Jihadi chat rooms, although somewhat better educated secondary school youth may have more access to the web than poorer, less educated youth. A fiber optic cable is being installed along the road to Garissa and will reach the town in some months; it is estimated that it will reduce the cost of access by 60 percent. In addition, while in some countries extremists operate “suitcase” FM radio stations, they do not do so in this region. Star FM which broadcasts in the Somali language seems very popular with youth and adults and is a force for moderation. Television has limited reach. The disadvantage of such limited access to information is that it is difficult to counter rumors as well as the opinions of more radical members of the community.
- **Clan Divisions:** Somali Islamists, especially the more extreme ones and Union of Islamic Courts adherents, appear to belong primarily to the Hawiye clan. Garissans belong to the Darod clan (to which the TFG’s discredited and weakened president also belongs, though he is a member of

a different sub-clan). This may moderate the attractions of extremism, though gains might be undone by the effects of Somali nationalism.

4. At-Risk Youth Profile

Current research suggests that individual poverty does not drive terrorists; the poor are less likely to support terrorism than the better off and better educated. Terrorist organizations also tend to require skilled individuals. Leaders cannot supervise members due to the clandestine nature of their operations so they must rely on the commitment, initiative and judgment of members.

In Garissa Central, such individuals would be found among secondary school students in forms III and IV (11th and 12th grades), graduates and, to a lesser extent, those who dropped out of secondary school.²³ Of the total urban youth beneficiaries being targeted by the project, it is recommended that 65% are males and 35 % are females. This targeted ratio exists, as males are understood to be at higher risk of being pushed or pulled into extremist activities.

These youth have the analytical abilities to comprehend and accept a new ideology. At the same time, they receive more information about the world, they are frustrated and dissatisfied with their situation in life and find few legitimate avenues for redress, they are rebelling against parents and elders, they speak English, Somali and Kiswahili (though the level of Kiswahili is said to be low) so could be useful for terrorist operations elsewhere in Kenya, and they have organizational skills. This is the group that is most at risk. At this juncture, males are at greater risk than females and town youth at more risk than rural youth. The dispersed, low density nature of rural settlement patterns as well as the very low level of education in these areas means that rural youth are much less likely to be targeted by extremists.

Terrorism is, however, not the only concern, given the continuing civil war in Somalia. The Shabab could have an interest in “foot soldiers” for their insurgency against the TFG and Ethiopian forces. In that case, poor, uneducated youth in the towns or Dadaab refugee camps might be very attractive recruits. The high level of awareness of the appalling violence in Somalia could however act a restraint on recruitment, especially for youth from families that fled the violence in recent months. Recruitment prospects could however change should the Shabab continue to expand the territory under their control. As they gain power, we might hypothesize that recruitment would become easier (for one thing, they will have more material rewards to share). It would be worth further analysis of Dadaab; the team did not undertake this since the funds were meant for Kenyan residents of the district.

At the current time, the threat of extremism taking hold in Garissa does not seem large but it should be expected that extremist groups and radical religious figures will continue to issue propaganda and inducements and that cases of recruitment are possible. In the medium term, given the push factors and the growing power of the Shabab, the risk is higher. Predictions in this domain, however, have a large margin of error because of the array of individual motivations and

²³ Those who dropped out of Form III and Form IV may be more at risk than those who dropped out from Form I or II because of a higher skill level and higher expectations.

characteristics that might lead youth to support extremism and because we cannot know in advance what external events will act as triggers.

C. GARISSA YOUTH ASSETS AND OPPORTUNITIES

This section examines the assets and especially the opportunities that Garissa youth have in two principle areas: employment-livelihoods and education-training. Under employment and livelihoods, we looked at several opportunity areas such as employment in the formal sector, urban livelihoods and the informal sector, youth and micro-enterprises, and the Youth Enterprise Development Fund. Likewise, we identified and assessed those education and training assets and opportunities available to local youth that included secondary education and schools, options for universities and colleges, and Garissa-based professional training colleges and vocational institutions.

1. Formal Employment and Livelihoods

According to CARE International and the Kenya Livestock Marketing Commission, approximately 80 percent of the rural livelihoods in the North East Province are based on the livestock value chain. However, according to key informants, only about 20 percent of the urban economy in Garissa is based on the livestock value chain. The rest of Garissa-Town's economy is comprised largely of the service industry that includes banks, hotels, restaurants, automobile repair shops, pharmacies, supermarkets, and a range of small retail stores. There is a vibrant construction industry driven, primarily, by investments by Somali Diaspora in houses, hotels, and other buildings. While the formal sector plays an important role in youth employment opportunities, the assessment revealed that the informal sector provides far more opportunities.

Formal Sector and Employment. The assessment found there are few formal employment opportunities in Garissa, especially for youth. The major employers include the government (civil service jobs), NGOs, banks, hotels, restaurants, and some of the small shops and stores. Based on youth focus group discussions, the majority of youth say that they prefer jobs with Garissa-based NGOs. In fact, some youth work as NGOs volunteers to increase their chances of getting full-time jobs.

Informal Sector and Urban Livelihoods. Most urban livelihood opportunities exist in the informal sector, especially construction. The Somali Diaspora living in Europe, North America, and other parts of Africa are making substantial investments in houses and buildings. These investments have stimulated the construction sector, which is providing most of the new jobs in Garissa-Town. However, the vast majority of construction jobs go to Kenyans who come from outside Garissa because Kenyan Somalis traditionally do not perform manual labor required in construction. In fact, Handicap International conducted an informal economic analysis that estimated that 80 percent of construction-related jobs and materials come from outside Garissa and less than 25 percent of the economic benefit remains in Garissa.

Despite the opportunities that exist in the construction sector, our key informant interviews and focus group discussions revealed that Garissa youth, especially secondary school graduates are less interested in construction jobs such as carpentry, masonry, plumbing, and electricity. Some youth, however, are willing to work as auto mechanics and drivers. Youth can also earn income by performing part-time jobs (called 'locums') that include selling firewood, branding animals at the local livestock market, loading luggage on buses, making charcoal, washing Lorries, and writing cattle sales agreements.

Youth and Micro-Enterprises. Within the informal sector, the preferred livelihood endeavor for urban Garissa youth is starting a micro-enterprise. The assessment team was told that Kenyan Somalis used to be less entrepreneurial than Somalis from Somalia. This has changed recently with the influx of Somalis from Somalia and the influence they have had on Kenyan Somalis.

To take advantage of this entrepreneurial spirit, several organizations are providing business planning training, grants, and links to capital credit for Garissa youth:

- The District Youth Office trained and disbursed KES 2 million over the past two years to 21 youth groups for micro-enterprise activities.
- UNDP provided funds to the District Youth Office to conduct business planning for 20 youth entrepreneurs and link them to capital to start their businesses.
- The Arid Lands Resource Management Project trained 11 youth groups in business planning principles and provided KES 2 million in grants to help the youth start their micro-enterprises.

The assessment team visited some of the youth groups' micro-enterprises and is skeptical about the group entrepreneurship model (described further below) that the District Youth Office and Arid Lands Resource Management Project employ. It is not clear whether a group of 20-25 members can make efficient decisions and manage intra-group conflict and whether a micro-enterprise can generate enough profit to satisfy the expectations of all of its members.

Youth Enterprise Development Fund. An important resource that is available to youth entrepreneurs is the Youth Enterprise Development Fund (YEDF). Initially conceived under the Ministry of Youth Affairs in 2006, YEDF became a State Corporation in 2007 with the purpose of reducing unemployment among youth throughout Kenya. The Fund provides capital and business development services to young entrepreneurs, facilitates linkages in supply chains, and creates market opportunities for products and services of youth enterprises. It also helps train and employ youth in labor markets.

The Fund is disbursed in two ways. The first involves on-lending through financial intermediaries such as banks, micro-finance institutions, savings and credit cooperatives, and, in some cases, NGOs. The second disbursement mechanism is the Constituency Youth Enterprise Scheme that

makes KES 2 million available to each constituency. The District Youth Officer typically makes disbursements to youth groups for viable enterprises.

As of June 2008, the Fund disbursed KES 1.3 billion to more than 45,000 youth enterprises. However, only KES 17.5 million has been disbursed to 231 youth enterprises in the North East Province, which represents 2 percent of the total. Key informants blame the problem on the fact that traditional banks charge interest on loans that is in conflict with Islamic teachings. To remedy the interest problem, the government is awarding YEDF disbursement in Muslim areas to financial intermediaries that practice Sharia banking.

In Garissa, the First Community Bank is now managing YEDF. First Community Bank adheres to Islamic banking principles by not charging interest on its loans. The bank makes its profit by purchasing the equipment and other assets for the youth enterprises and charging an 8 percent margin on those purchases. First Community Bank has KES 40 million to disburse over the next three to six months, which should prove to be an interesting opportunity for local youth entrepreneurs.

2. Education and Training

There are a number of education and training opportunities available to youth in Garissa. The town has a relatively well-developed secondary school system as well as options to attend local university branches, professional training colleges, and vocational training institutes.

Secondary Education: Although the cost and distance that Garissa youth must travel to attend a secondary school is problematic (80 percent of the students must travel more than 5 kilometers to attend the nearest school),²⁴ youth have ample opportunity to attend if they choose. The assessment team was able to identify 10 public and private secondary schools in the urban and peri-urban areas of Garissa. The names of the schools, type, and enrollment numbers appear below in Table 2.

Table 2: Garissa Secondary Education

Name of School	Type	Attendance (Nov 2008)
County High School	Boys public	561
Tetu High School	Boys public	95
Garissa High School	Boys public	600
Boys Town Secondary School	Boys public	203
NEP Girls High School	Girls public	329
Iftin Girls High School	Girls public	195
Umu Salama Girls High School	Girls public	396
Khadija Girls Secondary School	Girls private	95
Iqra Secondary School	Boys private	125
Young Mullim Boys School	Boys private	169

Ministry of Education Data, 2008

²⁴ Garissa Area Social and Economic Report, 2006

To increase opportunities for youth to attend secondary school, the government introduced a free secondary school policy in January 2008, but it has not yet been implemented in Garissa. While some key informants expressed concern that free secondary education will erode quality, others seemed to think that it would increase enrollment and play an important role in helping more youth receive a secondary education.

In addition to public schools, there are a significant number of madrassas that offer interesting opportunities for Garissa youth. In addition to serving as a social safety net to pastoralist drop-outs who come to Garissa in search of livelihood alternatives, some youth who have attended madrassas have been able to earn an income by starting a small duki (Koranic school) in their neighborhood. A limited number will receive scholarships from universities in the Middle East.

Universities and Colleges. Focus group interviews with youth revealed that a significant number of secondary school graduates aspire to attend the University of Nairobi, Kenyatta University, or the Islamic University in Uganda. In addition to these national and regional universities, Garissa offers several viable options. The University of Nairobi has a branch in Garissa that offers part-time classes for a certificate in supplies management, a diploma in Human Resources and Business Management, and post-graduate Diploma in Project Management and Planning. Kenyatta University offers distance-learning courses through a local agent. The Frontier Institute, a private college, offers management, computing, and accounting courses. There are currently 100 students enrolled at the Frontier Institute.

There are several forms of assistance available to help youth attend universities. A set number of university scholarships for higher achieving secondary school students are typically awarded through the constituencies. In addition, government loans are available to students who have maintained a grade point average of at least a B. Students from the NEP have not taken full advantage of these student loans because the banks charge interest, which is contrary to Islamic teachings and prevents some Muslim students from applying. One key informant suggested that the government should make loans available to Muslim students through financial intermediaries that practice Sharia banking.

Professional Training Colleges. Two national level training colleges are based in Garissa:

- *The Teachers Training College* offers a P1 teaching certificate to graduating students which allows them to get jobs as teachers in Kenya's primary school system. Applicants must have a C average to gain admission. The Teachers Training College has a total enrollment of 744 students.
- *Kenya Medical Training College* is the other professional training college. It offers diploma courses in nursing and nursing related professions. Currently, the Medical Training College has 48 students including 28 females and 20 males. In addition to the diploma courses, the college offers an in-service course that has 19 students; 15 females and four males.

Government Vocational Training Institutions. In addition to the professional training colleges, Garissa has two government vocational training institutions:

- *North East Province Technical Training Institute.* The Institute is under the Ministry of Higher Education, Science, and Technology and serves as one of the national vocational education centers in Kenya. It has 34 teachers that provide instruction to 356 students who must have a secondary education to be admitted. Table 3 designates the current enrollment for boys and girls by technical department:

Table 3: NEP Technical Training Institute Enrollment

Technical Departments	Boys	Girls	Total
Entrepreneurship	78	65	143
Technical	29	6	35
Computer and Information	26	39	65
Business Studies	64	49	113
Total Enrollment	197	159	356

There are 197 male and 159 female students that study business studies, entrepreneurship, computer and library, and technical skills such as welding, masonry, plumbing, and garment making. Only 10 percent of students are enrolled in the technical skills area. Overall, approximately 45 percent of students come from the Garissa area. Clearly, Garissan youth are not taking full advantage of education and training opportunities offered by NEP TTI to build the necessary skills that will lead to careers and employment.

The Institute receives about KES 7 million from school fees and KES 6 million from the government to cover salaries and operational expenses. School fees for day students run about KES 5,000 per term and KES 10,000 for boarding students. The Institute offers higher diplomas, diplomas, and certificates²⁵ that take approximately two years to complete. The entry requirement for diploma courses is a C while a D is required for certificate courses.

The Institute is currently operating at approximately 50 percent of its capacity. Since it can accommodate 700 students, it is trying to reach out and attract more local students. However, many local youth view vocational education as last option if they cannot get into a university or college. To attract more students, the Institute plans to increase the number of course offerings, create linkages to other technical universities and market its offerings. It recently signed an agreement with the Mombassa Polytechnic where NEP TTI students take a year’s worth of classes and transfer the credits to the Mombassa Polytechnic where they can continue their education and obtain a higher level technical diploma.

²⁵ Higher diplomas require a previous diploma; diplomas do not require a previous diploma or certificate but does require at least a C grade point average; and certificates only require a D grade point average to be admitted.

- *Garissa Youth Polytechnic.* The Ministry of Youth Affairs has recently assumed responsibility for administering the former village polytechnics throughout Kenya. In Garissa, the polytechnic has an enrollment of 203 students that include 123 girls and 80 boys between the ages of 14 and 22. Nearly all of the students are primary and secondary school dropouts and come from the Garissa town area. The polytechnic offers courses in garment making, motor vehicle repair, carpentry, and masonry. Of the 203 students, only 6 are enrolled in carpentry and masonry. In addition to the technical courses, the polytechnic offers basic mathematics, sciences, entrepreneurship, English, and Kiswahili.

The polytechnic is expected to cover its operational costs from the fees it collects from students. However, many students are not able to pay tuition. As a result, the school lacks supplies such as books, teaching aids, machines, and tools. The buildings are in need of repair. The only government support that the polytechnic receives is grants funds to the director and six teachers.

D. INSTUTIONAL CAPACITY FOR POSITIVE YOUTH DEVELOPMENT

This section includes the results of an analysis of youth serving organizations working in the Garissa area. The purpose of the analysis was twofold: to identify government and non-government organizations and their programs that can serve as valuable collaborative resources to G-Youth Project; and, to identify a short list of local organizations to serve as G-Youth Project partners. Part 1 lists and describes the range of government agencies and projects, UN organizations, international NGOs, and local organizations involved in youth development programs and with whom G-Youth Project might enter into collaborative arrangements. Part 2 contains a description and a short analysis of government and non-government organizations that are top candidates for G-Youth Project partners.

1. Overview of Public and Private Organizations Serving Youth in Garissa Town

This section provides an overview of those organizations serving youth in Garissa town and includes a brief description of the organizations and their programs. Section 2 short lists recommended partners to the G-Youth project.

Arid Lands Resource Management Project II. ARMP II is a KES 4 billion project funded by the World Bank and the Government of Kenya. It operates in 28 districts focusing on drought preparedness and mitigation, natural resource management, community driven development, and support to local development policy and advocacy. In Garissa, ARMP is implementing an urban youth micro-business development pilot project that consists of business planning for selected youth groups. Youth groups must submit business plans to the District Steering Committee for review and approval. If approved, youth groups receive a grant up to 70 percent of the total cost of the business start-up. To date, ARMP II has disbursed KES 2 million to 11 youth groups. The businesses range from fast food restaurants to cyber cafe and a car wash. If the first round of business start-ups is successful, ARMP II will allocate an additional KES 2 million for youth group enterprises.

G-Youth Project Consideration: *G-Youth Project should monitor the success of the ARMP II approach and apply the lessons to any of its own youth enterprise work.*

Kenya Livestock Marketing Commission (KLMC). KLMC is working with farmers in Garissa along the livestock value chain so producers and traders can make good decisions. KLMC is helping its membership in the following areas: legal aid and advice; standardization of market prices and sales agreements for farmers; capacity building in entrepreneurship and value add for livestock products; and linkages to markets, financial institutions, and no-interest loans. Through the USAID funded Northeast Pastoralist Development Program, KLMC will receive funds to support revolving loans to rural farmer groups for entrepreneurial activities along the livestock value chain.

G-Youth Project Consideration: *The EDC Garissa team should open discussions with KLMC regarding the revolving fund and look for opportunities to include urban youth who are interested in livestock.*

United Nations (UNICEF and UNDP). Beginning in 2008, UNICEF will implement the Youth Empowerment Project (YEP) nationwide including in the NEP. YEP will focus on vocational training and market linkages; non-formal education for out of school youth; and life skills curriculum and training. The NEP implementing partners include the Ministry of Education, Ministry of Youth and Sports, Ministry of Local Government, Handicap International, Action Against Hunger, Woman Kind Kenya, Woman Concern Kenya, and Women Advancement Initiative.

G-Youth Project Consideration: *UNICEF is interested in collaborating with the G-Youth Project to identify points of collaboration and opportunities to share resources and avoid duplication of activities.*

The Ministry of Planning is hosting the UNDP representative who is responsible for capacity-building support. UNDP is providing limited funding for three urban youth initiatives: (a) a computer center at the District Commissioner's compound with free access for youth to research education and employment opportunities; (b) a 21-day entrepreneurship training (with diploma degrees) where youth entrepreneurs develop a business plan that is linked to available credit for start-up capital; and, (c) a planned partnership with the Ministry of Trade and Industry to develop a business complex that includes a business incubator and related services.

G-Youth Project Consideration: *G-Youth Project should maintain communication with UNDP and assess opportunities to collaborate on subsequent entrepreneurship training as well as the business incubator concept.*

International NGOs. The assessment team interviewed several international NGOs who have experience with youth programs in the Garissa area. After careful consideration, the assessment team concluded that international NGOs would not add significant value as partners for two key reasons: (i) they have limited or no experience with urban youth programs in Garissa; and (ii) they work through local NGOs and CBOs to implement projects, which would only add a layer of overhead costs and bureaucracy if a partnering relationship was sought. However, they are experienced NGOs with valuable resources and could prove to be important collaborators.

- **Pathfinder International.** Pathfinder is the prime contractor on the USAID funded APHIA II program that focuses on HIV-AIDS prevention, care, and OVC activities as well as TB, malaria, and reproductive health. APHIA II has a cross-cutting youth component that concentrates on prevention activities for in-school and out-of-school youth using peer education, youth groups, and football clubs in especially urban settings.

G-Youth Project Consideration: If G-Youth Project begins to address youth health issues such as HIV-AIDS, APHIA II could be a valuable resource.

- **Aga Khan Foundation (AKF).** AKF is implementing the USAID funded Education for Marginalized Children in Kenya (EMACK) project in North East and Coast Provinces. EMACK aims to improve teachers' practice in primary schools, introduce school planning and management through the Whole School Approach; strengthen the Education Management Information System; enhance the learning environment of children through provision of quality teaching and learning materials; and construct classrooms, toilets and water tanks in schools.

G-Youth Project Consideration: The EMACK Garissa team has an excellent grasp on local issues and should be consulted by G-Youth Project on project implementation issues.

- **Handicap International.** Handicap International's program in Garissa is focused primarily on HIV-AIDS prevention, support, and OVC. The prevention activities include work with youth both in and out of school settings. The HIV-AIDS program is funded by a donor from Switzerland. Recently, Handicap International developed and submitted an urban youth income generating concept note to the EU for funding. The proposed project aims to focus on vocational training of disadvantaged youth in NEP including Garissa in two key areas: making vocational training centers more accessible to disadvantaged youth and helping link vocational training graduates to jobs.

G-Youth Project Consideration: Should this proposal receive funding, there might be an interesting opportunity for the G-Youth Project to collaborate on vocational training and youth enterprises.

- **CARE International.** CARE is implementing an alternative livelihoods program as part of the Expanding Livelihoods in the Mandera Triangle (ELMT) project. CARE is specifically focusing on non-livestock livelihoods in rural areas that include solidarity lending schemes for women, beekeeping, crop production along the Tana River basin, and cottage industries. Although CARE is not targeting urban youth, it has provided scholarships for youth at its refugee center to attend the NEP Technical Training Institute.

G-Youth Project Consideration: There might be room for more collaboration between CARE, NEP TTI, and G-Youth Project.

- **Action Against Hunger.** Action Against Hunger is implementing rural and peri-urban agriculture and nutrition projects. Much of its focus is on irrigated agriculture and

alternatives to livestock. Action Against Hunger is also one of UNICEF's partners on the Youth Empowerment Project that will be focusing on vocational training and livelihoods.

G-Youth Project Consideration: Although the organization is not specifically targeting urban youth, it does involve rural youth in its agriculture projects and its experiences could be of interest and value to G-Youth Project.

District Youth Forum (DYF). The District Youth Forum was registered in 1993 as an umbrella organization representing 67 youth groups. The Forum aims to provide technical advice to its membership including accessing resources from the government, NGOs, and other donors. Its members pay approximately KES 500 per year that goes towards operational costs. The DYF has four elected officials that are volunteers and one program officer that receives modest compensation. Overall, the DYF has limited capacity and experience in implementing youth programs and no experience managing donor funds.

2. G-Youth Recommended Partners

One of the primary tasks for the assessment team was to identify potential partners that the USAID program might support, assess their strengths and weaknesses, and determine the kinds of strategic investments and rationale the program could make to build the capacity of the partners to deliver quality youth programs. The team reviewed the range of youth-serving actors and arrived at the following conclusions:

Ministry of Youth Affairs (MOYA). The Ministry of Youth Affairs is a new ministry that was established in 2006. MOYA has three primary departments that focus on youth development, youth training focusing on the village polytechnics, and the National Youth Service program. The District Youth Officer (DYO) represents the Ministry of Youth Affairs in Garissa. The DYO is supported by four staff and one volunteer. Together, the team is focusing primarily on training 189 youth groups in leadership, decision making, community service, HIV-AIDS prevention, dangers of drug abuse, and micro-enterprise opportunities. The micro-business training is linked to the Youth Enterprise Development Fund. The MOYA in Garissa disbursed KES 2 million over the past two years to youth groups to start micro-enterprises. In addition, youth groups can access the Constituency Development Fund for capital to start businesses. In addition to youth training and micro-enterprises, the DYO is in the process of negotiating the acquisition of land outside of the city center so that a government sponsored youth center can be built.

The Ministry of Youth Affairs/District Youth Office is the government authority responsible for youth development and should serve as the program's primary government counterpart. The program should coordinate closely with MOYA and build and support its capacity to deliver quality youth programs in Garissa. However, given its limited management capability, the assessment team does not recommend providing funds directly to the District Youth Office to implement program interventions.

Ministry of Higher Education, Science, and Technology and the NEP Technical Training Institute (NEP TTI)²⁶. The assessment team strongly recommends that NEP TTI play a critical role in G-Youth Project for two important reasons. The first has to do with the fact that vocational training remains a viable career option for Garissa youth who cannot get into one of the national universities. Secondly, NEP TTI is a capable institution with above average resources that G-Youth Project can build on to increase career opportunities for local youth. NEP TTI is currently being underutilized by Garissa youth.

NEP TTI is under the Ministry of Higher Education, Science, and Technology (MOHEST). G-Youth Project will need to reach a collaborative agreement with MOHEST in order to facilitate its work with NEP TTI in Garissa. USAID is currently supporting two higher education scholarship programs that fall under MOHEST. One is for marginalized populations in Coast and North East Provinces and the other is for Orphans and Vulnerable Children. EDC will build on USAID's relationship with MOHEST to establish a collaborative framework for G-Youth Project and its work with NEP TTI.

NGOs Registered and Based in Garissa. The assessment team was able to identify six local NGOs who have experience working with urban youth and the capacity to manage and report on grant funding. Some combination of these NGOs will serve as G-Youth Project's implementing partners and grantees.

- **Womankind Kenya (WK).** WK was established in 1989 by a group of professional women that wanted to improve the living standards of women. After the 1992 drought, WK partnered with several international relief and development organizations including MSF Spain who turned over an early childhood education project to WK 1993 to manage. In 1996 Action Aid entered into a partnership with WK to build its institutional capacity to manage a large child sponsorship program that provides about 50 percent of WK's overall budget. Also in the mid 90's the Ekman Foundation provided funds to build an all girls school, orphanage, and workshop on the WK compound. Currently, WK is managing the following: (a) Action Aid child sponsorship program; (b) an agriculture program from Concern Universal targeted at pastoralist drop outs; (c) a library and playground project from Global Concern; (d) primary school education grant from the USAID funded EMACK project; and (e) a FGM initiative supported by Equality Now.

WK is the strongest local NGO operating in the Garissa area. It has 26 professionals working in accounting, field operations, administration, technical training, and management that oversee an annual operating budget of about KES 45 million. The organization has a wide range of strengths including its network of donors, fundraising capabilities, established administrative, finance, and human resources systems and procedures, project management experience, and a variety of assets including buildings, two vehicles, computers and other hardware. Some of the gaps WK would like to fill include more funds to increase the enrollment of its girls' school and orphanage and funds to reimburse its board members for travel to meetings. WK has moderate experience working with youth in several of its programs. WK is capable of managing small grants and would be a valuable partner on

²⁶ A full description of NEP TTI is provided in Section C.2.

youth entrepreneurship and livelihood projects. Many of its rural models could be adjusted to support urban youth.

- **Woman Concern Kenya (WCK).** WCK was established in 1998 in response to severe drought caused by El Nino. Women leaders in the Garissa community formed a forum to provide assistance and income generating opportunities to pastoralists who migrated to the peri-urban areas of Garissa. Currently WCK is managing four grant projects: (1) EMACK has provided a grant to help it provide primary school training in development planning and resource mobilization; (2) UNICEF is involving WCK in its Youth Empowerment Program to focus on vocational education and training; (3) Kenya Community Development Funds (KCDF) has provided a grant to WCK to assist HIV-AIDS training of youth and income generating activities for female youth; and, (4) the Kenya Agriculture Program (KAP) has engaged WCK to support youth and their families in farming and animal husbandry projects.

WCK has four full-time employees including an operations manager, accountant, field officer, and an administrative assistant. It is currently managing approximately KES 2 million in grant funds and has received financial training from EMACK and UNICEF. WCK possesses several important strengths that include its local network, knowledge and understanding of local customs and culture as well as issues facing youth, an established office with professional staff, and a business development strategy. Gaps that WCK has noted include financial management and reporting, lack of vehicles for transportation, ICT, and monitoring and evaluation. WCK is capable of managing small grants that focus on youth in leadership, decision-making, enterprises, and civic responsibilities.

- **Pastoralist Girls Initiative (PGI).** PGI was established in 1998 by a group of young unemployed female teachers. In 2000 PGI registered as a CBO and in 2004 and 2005 received support from Action Aid to train youth in income generating activities. It has an annual operating budget of approximately KES 2 million that supports a basic organizational structure including five fulltime staff that includes an executive director, accountant, a secretary, and two project officers. PGI is receiving grants the Kenya Alliance for Advancement of Children's Rights (KAACR) and EMACK. Although PGI is not addressing youth in the EMACK project, it has worked with youth in the KAACR income generating training as well as its past partnership with Action Aid. Key capacity gaps include fundraising, accounting and administration systems, and experience implementing donor funded projects. PGI is a strong candidate partner for any work with schools as well a youth resource center.
- **Women Advancement Initiative Kenya (WAIK).** The Women Advancement Initiative Kenya was established in 2005 and provides business and technical training and grants to rural youth, primarily girls, so they can buy small livestock (goats and sheep). WAIK has a core staff of four professionals that include the CEO, an accountant, a technical program officer, and a field officer. It manages approximately KES 850,000 in grant funds each year and its accountant has been trained on financial reporting. WAIK intuitional strengths include its local network and understanding of Somali culture, languages, and youth issues as well as its

experience with youth training programs. It is a relatively new organization so its administrative, finance, and management systems are still developing. WAIK has a dynamic executive director who interest in helping implement and management an urban youth resource center.

- **Red Cross.** The Red Cross has a small office in Garissa that houses the regional manager and his support staff. The organization is primarily focused on emergency response to floods and droughts and HIV-AIDS prevention. It has a youth volunteer program where it trains and engages urban youth in emergencies, HIV-AIDS peer education, and community health work. The Red Cross currently has 26 youth volunteers and could absorb more. The Red Cross is a quasi governmental organization and receives the bulk of its operational budget from the Government of Kenya. The rest of the budget is provided through fundraising activities and special projects. If trained in financial management and reporting, the Red Cross is both interested in capable of increasing the number of youth volunteers to participate in emergency responses and other civil activities.
- **Mikono International.** Mikono International was established in 1986 as a local NGO and has been involved in constructing primary and secondary schools with the assistance of Japanese donors. It has on-going activities in school fee sponsorships, donations of test books, health and sanitation, solar electrification, shallow wells, and a tree nursery program for local schools. Mikono also operates a small vocational training center that serves boys and girls who have completed primary school or who have dropped out of secondary school. Girls receive tailoring instruction. Those who pass the final examine are given a sewing machine to start a small business in the Garissa market. Boys, on the other hand, receive instruction in automobile mechanics and driving, welding, and fabrication. Upon completion of instruction, the boys must pass the government trade test for motor vehicle maintenance. Due to funding constraints, there are only 15 girls and 12 boys registered in technical courses at Mikono International. Mikono could prove to be a valuable minor partner in training youth in vocational skills and job placement including entrepreneurial training.

IV. PROJECT PROPOSAL for the Garissa (G-Youth) Project

A. G-YOUTH PROJECT STRATEGY IN GARISSA

1. Selection of G-Youth Model and Target Youth

Unemployment and the lack of concrete opportunities to transition secondary graduates is a grave problem in Garissa. In all of the 15 youth focus groups, these issues were identified as causing a high level of frustration among the cohort. As explained above, the frustration associated with the lack of career opportunities, information and direction, leads many youth to idleness, chewing khat or as one young female expressed, *“wait for a miracle.”*

Across the assessment, youth provided clear information as to where the cohort is and where it must go. In concrete terms, they also listed and prioritized needs in order to guide G-Youth Project strategy development. The following summarizes what Garissan youth consider important for a project aimed to support them (see Annex E, for complete data summary):

Table 4: Youth Focus Groups – Key Areas for a Garissa Youth Strategy

Male Focus Groups	Female Focus Groups
Prioritized Elements for Youth Strategy (appearing by order of frequency)	Prioritized Elements for Youth Strategy (appearing by order of frequency)
<ol style="list-style-type: none"> 1. Access to University Scholarships 2. Job Opportunities / Placement 3. Technical Training (ICT, Mechanics, Tailoring) & Capacity Building (Life Skills) 4. Career Support & Guidance 5. Capital for Business 6. Working through or with primary & secondary schools 	<ol style="list-style-type: none"> 1. Access to University Scholarships 2. Job Opportunities / Placement 3. Working through or with primary & secondary schools 4. Career Guidance 5. Combating Poverty 6. Parent Sensitization on the 'Girl Child'

Based on these focus group findings, results from the youth and extremism component of our rapid assessment and results from potential models discussed in a half-day Project Design Workshop with USAID/Kenya (see Annex G), the rapid assessment team identified a project model designed to empower youth to make sound career and life decisions as they transition from high-school to the next phase of their lives.

Accordingly, and as identified clearly above (see section III. B, 4), the primary target youth for this project is urban 16-24 year-old high school students (Forms III and IV) and high school graduates residing in Garissa Central. Specifically, the G-Youth Project will offer this target group a series of inter-connected interventions that simultaneously seek to: build skills, facilitate appropriate career choices, provide employment and/or income generating information, bridge technical and university education opportunities and provide fun and safe spaces. While the project will offer these services to males and females alike, emphasis will be placed upon males, as they are understood to be at higher risk of being pushed or pulled into extremist activities.

2. G-Youth Project Model

The G-Youth Project consists of three main project components that will be simultaneously initiated by EDC-Garissa as the managing agency: (1) G-Youth Career Resource Center; (2) Strengthening NEP-TTI; and (3) A Youth Service and Livelihoods Small Grants Mechanism. These components will drive the G-Youth Project and are explained in detail below.

Project Component 1 - G-Youth Career Resource Center: The Center will be the heart of the G-Youth Project as all other project components are connected to it and will be impacted by it. The ultimate objective of the center is to provide the primary target population (high school graduates and Form III and IV students) with structured career development information, skills and pragmatic opportunities to pursue careers or transition into higher education. In addition, the Center will

provide a friendly, respectful and safe space for youth to meet, socialize, explore opportunities and get involved in positive recreational activities. The center will be open to both male and female youth. However, a special effort will be made to engage male youth in Center activities given the 1207 funding criteria for this project.

G-Youth Career Services and Programs: Initially, the Youth Center intends to offer the following services:

- *Tertiary Education Opportunities.* The Center's library will maintain updated information on tertiary education opportunities in terms of institutions, degrees, course offerings, entry requirements, costs, and scholarship opportunities. The Center will also arrange for representatives of key educational institutions to come to the center and give periodic lectures and conduct small seminars on these topics. The institutions will include the University of Nairobi, Kenyatta University, the Islamic University in Kenya, NEP TTI, Teachers Training College of Garissa, Garissa Medical Training College, Frontier Business College, and other public and private universities, colleges, and technical institutions that Garissa youth are interested in learning more about.
- *Career Directions.* To complement its services around tertiary education opportunities, the Center will provide services to youth regarding careers. The career directions services will focus on helping youth assess their career interests, identify jobs they are interested in pursuing and determining the kinds of education, training, and skill building that these careers require. In addition to career information that will be available at the Center's library, specialists representing different professions will be invited to give presentations and conduct discussion groups. Also, the Center will sponsor periodic career planning and job interviewing workshops for interested youth.
- *Volunteering Opportunities.* Another complementary service the Center will offer youth are community service and volunteering opportunities. The assessment discovered that many youth are interested in volunteering while they are waiting to get accepted to a university or as a way to gain experience that will help them get a job with a NGO or a local business. The Center will work with the Red Cross and other NGOs operating out of Garissa to identify opportunities to volunteer in on-going projects and help place interested youth with these NGOs.
- *Recreation Opportunities for Males and Females.* In addition to providing recreation facilities at the Center such as table tennis, pool, and other games, the Center will work with the Kenya Football Federation and other local NGOs to help organize opportunities for both male and female youth to participate in football, basketball, volleyball, and other sports.
- *Public Information:* First, the Center will work closely with its Advisory Board to develop a set of key messages and message delivery mechanisms to inform the broader community about the Center and the purpose it is serving. These might include announcements on Fridays at

the Mosques, presentations at the Garissa Town Counsel, announcements on Star Radio, and signage around town. Providing accurate information to the public is critical to gain its support that will facilitate youth participation.

- *Marketing to Youth:* Second, the information dissemination strategy involves promoting the Center to male and female youth, especially the target population of Form III and IV students and high school graduates. EDC and its partner NGO will develop a marketing strategy that is carefully crafted and targeted at these youth. The marketing strategy will include general information about the Center, its range of youth friendly services, and special events that the Center is offering. These messages will be delivered via the secondary schools, Star Radio, newspapers, youth groups, and other youth networks.

How the Center Will Be Organized and Managed

- *Strategic Sustainability Plan:* The first step is for EDC to work closely with an NGO partner to develop a strategic sustainability plan for the Youth Career Resource Center. The plan will lay out: (a) the objectives of the Center; (b) the key set of activities to establish the Center; (c) the management structure and responsibilities; (d) the composition and selection of the Advisory Board and its roles and responsibilities; (e) the physical building to house the Center and how it will be acquired; (e) the characteristics and needs of the youth who will use the Center; (f) the initial set of services and programs the Center will offer these youth; and (g) the required equipment, and a budget spelling out the operational cost. The plan will also include a sustainability plan that will include strategy considerations that address how the center will move toward generating revenue. Overall, the strategic plan will serve as a road map to establish and run the Center as well as a tool to address sustainability once project funds end. It will also be used to recruit members of the Advisory Board.
- *Creation of Advisory Board:* The Advisory Board will serve a range of functions including: acquiring the physical building that will house the Center and any leasing agreements, methods to positively promote and provide information about the Center to youth and the broader community, and advice on generating revenue and fundraising to cover costs of the Center. The composition of the Advisory Board will include youth leaders, religious leaders, a respected lawyer, District Commissioner, District Youth Officer, the Director of NEP TTI, NGO partners, and selected secondary school teachers. EDC and its NGO partner will conduct regular meetings with the Advisory Board to keep it abreast on recent developments and solicit input on ideas and help resolving issues as they arise.
- *Establishing and Equipping the Center:* Once the Advisory Board is in place, EDC and the NGO partner, with guidance and assistance from the Advisory Board, must identify and negotiate the use of a physical building where the Youth Resource Center will be located. Apparently there are several vacant government buildings in Garissa that could be used. The District Commissioner will be instrumental in assisting EDC and the NGO in negotiating the use of one of these buildings. If, for some reason, these buildings are not available or are not suitable, a building can be rented or leased for a period of time. After acquiring the physical building, it will

be equipped with furniture, a library, computer center, career resource center, and a recreation/game room. The layout of the Center will accommodate the sensitivities regarding the interaction between males and females.

Project Component 2 - NEP TTI Strengthening: The linkage to and strengthening of NEP Technical Training Institute is of key importance to the G-Youth Project. NEP TTI has significant underutilized capacity to provide technical/vocational skills training and career counseling to Garissan youth. Under this component, EDC will work to strengthen the capacity of NEP TTI to secure, educate and link employment opportunities to students in a manner that jives with market realities in Garissa and surrounding cities. The objective of this component is to increase enrollment and graduation rates of Garissan youth.

Specifically, Component 2 will have the following set of core interventions and corresponding activities:

- *Institutional Assessment & Capacity Building Plan:* At the outset, EDC-Garissa will work with the Director of NEP TTI and key staff members to conduct a more robust institutional assessment. Key areas will be investigated such as administrative procedures, information systems, human resources, strategic planning and external relations. Once complete, the list will be prioritized into actionable components that will serve to guide G-Youth's specific technical support of NEP TTI across the project. While a more in-depth assessment is seen as necessary, the rapid assessment did uncover a number of key areas that are listed in the activities that follow.
- *Marketing to Youth:* G-Youth will work with NEP TTI to develop and implement a marketing strategy that promotes the benefits of a technical education to secondary school students (Form III and IV) and graduates who cannot get into a university. The objectives of the marketing strategy are to change negative perceptions that youth have towards a technical education; help them understand how a technical education can lead to jobs, business ventures, or higher education opportunities; and, increase the number of Garissan youth who apply, become students, and graduate from NEP TTI.

This intervention is deemed important as the assessment team found that Garissan youth hold many erroneous perceptions about the merits of a technical education and how it can help advance careers. Since many Garissan youth have trouble getting into or affording national universities, a technical education is a viable alternative. NEP TTI can accommodate between 700 and 800 students. Yet its current enrollment is 356 students of which approximately 160 come from Garissa. EDC sees an opportunity to help the Institute strengthen its programs and increase enrollment with primarily Garissan youth.

- *Labor Market Survey and Analysis:* A principle task under this intervention will be to design an Institution-friendly labor market survey tool that can be utilized by designated NEP TTI staff. The NEP TTI Director has adjusted several of the Institute's course offerings and certificates over the past; however, it has not been based on concrete trends and opportunities of the local and

regional labor markets. To date, the Institute has not conducted any formal information gathering on local or regional labor markets in terms of formal and informal employment opportunities. The outcome of this intervention is two-fold: (a) to develop a viable process and survey tool that can be of continued use to NEPT TTI; and (b) to glean and utilize survey data to support course modifications and offerings as well as strengthen curriculum in a manner that is more aligned with labor market demands.

- *Career Counseling:* G-Youth will support a new career counseling position at NEP TTI (provided that the MOHEST and NEP make a commitment to assume responsibility for the position once the project ends). The project will work closely with the Institute's Director and key staff to strengthen the ability of NEP TTI to provide students with relevant career counseling and access to livelihood opportunities. The results of the labor market survey will help the Institute identify and negotiate internships, apprenticeships, and job opportunities for its graduates with local NGOs, businesses, and government agencies. Potential internships include positions with international and local NGOs and CBOs, hotels, banks, businesses, and government offices. Apprenticeships can be forged with local automobile repair shops, fabrication workshops, and construction companies. It is expected that many of these internships and apprenticeships will lead to employment. The intent of this intervention is to build the capacity of NEP TTI to: (i) identify, negotiate and forge career enhancing and income earning opportunities for its students; (ii) enable NEP to strengthen its capacity to provide students with effective career counseling; and, (iii) begin to integrate the practice of experiential education into its curricula.
- *Linkages to Services at the Youth Career Resource Center:* Once the Youth Resource Center is operational, EDC will link NEP TTI to the Center and its career development services. These services will be available on a priority basis to the Institute and its students. When requested by the Institute, the Center will arrange special career events such as workshops on career planning, developing resumes, and job searching and interviewing. The Center will also arrange visits by other technical institutes and potential employers to talk to the students about career options after graduation.

Project Component 3 - G-Youth Small Grants Mechanism: The objective of the Small Grants Mechanism is to increase the number and/or quality of services offered to G-Youth beneficiaries. The third component exists as a flexible, support mechanism which can facilitate any of the following: (a) provide additional support to Components 1 or 2 through the provision a needed NGO or private sector service; (b) expand G-Youth's reach to additional targeted youth beneficiaries in Garissa; (c) promote the quality offering of a livelihood initiative or training; (d) enhance the institutional capacity of a Garissa youth-serving NGO.

As this component is designated to initiate only once G-Youth is fully operational, a potential direction it can take involves the awarding of small grants to three or four of the local NGOs identified during the assessment (See Section III above). Grants can be made to provide community service and volunteering opportunities and training and skill building in entrepreneurship and business planning, leadership, life skills, and vocations such as tailoring, automobile mechanics, and driving. Local NGOs that may receive small grants include:

- *Red Cross*. The Red Cross may receive a grant to expand its youth volunteer program. It currently has 26 youth volunteers and could increase that number to 100 or more with a grant. A complementary grant could also be considered to establish a life skills training course for volunteers. However, EDC should negotiate a deal with the Red Cross whereby it agrees to find resources within its network to keep the number of youth volunteers at or near numbers achieved with the grant.

- *Mikono International*. EDC will consider providing a small grant to Mikono International in effort to help it increase the number of youth enrolled in its tailoring, automobile repair, and welding courses. Mikono currently has 15 girls and 12 boys enrolled in its vocational training courses. With a small grant, Mikono can more than double its number within the life of the project. Like the Red Cross, EDC will make the grant contingent on Mikono finding resources to maintain the enrollment numbers achieved with the EDC grant; possibly from a Japanese donor that it has in mind.

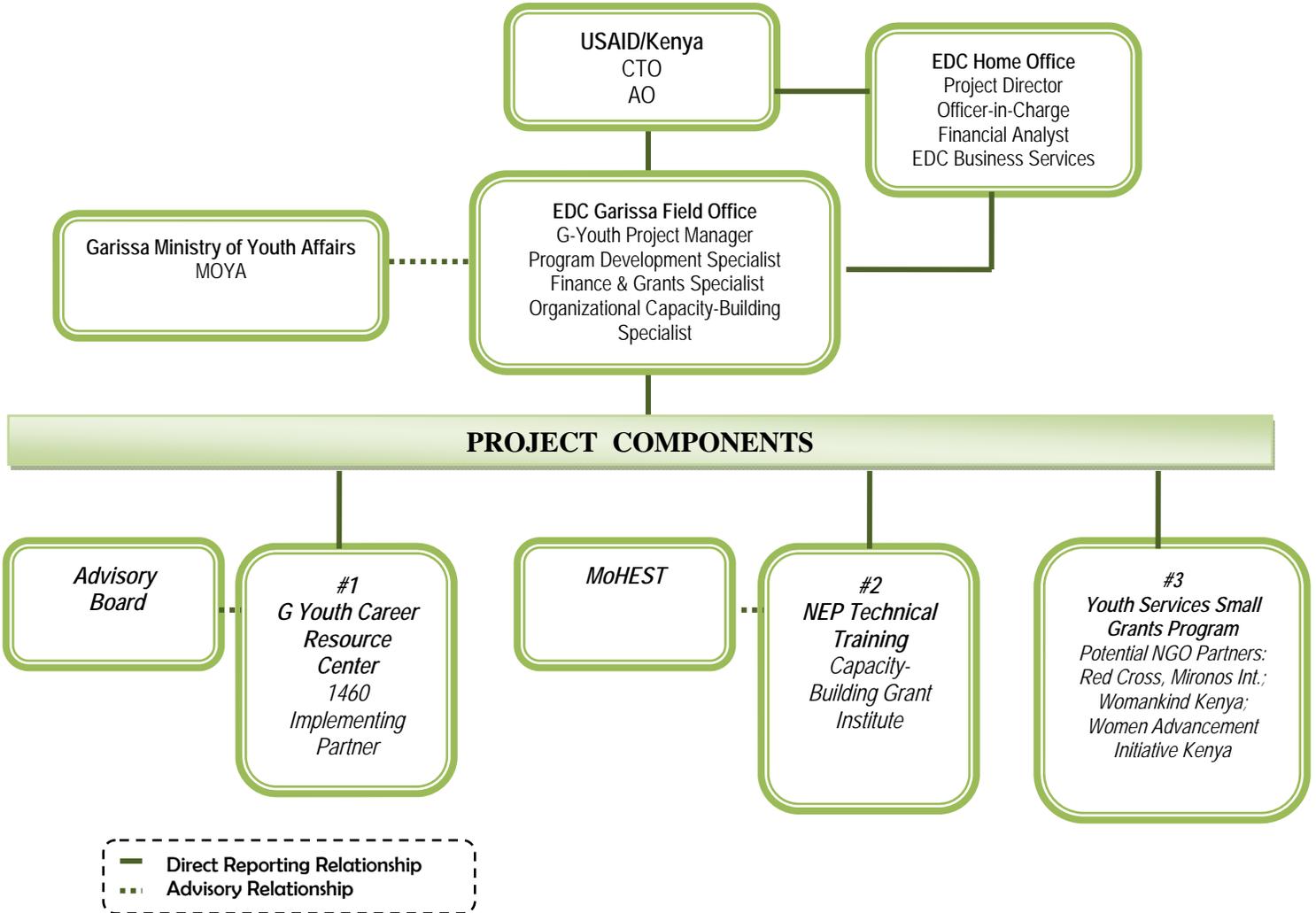
- *Womankind Kenya*. WK would receive a small grant to increase the number of young girls who are enrolled in its tailoring and life skills courses at its vocational training center on the campus of its girl's school. Expansion of vocational skills courses for girls can also be considered. The vocational training center caters to girls who have dropped out of secondary school or have graduated but do not have jobs. The center has capacity to increase the number of students to between 50 and 75.

- *Woman Advancement Initiative Kenya*. WAIK has experience training youth in entrepreneurship and alternative livelihood activities that generate income for poor families. EDC will consider providing a grant to WAIK to conduct a range of training for youth in the areas of entrepreneurship, leadership, decision-making, and other income generating schemes. The training will help link the trainees into grants for micro-enterprises available from the District Youth Office and the District Contingency Fund.

- **Organizational Capacity Building:** To support any small grants provided, EDC will train and backstop the grantees in three specific ways. First, the EDC Garissa team will train the grantees in how to prepare the proposal for the grant. The proposal will include the objectives, key interventions, activities, activity targets/outputs, an implementation timeline, and budget. Second, NGOs will be trained on project accounting, monitoring and reporting. The grantees will be trained on specific grant accounting procedures, monitoring of activities and their targets, and preparing periodic reports for EDC. The final area of organizational capacity building will entail on-going backstopping of grantees and the implementation of their grant activities. The EDC Garissa team will meet periodically with the grantees to share lessons, discuss new opportunities, and identify problems and find solutions.

B. MANAGEMENT

1. Management, Start-up and Staffing Considerations



The above project organization chart identifies key implementing units for the G-Youth Project—USAID/Kenya, the EDC Garissa Field Office, the EDC Home Office, and the Implementing Units for components 1, 2, and 3 of the project.

The EDC Field Office will include a G-Youth Project Manager, Program Development Specialist, Finance and Grants Specialist, and an Organizational Capacity-Building Specialist. The Field Office will be in charge of day-to-day management and operations of the G-Youth project, including: technical and financial supervision of sub grantees and project monitoring and evaluation.

The EDC Home Office will provide overall technical and management direction for the project. A Project Director, who will spend up to 50% time in the field, will guide the work of the Field Office Coordinator and his/her team; and coordinate the supporting efforts of EDC Business Services.

Project Component 1- G-YOUTH Career Resource Center:

- ***Management & Start-up Considerations:*** The Career Resource Center will serve as the connecting entity to all G-Youth Project partners and institutions. During the first 12 months, the Center will be managed by EDC and a local NGO (either Pastoralist Girls Initiative or Women Advancement Initiative Kenya); will be responsible for delivery of Center services. At the end of the first year, EDC will turn over full responsibility for management and implementation of the Center to the local implementing NGO.
- ***Staffing Considerations:*** At this stage, the following core staffing positions within the center are seen as critical:
 - *G-Youth Center Director:* Responsible for overall operation of the center; provides technical direction and oversight to staff; ensures integrity and appropriateness of all marketing supervises monitoring and evaluation efforts; and coordinates design and implementation of any sub-grants.
 - *Career Directions Youth Counselor:* Responsible for assessing and guiding youth based on current market and educational opportunities; conducting and/or coordinating trainings (soft skills, life skills, resume building); organizing career or education fairs; establishing strong relationships with al tertiary learning institutions in Garissa, coordinating closely with career match specialist; and collecting and providing monitoring data to Director.
 - *Youth Outreach / Marketing Specialist:* Responsible for forming strong partnerships with each of the 10 Garissa High Schools (see Table 2) and NEP TTI; providing orientation and training sessions; designing marketing outreach that targets form III & IV students, recent graduates and NEP TTI students; coordinating closely with Career Counselor, Job Market Specialist and NEP TTI’s Organizational Support Coordinator; collecting and providing monitoring data to the Director.

- o *ICT Director*: Responsible for setting up and maintaining all ICT infrastructure in Career Center & EDC-Garissa; design and maintain M&E database housed in EDC-Garissa; preparing monitoring reports and submitting to director; conducting training in Career Center in conjunction with Career Counselor.
- o *Career Match / Job Market Specialists (1 male & 1 female youth)*: Responsible for identifying job opportunities in companies, NGOs and public institutions; identifying volunteer or internship opportunities; coordinates closely with Career Counselor & Marketing Specialist; and, coordinating with NEP-TTI Labor Market Specialist (see below) and utilize labor study results to guide placements; collecting and providing monitoring data to the Director.

Project Component 2 - NEP TTI Strengthening

- ***Management & Start-up Considerations***: EDC will have direct responsibility for implementing Component 2. We have included a Capacity-Building Manager, who will manage Component 2 activities, as part of our field staff. As discussed above, at the outset of the project EDC-Garissa and NEP TTI will conduct a joint capacity-building assessment of the institution. The assessment will focus on identifying NEP TTI's capacity-building needs in areas such as market-driven course development, career counseling, and private sector partnerships. Based on this assessment EDC and NEP TTI will jointly develop an institutional capacity building plan. The plan will specify short-term resources to be provided by the G-Youth Project, which will include technical assistance, training, staffing and materials support, and long-term commitments to be made by NEP TTI to sustain these resources. The capacity-building plan will be formalized in a Memorandum of Understanding between EDC, NEP TTI and MOHEST.
- ***Staffing Considerations***: Regardless of the management structure found to be most effective, the assessment team sees the need for the following positions to exist:
 - o *Organizational Capacity-Building Specialist*: Responsible for serving as the liaison between G-Youth and NEP-TTI; crafts organizational development plan with NEP-TTI; designing and conducting marketing and outreach to High Schools and Youth Groups; coordinating with Career Center's Youth Marketing Specialist (when operational); providing updates to teaching staff; working to develop institutional tools (labor market analysis) and trains NEP TTI staff on use; coordinating with Career Counselor and, collects and provides monitoring data to the Director.
 - o *Career Counselor*: Overall, the counselor would be responsible for providing career counseling to NEP-TTI Students; securing private sector and public sector feeder organizations for NEP students; conducting training; utilizing labor market analysis results to secure internships, apprenticeships and jobs for NEP-TTIU graduates.
 - o *Labor Market Consultant (short-term)*: Responsible for developing labor market tool; conducts labor market studies in Garissa and near-by cities (Wajir, Habaswein, Buna); analyzes data and provides a list of follow-up actions and next steps for NEP-TTI Director.

Project Component 3 - Youth Service and Livelihoods Small Grants Mechanism:

- **Start-up & Management Considerations:** Based on the needs of the G-Youth Project, EDC will be the managing entity of this component. EDC will tender, manage and monitor all grant making efforts. During the first 6-8 months, EDC will provide small grants to three or four local NGOs. Priority will be given to implementing projects that support activities within the Youth Career Resource Center. Grant making can also occur around youth empowerment projects that target areas of civic engagement, vocational training, entrepreneurship, and leadership and life skills training. EDC will help build the capacity of the NGO grantees to design, implement, monitor, and report on their projects.

2. G-Youth Project Time-Frame

In addition to laying out the G-Youth Project design in the section that follows, the proposal also seeks to extend the implementing period for the project. The table below illuminates the current time line as agreed upon in the USAID/EDC proposal as well as the G-Youth extension sought:

Table 5: G-Youth Time-Frame Matrix

Type	Time Period				
	Initial Date ²⁷	Projected Start-up	Close out date	Total Time	Total Implementation Time (2/2009)
1. USAID/Kenya & EDC Contract	Nov. 1, 2008	Feb. 15, 2008	April 30, 2010 ²⁸	18 months	15 months
2. G-Youth Proposed Extension	Nov. 1, 2008	Feb. 15, 2008	Sept. 30, 2010	23 months	20 months

The following are seen as key rationale for extending the implementation period beyond the 15-month timeframe:

- ✓ **Limited Impact upon 1,600 Youth:** Start-up is scheduled for February 2009, and the original time-line will leave approximately 15 months for implementation – a time period the team feels is insufficient to achieve even the lowest level of impact. Overall, the team sees the resulting effects of a 15-month project upon this youth cohort as topical at best.
- ✓ **Limited Activities & Innovation:** G-Youth activities (explained below) are designed with a 20-month implementation period in mind. The original implementation time-line of 15 months, will quantitatively and qualitatively constrain the delivery of activities. The team foresees the need to reduce activities under this time-line that will also produce a negative effect on potential project innovations.

²⁷ As this is a ‘design and implement’ project, the time period began with the launching of this rapid assessment – November 1, 2008.

²⁸ Actually, there exist numerous end-dates throughout the contract – including February-2011.

- ✓ **Rapid Disbursement of Funding & Expectations:** In order to adequately spend the US \$ 2 million appropriated under RFA#623-KE-08-076 (originally designed for a 30-month project), the monetary burn-rate within the 15-month period will need to occur in a steady, yet vigorous manner. The team is hesitant that pumping this amount of money into the project will inflate expectations. However, as the implementation period is limited, this 'burst' approach has the potential to provoke negative perceptions once the valve is turned off.

- ✓ **Reduced Likelihood of Institutional Sustainability:** Undoubtedly, time will be a factor in facilitating institutional sustainability and empowering G-Youth Project subcontracting partners. The 15-month time frame is considered sub-optimal for expanding G-Youth Project partner's organizational capacity and technical know-how. In this case, the 20-month period enables a higher likelihood that interventions and matching benefits produced by G-Youth Project can be sustained by or through implementing partners.

G-Youth Implementation Phase: Project Timeline

	Months																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Immediate Tasks																				
Project Design approval / strengthening with USAID/Kenya																				
Recruit, hire and train – EDC –Garissa core staff																				
Secure building for EDC-Garissa HQ																				
Meet with MOYA Secretariat to formalize Partnership																				
Meet with MoHEST Secretariat to formalize Partnership																				
Align EDC personnel policies and procedures manual with GYP																				
Establish security plan																				
Train EDC-Garissa staff & NGO partner (Center) in accounting systems and align with existing internal financial control systems																				
Conduct technical education and refresher course for technical staff																				
Component 1 G-Youth Career Resource Center																				
Identify & formalize strategic partnership: PGI or WAIK																				
1.3 Secure building and set-up space																				
1.3 Procure goods & equipment																				
1.3 Recruit, hire and train – Center core staff																				
1.1 Craft Center strategic plan w/ local NGO																				
1.2 Recruit, secure & train Advisory Board Members																				
1.5 Craft & implement Youth Marketing Strategy																				
1.5 Craft & implement Community Outreach Strategy																				
1.4 Implement Youth Career Services and Programs																				
Component 2- Strengthening NEP TTI																				
Identify implementation mechanism (options discussed on p. 36)																				
If NGO partner is see as optimal, identify & formalize strategic partnership: WKC or PGI																				
Formalize partnership with NEP TTI through MoHEST																				

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Recruit, hire and train – core staff																				
2.1 Conduct institutional assessment and capacity building plan																				
2.2 Design & implement marketing strategy																				
2.3 Conduct labor market strategy																				
2.4 Secure internships, apprenticeships & job matching																				
2.5 Bridge NEP TTI Students to G-Youth Resource Center																				
Component 3 – Small Grants Mechanism																				
3.1 Provide small grants to short-list of NGOs as they correspond to technical and training needs within Career Resource Center																				
3.2 Conduct NGO Organizational Capacity Building																				
M&E and Reporting																				
Introduce & Refine M&E Plan w/ project staff & implementing partners																				
Design M&E surveys and set-up database																				
Collect data																				
Analyze and share progress results and assess next steps																				
Submit quarterly reports																				
Conduct final evaluation																				

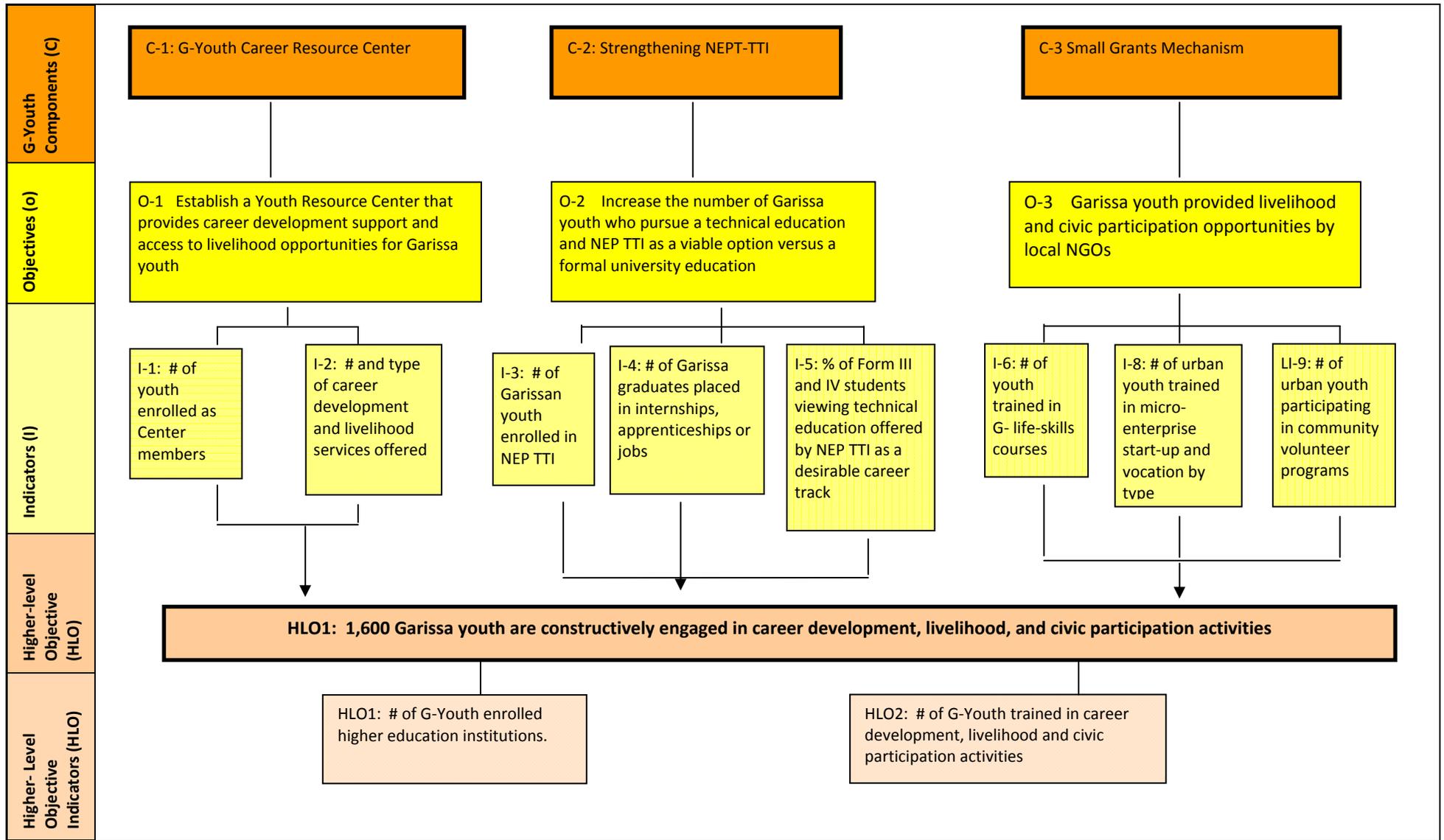
C. MONITORING AND EVALUATION FRAMEWORK

The Monitoring and Evaluation Framework consists of three main sub-sections:

- A **Conceptual Map** of the project that depicts the cause and effect relationships between the three strategies, their objectives, and indicators.
- The **Performance Monitoring Plan** that includes the objectives, their indicators, and the data collection approaches for the baseline, monitoring, and end of project measurement of targets.
- An **End of Project Evaluation**, which describes the proposed quantitative and qualitative data collection methods and how important lessons will be captured.

Each of these sub-sections is described in detail in the remaining discussion of the project's monitoring and evaluation framework.

1. G-Youth Project Conceptual Map



2. Performance Monitoring Plan

The Performance Monitoring Plan is organized into two main parts. Part 1 describes the project's monitoring and evaluation system including the objectives, their indicators and the proposed data collection methodology to establish the baseline values, periodic monitoring of the indicators, and final measurement of the targets.

Part 2, on the other hand, addresses the U.S. Foreign Assistance framework's objectives, program areas, and indicators. The framework's objectives and program areas relevant to the G-Youth Project are Economic Growth/Workforce Development and Peace and Security/Conflict Mitigation. These objectives, their indicators, and the proposed data collection methodologies are described under this part of the M&E plan.

Part 1. G-Youth Project Results-Based Monitoring and Evaluation Framework

Indicator	Baseline	Monitoring	Verification	Target
Higher-Level Objective: Constructively engage 1,600 Garissa youth in career development, livelihood, and civic participation activities				
No. of targeted youth enrolled in higher education institutions	Administer enrollment survey to all local higher education institutions to determine total number of Garissa youth enrolled	This indicator will not be monitored on a regular basis	Re-administer enrollment survey to determine total number of Garissa youth enrolled in higher education institutions	600 Garissa youth enrolled in higher education institutions
No. of targeted youth trained in career development, livelihoods, and civic participation topics	Develop overall training tracking tool; beginning value is 0	Enter youth training data from Objectives 2, 3, and 4 at the end of each month	Tally total number of target youth trained in careers, livelihoods, and civic participation	1,000 Garissa youth trained in a combination of career development, livelihoods, and civic participation
Objective 1: Establish a Youth Resource Center that provides career development support and access to livelihood opportunities for Garissa youth				
No. of youth enrolled as members of the Center	Develop membership listing; beginning number is 0	Review membership listing at the end of each month and record number of members	Tally final list of members from the listing	500 Garissa youth enrolled as members
No. and type of career development and livelihood services offered by the Center	Develop services tracking form that lists service or program and number of youth served; beginning values are 0	Maintain tracking forms; at the end of each month summarize services provided and number of youth served	Tally final totals of youth services provided by type and number of youth participating in each service	8 career and livelihood services reach 800 Garissa youth
Objective 2: Increase the number of Garissa youth who pursue a technical education and NEP TTI as a viable option versus a formal university education				
No. of Garissa youth who are enrolled in NEP TTI	Review NEP TTI enrollment data and record Garissa students on enrollment tracking form	Review enrollment data each admission period and record Garissa students on tracking form	In last month of project, review enrollment data and tally total number of Garissa students enrolled	350 Garissa youth enrolled in NEP TTI

Indicator	Baseline	Monitoring	Verification	Target
No. of Garissa graduates who are placed in internships, apprenticeships, or jobs	Identify most recent Garissa graduates and administer post graduation status survey	Maintain Garissa graduate employment tracking form	In last month of project, administer Garissa graduate employment survey	125 Garissa graduates are in a job, internship, or apprenticeship
Percent of Garissa Form III and IV students who view technical education offered by NEP TTI as a desirable career track	Administer technical education survey to sample of Form III and Form IV students	Administer pre and post attitude survey during technical education outreach sessions to Form III and IV students	Administer technical education survey to sample of Form III and IV students	50% Garissa secondary school students (Form III and IV) report that a technical education at NEP TTI is desirable
Objective 3: Expand and strengthen local NGO programs that provide livelihood and civic participation opportunities to Garissa youth				
No. of urban youth trained in life skills	Develop life skills training tracking form; beginning number is 0	Each NGO grantee completes tracking form after life skills training and submits to EDC; EDC maintains tallies of youth trained in life skills	Tally final totals of youth trained in life skills from the NGO tracking forms submitted to EDC	500 Garissa youth trained in life skills
No. of urban youth trained in micro-enterprise start-up and vocation by type	Administer micro-enterprise and vocational training survey to organizations conducting these kinds of trainings	Develop training tracking form; Each NGO grantee completes tracking forms after trainings and submits to EDC; EDC maintains tallies of youth trained in micro-enterprises and vocations by types	Tally final total for youth trained in micro-enterprise start up and vocations by type of vocation	200 Garissa youth trained in either micro-enterprise or a vocation
No. of urban youth participating in community volunteer programs	Administer youth volunteer survey to local organizations; tally number of current youth volunteering	Develop volunteer tracking form; Each NGO grantee that provides volunteering opportunities, tracks numbers of youth volunteering and submits monthly reports to EDC	Tally final total of youth volunteering in NGO grants programs; Administer youth volunteer survey to local organizations	250 Garissa youth participating in community volunteer programs

Part 2. US Foreign Assistance Framework Indicators

Indicator	Baseline	Monitoring	Verification	Target
OBJECTIVE: Economic Growth				
PROGRAM AREA: EG 6.3 Workforce Development				
No. of people gaining employment or better employment as a result of participation in USG-funded workforce development programs	Identify most recent Garissa graduates and administer post graduation status survey	Maintain Garissa graduate employment tracking form	In last month of project, administer Garissa graduate employment survey	125 Garissa graduates are in a job, internship, or apprenticeship
No. of people transitioning to further education and training as a result of participation in USG-funded workforce development programs	Administer enrollment survey to all local higher education institutions to determine total number of Garissa youth enrolled	This indicator will not be monitored on a regular basis	Re-administer the enrollment survey to determine total number of Garissa youth enrolled in higher education institutions	600 Garissa youth enrolled in higher education institutions
No. of persons participating in USG-funded workforce development programs	Develop services tracking form that lists service or program and number of youth served; beginning values are 0	Maintain tracking forms; at the end of each month summarize services provided and number of youth served	Tally final totals of youth services provided by type and number of youth participating in each service	8 career and livelihood services reach 800 Garissa youth
No. of persons completing USG-funded workforce development programs	Administer micro-enterprise and vocational training survey to organizations conducting these kinds of trainings	Develop training tracking form; Each NGO grantee completes the tracking forms after trainings and submits them to EDC; EDC maintains tallies of youth trained in micro-enterprises and vocations by types	Tally final total for youth trained in micro-enterprise start up and vocations by type of vocation	200 Garissa youth trained in either micro-enterprise or a vocation

Indicator	Baseline	Monitoring	Verification	Target
OBJECTIVE: Peace and Security/Conflict Mitigation and Reconciliation				
PROGRAM AREA: 1.6.1 Conflict Mitigation and 1.6.1.2 Peace Dividends				
No. of persons from at-risk groups reached through USG supported conflict mitigation activities	Develop overall training tracking tool; beginning value is 0	Enter youth training data from Objectives 2, 3, and 4 at the end of each month	Tally total number of target youth trained in careers, livelihoods, and civic participation	1,000 youth trained in a combination of career development, livelihoods, and civic participation

Indicator	Baseline	Monitoring	Verification	Target
OBJECTIVE: Investing in People				
PROGRAM AREA: IIP 2.2 Higher Education				
Number of host-country individuals trained as a result of USG investments involving higher education institutions	Administer enrollment survey to NEP TTI to determine total number of Garissa youth enrolled	This indicator will not be monitored on a regular basis	Re-administer the enrollment survey to determine total number of Garissa youth enrolled in NEP TTI	100 Garissa youth enrolled in NEP TTI
Number of USG-supported organizational improvements that strengthen the institutional capacity of host-country higher education institutions	Develop a NEP TTI technical assistance tracking form; beginning value is 0	This indicator will not be monitored on a regular basis.	Tally number of efforts that target improvement in structures, systems, resources or policies that improves the performance of the institution	7 major improvements in structure, systems, tools, resources or policies in NEP TTI

3. End of Project Evaluation

The final evaluation entails three principle methodological approaches:

- Quantitative data collection and analysis using the performance monitoring tools and methodologies to calculate the final values for the targets associated with each objective.
- Qualitative data collection and analysis that will be driven primarily on a set of key evaluation questions based on the strategies and objectives. The qualitative part of the evaluation will strive to explain the results of the quantitative analysis as well as capture important lessons learned during the implementation of the project.
- NGO evaluation and report on their small grants and what they achieved. The NGO grantees will evaluate and report on their output targets along with a narrative explanation and listing of key lessons.

The results of these three approaches will be streamlined and documented in an end of project evaluation report. The evaluation report will provide USAID with a clear road map on how it can build on its investment in the G Youth Project to continue to constructively engage and empower youth in Garissa and the North East Province.

ANNEXES

ANNEX A: LIST OF DOCUMENTS REVIEWED

Documents Reviewed

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ANNEX B: KEY INFORMANTS

Nairobi

Nimo Ali, Program Officer, USAID/Kenya

Hashim Ali, Head of Youth Programs, National Muslim Civic Education Consortium (NAMCEC)

Rachael Dougherty, Political Officer, United States Embassy

Bare “Aden” Duale, Assistant Minister, Livestock Development and Member of Parliament, Dujis Constituency

Hon. Mohamed Elmi, Minister of State for the Development of Northern Kenya and other Arid Lands

Jeanette Elsworth, British High Commission

Allen Fleming, Director, Agriculture, Business and Environment Office (ABEO), USAID/Kenya

Ali Golicha, Secretary, Nairobi District and the Northeast, SUPKEM

Ubah Hassan, Program Officer, PEACE II Project PACT Kenya

Jonathan Howard, Staff Assistant to the Ambassador, Embassy of the United States of America

Ahmed Hussein, Director, Department of Children Services, Ministry of Gender, Children and Social Development

Dekha Ibrahim, Conflict Adviser, PACT

Yusuf Ismail, Journalist, Star FM Journalist and Talk Show Host

Erna Kerst, Mission Director, USAID/Kenya

Lucy Kithome, Education Officer, USAID/Kenya

Abdijat Khalif, Journalist, Voice of America

Karen Klimowski, Health Officer, USAID/Kenya

Steven Mason, Regional Planning Manager, Aga Khan Foundation

Steve McKnight, Army Captain, Combined Joint Task Force - Horn of Africa, Kenya Coordinating Unit (CJTF-HOA)

Mark Meassick, Director, Program Development and Analysis Office, USAID/Kenya

Abass Mohamed, Director, Kenya Livestock Marketing Council (KLMC)

Hassan Oli Nado, National Chairperson, Kenya Muslim Youth Alliance and Deputy Secretary General, SUPKEM

Mr. Omondi, Civic Educator, National Commission for Human Rights

Abdi Sirat Osman, Assistant Deputy Director, Ministry of Youth Affairs

Aden Sheikh, Deputy Director, Ministry of Education

Paul Simkin, Governance Team, DfID

Shaikh Abdullahi Sirat, National Coordinator, National Muslim Civic Education Consortium (NAMCEC)

Sheryl Stumbras, Director, Democracy and Governance Office, USAID/Kenya

Beatrice Wamalwa, Agriculture, Business and Environment Office (ABEO), USAID/Kenya

Sarah Wright, Director, Education Office, USAID/Kenya

Angi Yoder, Chief of Party, PEACE II Project, PACT Kenya

Garissa

Fatuma Kinsi Abass, Executive Director, Pastoralist Girls Initiative
Amina Abdullah, Deputy Chairperson, Kenya Muslim Youth Alliance
Abdullahi O. Aden, Branch Manager, First Community Bank-Garissa
Ibrahim Aden, Chairman, Garissa Chamber of Commerce
Sugow Aden, Chairman, Garissa Chamber of Commerce
Fawzia Ahmend, Clerk, Government ID Office, Garissa
Zeinab Ahmed, United Nations Children Fund (UNICEF) Kenya
Hubbie Hussein Al-Jaji, Executive Director, Womankind Kenya
Abdinasir Sheikh Ali, Chairman of Kenya Council of Imams and Ulama (KCIU)
Sheikh Hassan Abdi Ali, Treasurer, Supreme Council of Kenya Muslims (SUPKEM)
Abd al-Karim, Teacher, Garissa Boys' Secondary School
Aden Bare, Secretary, Garissa Chamber of Commerce
Maurice Barasa, Data Manager and ICT Sector Facilitator, United Nations Millennium Village Project (MVP)
Mohamed Ali Clay, Garissa Director, PACT
Abdullahi Mahat Daud, Director, AIDS, Population, and Health Integrated Assistance II Project
Daoud, Counsellor, Garissa Boys' Secondary School
Dekow Mohamed Duale, Member and Representative of the Chairman, Peace Elders
Adel Dwale, MP for Dujis Constituency
Abdirahim Haji Farah, Manager, AIDS, Population, and Health Integrated Assistance II Project
Sgt. Leah Fitch, Team Leader, Civil Affairs Team, U.S. Military
Mohammed Gabow, Garissa Municipality Councilor
Halima Mohamed Haji, Executive Director, Women Concern Kenya
Ahmed Hassan, Livelihoods Officer, CARE International
Akira Hijikata, Director, Mikono International
Ibrahim Hussein, Regional Manager, Red Cross
Issa Hussein, Garissa Correspondent, NTV
Maryam Hussein, CEO, Woman Advancement Initiative
Mohamed Osman Ibrahim, Manager, Pastoralist Girls Initiative
Okoko G. Jonah, District Youth Officer, Ministry of Youth Affairs
John W. Kairianja, District Social Development Officer
Haji Kassim, Treasurer, Garissa Chamber of Commerce
Mohammed Khalif, Retired teacher
Bernard Ole Kipury, Deputy Commissioner Garissa, Social Development Office
Mohamed Ali Maalim, Youth Coordinator, AIDS, Population, and Health Integrated Assistance II Project
Judy Magu, District Development Officer, Ministry of Planning
Hussein Mahat, Secretary (Religious leader), CIPK Garissa Branch
Anne Njeri Maina, Director, Garissa Youth Polytechnic
Paul Mkoma, Officer in Charge, Commanding Police Division, Garissa (OCPD)
Mogweri, Math teacher, Garissa Boys Secondary School
Noor Mohamed, Vice Chairman, Garissa Chamber of Commerce
Abdullahi S. Mohamed, Project Manager, Handicap International

Zainab Sheikh Mohamed, Chairperson, Upendo Youth Initiative
Abdi Shiekh Mohamed, Community Development and Education Sector Coordinator, United Nations Millennium Village Project (MVP)
Ibrahim Hussein Mohamed, Northeastern Regional Manager, The Red Cross
Ishmael Mohammed, Councilor, Garissa Municipality
Mariam Hussein Mohammed, Executive Officer, Women Advancement Initiative
Johnson Munene, Director, North East Province Technical Training Institute
Paul Mwangi, Representative, United Nations Development Program
Daadi Noor, Community Development Officer, Arid Lands Resource Management Project II
Mohamed Ali Omar, Secretary (Religious leader), Supreme Council of Kenya Muslims (SUPKEM) Garissa Branch
Mr. Omondi, Civic Educator, Kenya National Commission for Human Rights
Hassan Osman, Chairman, Garissa District Youth Forum (An umbrella NGO for youth groups)
Bernard Pui, Assistant District Commissioner
Mohamed Sabul, Field Director, Education for Marginalized Children in Kenya Project
Abdullahi Salat, Chairman (Religious Leader), Supreme Council of Kenya Muslims (SUPKEM) Garissa Branch
Mohamed Salat, Director of Preaching
Fatuma Mohamed Shide, Health Sector and Gender Coordinator, United Nations Millennium Village Project (MVP)
Barey Shukri, Clerk, Government ID Office, Garissa
Tayib, Youth with the Garissa Post-Test Club and HIV/AIDS Awareness Raising Group
Salim Barako Yaro, Deputy District Social Development Officer
Harun Mohammed Yusuf, Principal, Garissa Boys Secondary School

ANNEX C: YOUTH ASSESSOR/LOCAL RESEARCHER REPORT

GARISSA REPORT

Prepared by:

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Garissa district is one of the 11 districts in North Eastern province and at the same time it is the provincial headquarter. The district covers an area of 5,688.1 km² and lies between latitude 1° 25' N and 0° 45' S and longitude 39° 45' E and 38° 45' E. The district borders Isiolo district to the Northwest, Lagdera to the North, Fafi district to the East and South and Tana River district to the West. Administratively speaking, Garissa District is divided into 4 Divisions, 15 Locations and 27 Sub-locations. It is a single constituency district subdivided further into 14 electoral wards, which are distributed within two local authorities: six under Garissa Municipal Council and eight under Garissa County Council. The municipal council covers an area of 143 km² and has an estimated population of 90,000 people (according to GDDP 2008 and KDHS 2003)

The settlement patterns in Garissa district are characterized by nomadic pastoralism. The patterns are also influenced by the location of the administrative headquarters that guarantees social and economic security and the River Tana Basin, which has attracted farming communities and pastoralists due to its guaranteed water supply. Loss of livestock has also influenced settlement in Buras (villages) as the affected relocate in search of relief supply and informal jobs in the municipality. A majority of people live in informal and poorly planned settlements (manyattas) and lack, sanitation, electricity and other basic social infrastructures.

I. BASED ON YOUR PARTICIPATION IN THE ASSESSMENT, LAY OUT THE CONTEXT OF GARISSA YOUTH BETWEEN THE AGES OF 14-24 IN TERMS OF:

Demographics

The general population of Garissa District is projected to 137, 493 in 2008 and the youth population around 31,397 (. There are 27,387 urban youth and 9,010 in the rural setting. Apparently, there are more males than females in the 14-24 year-old age groups through the population projection done by the district (KNBS Garissa/GDDP 2008-2012). Below is a table that clarifies further.

Table 1: Population projections for Selected Age-Groups, 2008 and 2012

Age groups	1999			2008			2010			2012		
	Male	F/male	Total									
Under 1 year	1,614	1,603	3,216	2,129	2,114	4,243	2162	2206	4368	2221	2206	4427
Under 5 years	8,303	7,639	15,942	10,954	10,076	21,030	10306	10512	20818	11427	10512	21939
6 - 13	14,192	12,309	26,501	18,721	16,238	34,959	19,147	16,608	35,755	19,530	16,940	36,470
14 - 17	6,451	5,473	11,924	8,510	7,220	15,729	8,703	7,384	16,087	8,877	7,531	16,409
15-29	16,170	14,978	31,148	21,331	19,759	41,090	21,816	20,209	42,025	22,253	20,613	42,865
15 -49	25,089	23,814	48,903	33,097	31,415	64,511	33,850	32,129	65,979	34,526	32,772	67,298
15 - 64	26,512	24,777	51,289	34,974	32,685	67,659	35,770	33,428	69,199	36,485	34,097	70,582
65+	1,001	750	1,750	1,320	989	2,309	1,350	1,011	2,361	1,377	1,032	2,409

B. Social Organization and Identity

Most youth in Garissa speak English and Kiswahili, particularly those educated in secular institutions. The Arabic language is more commonly spoken among those educated in Islamic institutions. Somali language is common to all the youth in the area. Due to educational backgrounds, socialization levels among youth differ. For example, males in secular systems tend to socialize with other mates watching either European Football or chewing mirra (qat) while girls, under strict observation from parents, stay at home. The mode of living also differs between males and females. Male youth between the ages 14-20 yrs who are still in either primary or secondary school, stay with parents while ages 21-24 prefer to rent private rooms (called *Kejas*) to feel a bit independent.

Garissan youth have limited access to information. Most young people can't afford newspapers and Internet infrastructure is lacking. Privately owned Internet service is available although it is slow and costly.

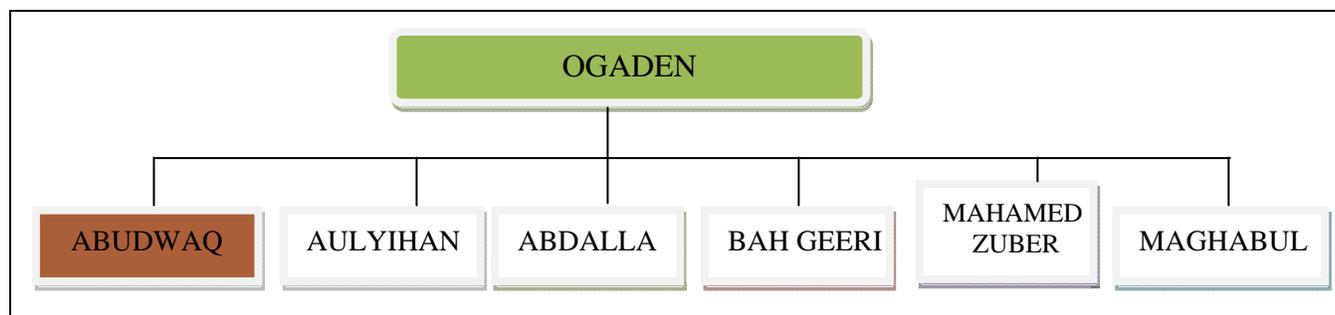
Political and local leaders in the community hold the decision-making power and the youth voice is typically not heard. Youth involvement in decision-making processes – even those that affect them directly like youth grants and/or programs – is minimal.

When death claims both parents or the father, the first-born son or elderly child is forced to take up the parental role. This situation forces the young person to absorb responsibilities and decision making at an early stage and reduces or interferes with social development and education. The household, therefore, becomes vulnerable to bad decisions and external influence and typically leads to disintegration of the family.

Currently Garissa town is not a hub for any major gang or upcoming gang activity. This is evident from the low crime rate as per the monthly police report. Some youth, however, can be found in police custody due to petty crimes like fighting.

The ABUDWAQ clan mostly dominates the Garissa community; hence, brotherhood is very evident in cases like natural calamity (parental deaths) or personal difficulties through contribution of both finances and livestock. The clan has a Sultan who is a symbol of unity. The clan participates jointly in functions like burials and weddings, which symbolizes togetherness. Table 1 below, identifies the major clans in Garissa.

Table 2. Major Clans in Garissa



The Abudwaq clan is indigenous to Garissa District, while Aulyihan are found in the Lagdera District and Abdalla in the Ijara District. Bah Geeri, Muhamed Zuber and Maghabul are found in Wajir District. The Abudwaq clan is divided into seven sub-clans: Reer Yahye, Reer Guled, Reer Harun, Reer Muse, Reer Mahaat, Reer Kasim and Aden Geri

Health

Health is at the heart of development and is a key indicator on social welfare. Whereas improvement in health is important in its own right, better health is also a pre-requisite for economic growth and social cohesion. Management of health services have remained a challenge to the district with access being the most challenging. The district is served by the following institutions: a provincial general hospital; a sub-district hospital 25 private clinics; 16 dispensaries; one health center; and, four nursing homes. Most of these institutions are not youth friendly due to their bureaucratic procedures and lack of young staff.

The major health problems facing youth in Garissa town are:

- Drug Abuse, i.e., mirra (qat), cigarettes and hard substances like cocaine in small quantity.
- HIV/AIDS prevalence rate has increased from 0.25 percent in 2003-1.4 percent in 2007 (KIAS2007).
- Negative peer influence which leads to bad socially unaccepted behaviours like prostitutions and self-stigma.
- Lack of proper public health information.

The major health opportunities facing the youth Garissa town are:

- Treatment facilities for any medical condition such as a drug overdose.
- Accredited medical institutions like Garissa Medical Institute for further learning.
- Massive information campaigns from Non Governmental Organizations.
- Voluntary Testing Centres for people to know their HIV serostatus freely.
- Follow-up and proper referral mechanisms in place from Ministry of Health facilities.

D. Educational and Professional Development

The education levels in the district are on the rise due to the emergence of more privately owned schools and the Government commitment to make secondary school free. This increases the enrollment to secondary school as fees will no longer be a limiter to secondary enrollment.

There are 10 Secondary schools within Garissa municipality where 3 are private owned. According to the statistics obtained from the district education officer enrollment in public schools are as follows: Garissa High School (600); County High School (561); Tetu Secondary School (95); Boystown secondary (203); NEP Girls Secondary (329); Iftin Girls secondary (195); Umul Salama Girls Secondary (396). Private schools also exists in Garissa and include: Khadija Girls Sec (95); Iqra Secondary (125); Young Muslim Secondary (169).

The enrollment statistics for the NEP Technical training Institute is 356. They offer a two- year course for Diploma/Higher Diploma and Certificate. The entry requirement is at least Grade C (minus). Garissa Teachers Training College also offers a two-year course of P1 Certificate. The total number of students is 774 and the entry requirement is C.

The major educational problems facing the youth of Garissa town are:

- Lack of sufficient teachers in both private and public training institutions.
- Lack of scholarships for students who desire to pursue further studies.
- School programs do not give enough skill and knowledge to compete in the job market.
- Lack of mentorship and career guidance programs in the school.
- Lack of institutions or programs that nurture youth leadership skills.
- Poverty hinders youth's access to education.
- Cultural attachments that perceive secular education to be a Christian invasion of the Muslims, hence preference to Islamic education

The major educational opportunities facing the youth of Garissa town are:

- Introduction and availability of more public and privately owned schools.
- The will and the determination of youth to pursue further education.
- Free primary education.
- The donor community like CARE, Kenya/UNICEF and EMACK, support schools and training institutions through building and offering bursaries and encouraging youth advancement in education.
- Political will to support education by offering bursaries to schools and individuals.

E. Formal and Non formal Employment

Most youth who have gone through the secular form of education, prefer to get employed by jobs in the INGO/NGO sector. Other groups of youth who have little or no education, prefer to go into artisan fields like garment making for females and mechanics for males.

The major employment problems facing the youth in Garissa town are:

- Strong perception problems that youth deny various forms of employment like blue-collar work like construction, tanning and masonry
- Lack of equal and level playing field in the search for employment due to nepotism and favoritism; hence, cartels are formed to defend youth's interests.
- Most youth have been trained in various fields, but lack startup capital and marketing strategies to put their ideas into use.
- Limited opportunities for entry into the construction value chain due to large businesses that are currently monopolizing the sectors.
- Most employers set very high standards like school qualifications in positions that can be filled by an ordinary primary and secondary graduates like drivers and clerks.
- Most youth lack essential skills relevant to the job market when they complete their secondary education

The major employment opportunities facing the youth in Garissa town are:

- Skills empowerment from NEP Technical training and Care Kenya.
- New ventures in the construction industry where more masons and carpenters would be required.
- Islamic banking like First Community Bank that offers interest free funds to youth.
- Support from donors in IGA programs to youth like Arid Land Resource Management hence the youth gain financial and leadership management capacity.
- Self-employment in the textile and retail business field as Somali's are known to be enterprising

F. Political and Civic Engagement

Youth are not directly involved in vying for political office because it's an expensive venture that requires a lot of money and high level connections hence in most cases youths are promised that their issue will be considered in their strategic plans but end up being misused. The brighter side of the coin is that we are now seeing evident from the last general election where more young education politicians vied for councillorship and got overwhelmingly elected. Youth groups are involved in civic campaigns that advocate of human rights and their place in the society.

The major political problems facing the youth in Garissa town are:

- Lack of political mentorship and leadership programs available to the youth.
- Biased government systems that favor rich and old politicians who misuse government resources like state security and public forum to navigate their agenda.
- Most of the campaign or election period a lot of money is exchanged hence aspiring youthful candidate are force to deal their ambitions because they can't compete financially.
- Ethnicity is the campaign platform and a big challenge to the youth as they prefer issue-based politics unlike ethnic based.
- Civic Education is minimal to empower the youth on their democratic rights and privileges.
- The local and central government do not have political opportunities for youth of NEP because the funds the avail is not Sheria compliant.

The major political opportunities for the youth are:

- The government commitment to fund political parties in the future will encourage more youths to enter into politics
- More youths groups have been formed to spearhead advocate in the line of civic education.
- More youths are forming collation and refraining from their tribe cocoon.

II. BASED ON YOUR PARTICIPATION IN THE ASSESSMENT, PERFORM A SWOT ANALYSIS ON THE FOLLOWING LIST OF POTENTIAL PARTNERS.

A. MINISTRY OF YOUTH AFFAIRS - GARISSA

<p style="text-align: center;">STRENGTHS</p> <ul style="list-style-type: none"> • Government Ministry • New ministry hence a lot of people identify with them. • Coordinates all activities of the youth groups. • It has funds to help the youth through the Youth Enterprise Development. Fund. • Works with partners like UNICEF and Handicap International. 	<p style="text-align: center;">WEAKNESSES</p> <ul style="list-style-type: none"> • Lacks enough personnel • Poor office facilities • A lot of bureaucratic policies. • Their funds do not much their ambitious programs. • Being a new ministry they do not have the enough training facilities to run their trainings.
<p style="text-align: center;">OPPORTUNITIES</p> <ul style="list-style-type: none"> • Room for growth • Youth identify with them • Partnership with donors e.g., APHIA II 	<p style="text-align: center;">THREATS</p> <ul style="list-style-type: none"> • Political ministry hence can collapse if no political will • Overwhelmed with work due to few personnel • Little resources • Competition in the youth industry by other interested partners like international NGOs (i.e., Handicap International and APHIA).

B. NEP VOCATIONAL TECHNICAL TRAINING INSTITUTE

<p style="text-align: center;">STRENGTHS</p> <ul style="list-style-type: none"> • High intake capacity • Spacious facilities that can absorb more students • Sufficient personnel • Accredited institute • One of its kind in the province • Placed strategically in town • Offer relevant course to the NGO world e.g. Community Development and HRM • Cheap and Affordable 	<p style="text-align: center;">WEAKNESSES</p> <ul style="list-style-type: none"> • Attitudinal problem of potential students due some course offerings. • Lack of proper marketing strategy. • The career guidance dept is not well utilized • They lack the marketing strategy to advertise their service.
<p style="text-align: center;">OPPORTUNITIES</p> <ul style="list-style-type: none"> • Access to CDF • More donors who have interest in youth plan to partner in the future. • Intend to offer more courses in the future to be more competitive • More young Garissa students have become aware of its importance hence increased enrollment 	<p style="text-align: center;">THREATS</p> <ul style="list-style-type: none"> • Competition from other institutions that offer higher learning like UoN and Garissa Medical Training College. • No funds for needy students.

C. VILLAGE POLYTECHNIC INSTITUTE

<p>STRENGTH</p> <ul style="list-style-type: none"> • One of its kind • Cheap • Vocational Training available • Have facilities • Strategic location • Supported by the MOYA. 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of staff and skilled personnel • Low esteem in all the staff • Vandalized resources • Marketing problem • Low enrollment of students.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • More primary school dropout tend utilize the facility to achieve their goals. • Being the only community owned polytechnics, if marketed well can be a big success. 	<p>THREATS</p> <ul style="list-style-type: none"> • The structures may collapse at any time • Attitudinal concerns in the courses they offer • Lack of funds may render the operations of the institution redundant.

D. WOMANKIND KENYA

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Have the human resources to run programs • Have a budget of KES 45 million • Credibility within the community • Formed partnership with institutions like EMACK 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • The name is gender insensitive • Few programs • Very powerful director hence delegation of powers is minimal. • Organization is based in Garissa, but primarily operates in other districts particularly Ijara. • The former founding member who is in politics still influences the running of the organization. • More of a family-managed organization
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Enough funds to run their program • A fast growing organization • Diversity in their programs • Advocate on feminine issue addressed by women 	<p>THREATS</p> <ul style="list-style-type: none"> • Conflict in management between staff and founders • The community perceive it to be a Feminist Organization • Past history of mismanagement of funds that threaten them to be de-registered by the registration board

E. WOMEN CONCERN KENYA

<p>STRENGTH</p> <ul style="list-style-type: none"> • Regular funding • Enough staff to manage their programs • Professional and experienced staff that keeps and maintains proper financial management systems. • Established reputation • Have integrated programs that sort all ages. • Run by local professionals from Garissa 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Young Organization • Limited funds to cater and facilitate their expansive programs. • Organizational name is not gender inclusive.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Have the geographical and cultural knowledge of the community in the area. • Building their image and reputation locally and internationally. • Intend to include future youth programs. • Ready and willing to partner with any development oriented organization 	<p>THREATS</p> <ul style="list-style-type: none"> • Fighting for funds with well-established organization. • Still young • Not enough office space to accommodate another partner. • Vicious drought cycle that derails program implementation. • Well-established international organizations compete for limited national funds and other resources.

F. WOMAN ADVACEMENT INITIATIVE

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Have regular funding of their programs • Run by local professionals • One of the few Somali female institutions in the area run by locals. • Knowledge of local area and the culture of the people 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Young Organization • Funding not enough to run all the programs provided in their strategic plans. • There is no adequate staff to run their program due to lack of financial resource • Negative social-cultural perception that woman get a lot of attention in modern life.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • National and global support for woman development • Few locally run woman registered organization in the district • Emphasis based on the Millennium Development Goals and woman issues. 	<p>THREATS</p> <ul style="list-style-type: none"> • High competition from international NGOs for like funds. • Recurrent vicious droughts cycle that derail project implementation. • Community conflicts over pasture and water.

G. PASTROLIST GIRL INITIATIVE

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Based in the district • Focused on early childhood education • Conduct a lot of girl child education. • First to conduct girl assembly and forum. • Good strategic plan 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of management capacities • Few human resource capacity • Lack adequate experience in other fields like health.
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Woman headed organization • Will to partner with other develop oriented organizations • Plan to introduce youth cantered programs. 	<p>THRTEAT</p> <ul style="list-style-type: none"> • Lack of strategic plan • No known clear vision • No experience in other developmental works other than girl child. • Not seen as an indigenous to the district.

H. MIKONO INTERNATIONAL

<p>STRENGTHS</p> <ul style="list-style-type: none"> • Created impact among the community through construction of primary schools hence achieved credibility • Supporting one vocational school (Village polytechnic) in supplying and distributing school curriculum. • They own a big piece of land for possible expansion 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of funding • There is lack of local involvement in the decision-making and the running of the Institution for future prospects. • No involvement in other development programs
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Construction of school under the free primary education and the Constituency Development Fund. 	<p>THREATS</p> <ul style="list-style-type: none"> • Foreign owned and run organization • Lacks local knowledge

I. DISTRICT LIVESTOCK MARKETING COUNCIL (DLMC)

<p>STRENGTH</p> <ul style="list-style-type: none"> • Locally owned and managed • Driven by livestock trade • Have local knowledge of livestock and its product. • They have office space/equipment and an assistant to facilitate the program. 	<p>WEAKNESSES</p> <ul style="list-style-type: none"> • Illiteracy among governance officials • Lack of sufficient funds • Lack of business skills
<p>OPPORTUNITY</p> <ul style="list-style-type: none"> • Local knowledge on the pastoralist livelihood • They appeal to the local community. • Can easily work with local communities 	<p>THREAT</p> <ul style="list-style-type: none"> • Vicious cycle of drought • Recurring livestock disease outbreak • Illiteracy

III. CONCLUSION: BASED ON YOUR PARTICIPATION IN THE ASSESSMENT, WHAT RECOMMENDATIONS WOULD YOU PROVIDE TO USAID/KENYA REGARDING THE COMING YOUTH PROJECT IN GARISSA?

Based on the analysis conducted above, we recommend that the project be implemented in the following manner:

A. Target Population

Within the broad age-range of 14-24, the original idea was to target two groups based on their diverse development and education needs: 14-17 and 18-24. However, and based on the project's limited time-frame and resources, we recommend that the project prioritizes the following cohort:

- **17-24 year-old male and female youth.**

The project focus should revolve around youths who are in their final 3-4th form and those who have just completed secondary school. This signifies that the targeted 17-24 year-old group will have a desire to improve their livelihood opportunities through support and education (e.g., commerce, vocational skills and other business areas). Equally important, males and females should be worked with separately due to the Islamic doctrine.

B. Unit of the Interventions

This 17-24 year age group can be worked with through high schools, youth groups, local Islamic organizations, woman groups and local NGOs.

C. Coverage - Area

The recommended coverage area is Garissa central, which is one of the four divisions of the Garissa district. It is further recommended that the project target youth within the municipality who are living under the most marginalized conditions and whose parents, to a large extent, are pastoralist dropouts. Specifically, we recommend targeting youth in the Waberi and Iftin locations. According to the district development plan, almost 60 percent of the youth population in these settlements are found in youth groups. Waberi and Iftin are considered a priority, as Arid Land's Resource Management Project is working with other vulnerable locations in the municipality.

D. Ideal Project Partners

Three viable partnering institutions that are recommended by the authors of this report include:

N.E.P. Technical Training Institute

- The only fully fledged training institution in Garissa which offers comprehensive package of ICT, Business training and vocational training.
- Spacious facilities that can absorb more students
- Have got big piece of land for future development.
- Credible government owned Institution under the Ministry of Higher Education and Technology.

Woman Advancement Initiative

- Locally owned Organization run by a dynamic and energetic lady, which the community identifies with.
- They have their objectives based on the Millennium Development Goals and woman issues
- Because it's a locally based organization and run by local professionals, they have the knowledge of local area and the culture of the people
- Young organization that wants to partner with International Non Governmental Organizations to build its institutional capacity.

Woman Concern Kenya

- Locally owned organization manned by local professions who maintain proper financial management of the Institution.
- They have integrated programs which cater for all age groups.
- They have well-established reputation in the district.
- They are ready to partner with developmental oriented organization.

E. Key Interventions and Activities

1- Education, skill and capacity enhancement

- Support in vocational training through NEP Technical training and national polytechnics like Kenya polytechnics for those youth who desire to further their education.
- Support willing educated high school graduates who do not make it to tertiary colleges in artisan training like Masonry or Garment making through NEP technical college.
- Support high school graduates who have not gained the required pass mark to access universities and colleges by sponsoring them in undertaking access course in University of Nairobi so as to achieve their professional goals.
- Fund the poor and bright students in middle level colleges and the universities with guidance from the school and the area chief (Head man) of the location.
- Train the youth on capacity building like Institutional development and business marketing strategies skills through local organizations like Woman Advancement Initiative.
- Initiate scholarships for both males and females who get average grades in academics, yet desire to continue their education.

- Lobby and create chances for the youth to serve in the United Nation Volunteers for wider cultural interaction through local organizations that have International exposures like Woman advancement Initiative.
- Train the youth in microfinance concepts models.

2- Income Generating Program

- Establish a partnership with an Islamic banking Institution like the First Community Bank to give financial aid, which is Sheria compliant as a startup capital for youth in business.

3- Career Information and Development.

- Establish youth empowerment development centre for training/conventions with social amenities.
- Lobby and create chances for the youth to serve in the United Nation Volunteers for wider cultural interaction through local organizations that have International exposures like Woman advancement Initiative
- Establish an interactive youth driven radio station to enhance development through the local NGO.

ANNEX D: YOUTH FOCUS GROUP PROTOCOL AND RAPID YOUTH SURVEY

1. Youth Focus Group Protocol

Introduction: Youth introduce themselves - name and where they are from

Key Question	Probing Questions
(1) Tell us about the most important accomplishments thus far in your lives? What makes you proud?	A. What assets, skills, knowledge allowed you to do this? B. Where did you obtain these skills?
(2) What are major issues or challenges that prevent youth from making positive gains?	A. Do you feel like you belong to Kenya? B. How would you characterize youth's feelings in Garissa? C. When levels of frustration among youth are high, what is the worst-case scenario that can occur? D. What can youth become involved in as a result of frustration?
(3) Do you have concerns about events in the region? If so, what are they? If not, why not?	A. Do you feel Garissan youth connect to events in the region? B. If so, why and how? If not, why not?
(4) How and where do most Garissan young people you know spend their time?	A. What options do youth have to occupy their free time in Garissa?
(5) Who do youth look up to or admire?	A. What about other youth you know?
(6) How and where do most youth you know earn money?	A. What are the formal and informal jobs they engage in? B. What work opportunities exist for youth? B. How do young people find jobs?
(7) What resources / programs currently exist to positively support Garissan young people?	A. What institutions are youth-friendly? B. Are there dedicated spaces for youth? C. Who are the major vocational education and training providers in Garissa? D. How successful are these programs?
(8) If you were to design a program for youth in Garissa: (a) What is the profile of youth that should be targeted; (b) where should the project be implemented in Garissa? (c) What major activities should it target?	A. Which key areas / resources / policies should a youth program focus upon? B. What could this program look like: youth centers, internships, increased formal educational opportunities, sports/leisure projects?
<p>Method: (a) Youth Profile; (b) Where; and, (c) Major Areas, are written on flip chart paper. Group works to rank importance of all areas.</p> <p>Close:</p> <ul style="list-style-type: none"> - Ask if the youth have any questions. - Be sure to leave some sort of in-country contact information w/ youth: youth assessors, facilitators or USAID staff. - Distribute the rapid demographic surveys and have youth assessors walk around to help youth fill out. 	

2. Rapid Demographic Surveys

Side 1

Location where Focus Group is Taking Place: _____

Age: _____

Sex: _____

Where were you born? _____

Where do you live now? _____

Highest grade of formal education completed: _____

Are you a parent? No ___ Yes ___ # of children: _____

Are you currently working (yes/no): _____

If yes, where: _____

If yes, how long: _____

Side 2

How many paid jobs have you had in your lifetime: _____

What are your future goals: _____

Additional recommendations for future programs designed to support youth:

- 1.
- 2.
- 3.

ANNEX E: PRIMARY DATA SUMMARY

GARISSA YOUTH FOCUS GROUPS

# FG, Location & Date	FG Youth Characteristics	Desired Project Priorities (Prioritized)	Future Goals
1. Kenya Red Cross 11/14/08	4 Males; Age range: 22-24; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children.	<ol style="list-style-type: none"> 1. University Scholarships 2. Capacity Building: <ol style="list-style-type: none"> a) ICT b) Mechanics c) HIV/AIDS d) Carpentry e) Farming 3. Job Opportunities 4. Bus. & Entrepreneurship Dev. 5. Recreation Centers 6. Sports Promotion 7. Capital for business 8. Regional/International exchange 	<p>Get Scholarship; Get job (3); Get married; Have a family; Help my family.</p>
2. Arid Lands 11/14/08	10 Males; Age range: 18-40; Dominant Ed. Level Completed: 4 th Form; 4 participants reported parenting children	<ol style="list-style-type: none"> 1. Job opportunities 2. Capacity Building 3. Basic Education 4. Capital for Business Startup 5. Life Skills 6. Youth-friendly Center 7. ICT Center 8. Exchange 9. Entrepreneurship Training 10. Scholarships 11. Improve health & sanitation 12. Create OVC centers 13. Environmental Conservation Program 	<p>Achieve a better life (2); Open a business (2); Become a community leader & bring change to Garissan youth; Increase income; Be a role model (2); Become a doctor.</p>
3. Nomad Palace Hotel (Aphia II Youth) 11/14/08	7 Females; Age range: 19-25; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children	<ol style="list-style-type: none"> 1. University Scholarships 2. Job opportunities 3. Strengthen prim. & sec. schools 4. Vocational education <ol style="list-style-type: none"> a) Tailoring b) Mechanics c) Carpentry 5. Capacity Building (life skills) 6. Empowering Youth Groups 7. Creating Peace Clubs 8. Enhancing Behavior Change (drugs, early sex, teen pregnancy) 9. Working w/ youth groups 	<p>To educate youth (3); To be a nutritionist; Continue education (3); Get a job; Help my family (2);</p>
4. Nomad Palace Hotel 11/15/08	4 males; Age range: 22; Dominant Ed. Level Completed: 6 th Grade; 0 participants reported parenting children.	<ol style="list-style-type: none"> 1. Employment Support 2. Capital for Business Start-up 3. Vocational Education <ol style="list-style-type: none"> a) Mechanic 4. Youth Center 5. Regional / International Exchange 6. ICT facilities 	<p>Get jobs (3); Promote development; Take care of my family who has taken care of me.</p>
	5 Females	<ol style="list-style-type: none"> 1. Job opportunities 	<p>Become a teacher;</p>

# FG, Location & Date	FG Youth Characteristics	Desired Project Priorities (Prioritized)	Future Goals
5. Nomad Palace Hotel 11/15/08	Age range: 19-22; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children.	2. University Scholarships 3. Ending Illiteracy thru Mobile Schools 4. Capital for Business Start-up 5. Capacity Building – Entrepreneurship 6. Financial Skills – Building 7. Providing sanitary pads to all schools 8. Creating ICT Centers 9. Guidance counselors in schools 10. Building girl-friendly entertainment centers.	Become a journalist; To be a brilliant girl w/ my own ideas; To be a doctor and some day end poverty in Garissa; To get a job
6. Nomad Palace Hotel 11/17/08	4 Males; Age range: 16-21; Dominant Ed. Level Completed: 8 th Grade; 0 participants reported parenting children.	1. University Scholarships 2. Job Opportunities 3. School support w/ fees 4. Youth Center 5. Capital for Farming 6. ICT Training 7. Strengthening Secondary Schools 8. Play ground 9. Football Field	Become a doctor; Get a good job; Become self reliant (2); Become a teacher
7. Nomad Palace Hotel 11/17/08	4 Males; Age range: 15-24; Dominant Ed. Level Completed: 8 th Grade; 1 participant reported parenting children.	1. More primary schools 2. University Scholarships 3. Vocational Training a) Engineering b) Mechanics c) Tailoring d) Electricity 4. Football Field 5. More Secondary Schools 6. Youth Center 7. More VCT 8. More Health Centers	Become a football player (2); Become a teacher; Get a job
8. Jarirot Community (Rural) 11/17/08	11 Males; Age range: 20-24; Dominant Ed. Level Completed: Never entered school (N/A); 3 participants reported parenting children.	1. Medical Services 2. Adult Education 3. Electricity 4. Road Infrastructure 5. Support with School Fees 6. Madarasa Training 7. Literacy training 8. HIV Awareness 9. Water Service 10. Capital for Farming 11. Constructing Boarding Schools 12. Capital for Entrepreneurship	*Back-side of Rapid Demographic Survey not filled out due to time constraints.
9. Nomad Palace Hotel 11/17/08	11 Females; Age range: 14-22; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children.	1. Parent Sensitization of 'Girl Child' 2. University Scholarships 3. Job Opportunities 4. Capital for Business Startup 5. Improved Health Education (HIV) 6. Money for Secondary School Fees 7. Youth Friendly Center 8. Strengthen Primary Schools	To be married (2); To become a responsible parent; Continue education (5); Assist my parents and my fellow Muslims; Become a leader.
	16 Males;	1. Job Opportunities	Be a doctor (3);

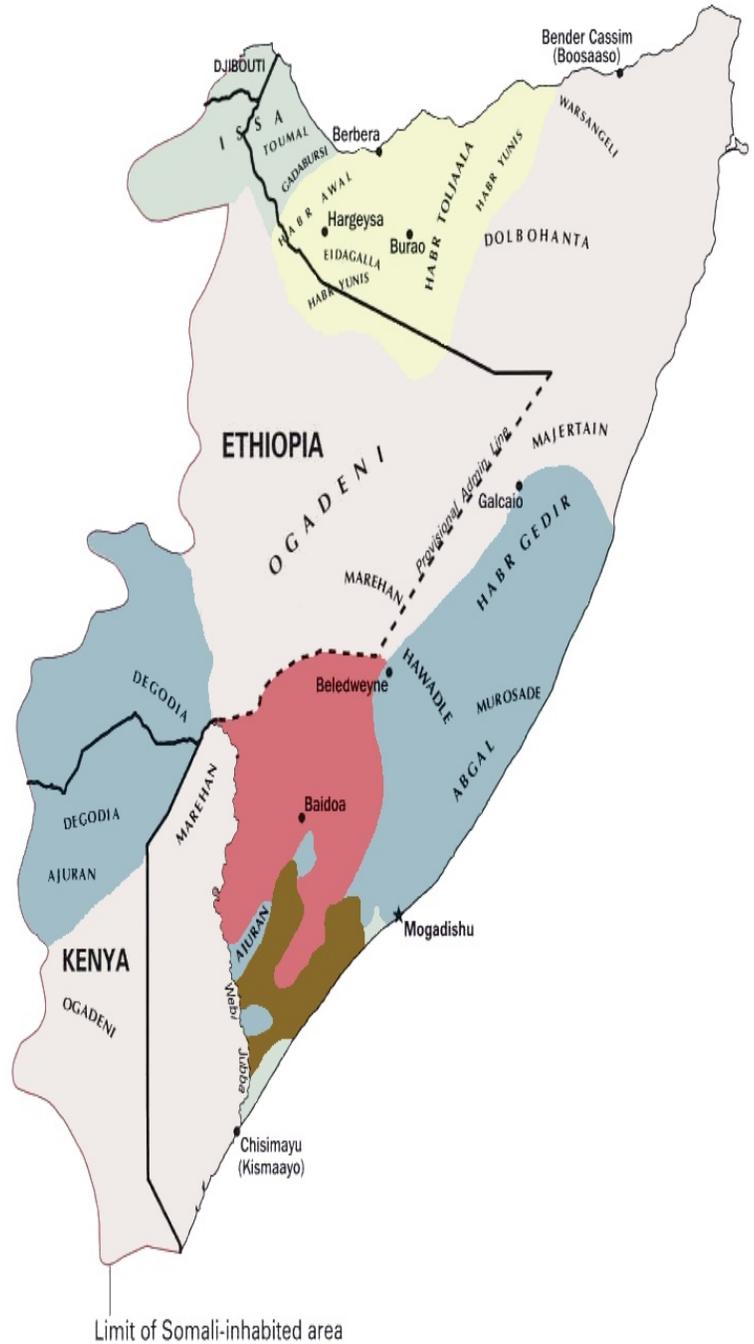
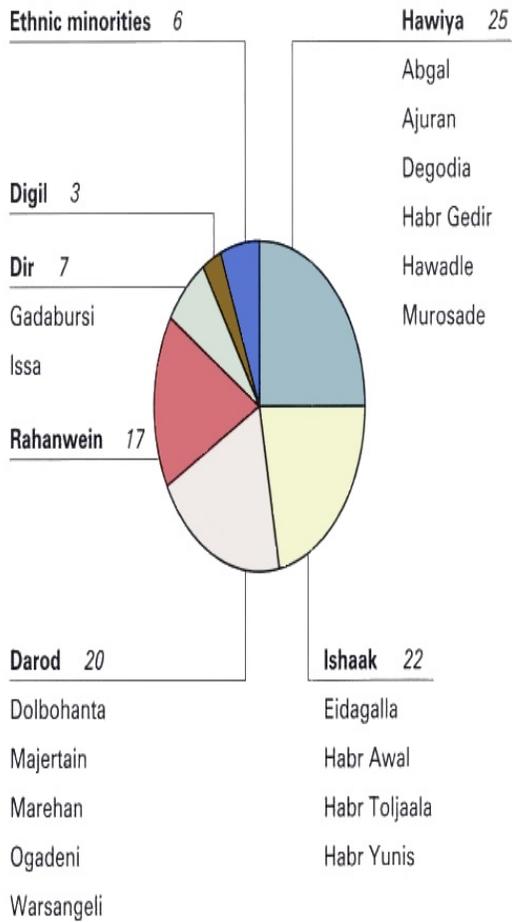
# FG, Location & Date	FG Youth Characteristics	Desired Project Priorities (Prioritized)	Future Goals
10. Bour-Algy Community (Rural) 11/18/08	Age Range: 14-30; Dominant Ed. Level Completed: 8 th Grade; 2 participants reported parenting children.	2. Mechanic Training 3. Capital for Business 4. Vocational Training 5. Secondary School Construction 6. University Scholarships 7. Financial Support w/ Secondary Fees 8. Football Field 9. Sport Equipment 10. Tailoring 11. Scout Training 12. Life Skills 13. Farm Inputs 14. Create Economic Opportunities w/ Local Natural Resources (Giraffes, Sand, Rock Quarries)	Start a business; Be a football player (3); Be a teacher (2) Earn money (2);
11. Garissa High School 11/18/08	10 Males Age Range: 15-19; Dominant Ed. Level Completed: 2 nd Form; 0 participants reported parenting children	1. Financial Support for Secondary Fees 2. University Scholarship 3. ICT Training 4. Employment Opportunities 5. Improving Scientific Laboratory 6. Youth Service Opportunities 7. Capital for Business Start-up 8. Talent Assessment 9. Other Spaces to Study (Library) 10. Recreation Facility 11. Sport Facility 12. Creation of Football Field	Become a political leader (2); Become a footballer; Become a doctor (3); Become a pilot (2); Assisting my people who are discriminated against; Assist society & the world at large; Equip youth morally & spiritually; Become an engineer (2);
12. Nomad Palace Hotel 11/19/08	6 Females; Age Range: 18-20; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children	1. University Scholarships; 2. Career Guidance; 3. Job opportunities; 4. Technical Training 5. Exchanges	Become a law professor; Study Journalism; Continue Education (3); To support my community;
13. NEP TTI 11/19/08	8 Males Age Range: 19-24 Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children.	1. Career Guidance 2. University Scholarships 3. Libraries – Information Centers 4. Youth Centers 5. Materials - Books	Become a HRM; Support community (2); Continue Studies; To get a job; Start a production company; Become a leader;
14. NEP TTI 11/19/08	6 Females Age Range: 18-22; Dominant Ed. Level Completed: 4 th Form; 0 participants reported parenting children.	1. Job Opportunities 2. Addressing Poverty 3. University Scholarships 4. Life Skills 5. Career Guidance 6. ICT Courses 7. Capital for Business Start-up	Become employed (6);

<p>15. Nomad Place Hotel (HS Grads) 11/19/08</p>	<p>5 Males; Age Range: 19-24; Dominant Ed. Level Completed: 4th Form; 0 participants reported parenting children.</p>	<ol style="list-style-type: none"> 1. Youth Leadership 2. Job Opportunities 3. Capacity Building & Vocational 4. Training 5. University Scholarships 6. Youth Friendly Center & Health Services 7. Civic Education & Youth Rights 	<p>Furthering education (4); Getting a job (3); Getting married</p>
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Ethnic Groups

Somalia's Clan Families and Major Subclans

Percent



ANNEX G: G-YOUTH PROJECT DESIGN MODELS

	Model 1*	Model 2*	Model 3*	Model 4	Model 5	Model 6*
Outcome of Model	1. Enhanced NEP - Technical Training Institute (NEP TTI)	2- Established NGO Managed Youth Resource Center	3. Increased and improved NGO programs for	4. Increased access to career information in high schools	5. Strengthened & expanded youth groups	6. Increased use of radio for youth-oriented learning & dialogue.
Projected youth	1. H.S. grads; 3 rd & 4 th Form students	2. H.S grads; 3 rd & 4 th Form students, H.S dropouts; Primary dropouts	3. H.S. grads; H.S dropouts; Primary dropouts	4. 3 rd & 4 th Form students	5. Primary-secondary dropouts; H.S. grads; Never attended school	6. H.S. and post high school youth
Key Partners	1. A. NEP Institute; B. NGOs; C. High schools; D. MOYA	2. A. NGO; B. NEP Technical; C. MOYA	3. A. NGO; B. High schools; C. NEP Technical; D. MOYA	4. A. High schools; B. MOE; C. NEP Institute; D. NGO; E.MOYA	5. A. MOYA; B. NGOs; C. High schools;	6. A. Star FM; B. NGOs; C. MOYA; D. Private Sector
Key Activities	1. Marketing: vocational careers & NEPTTI; Linking grads to internships / jobs; Bursary; Org. capacity building	2. Career counseling; soft skills & ICT training; Youth services; recreation; Org. capacity; Marketing youth services; Host special programs	3. Marketing; Internships; Volunteering; Training; Career Counseling; Org. capacity building	4. Marketing; Career Counseling; Transition to tertiary education or labor force.	5. Marketing; micro-grants; Career counseling; Soft skills; Planning; Org capacity; Service learning	6. Call-in & issue programs; life skills; Career information; info about NGO & government resources
Advantages	1. Sustainability; Viable career track; Skills for jobs	2. One stop shop for services; Youth space; Sustainable	3. Local reputation; Knowledge of local environment (politics, youth, development needs)	4. Preventative approach; Receptive target group.	5. Groups exist and are registered by MOYA; Number of youth served.	6. Very high reach in all Somali language areas
Risks	1. Limited enrollment capacity; Limited labor market (Garissa); Limited target pop.	2. Mixed target group; Management; Start up; Establishment; Sustainability	3. Lack of capacity; Low funding base, Wide-ranging Strategic focus, Lack of impartiality; Sustainability	4. Limited targeted population (H.S. students); Limited activities; Sustainability	5. Diverse youth participants; unfocused groups; Not reaching unaffiliated youth; Preferencing groups	6. Little impact in isolation from other program elements; Determining reach and impact.
Reach / Impact	150-250 youth High Impact	500-1000 youth Moderate Impact	800-1000 youth Moderate Impact	1000-1500 youth Moderate Impact	1500-2000 youth Low Impact	10,000-15,000 youth Low Impact

* Potential stand-alone models recommended by the rapid youth assessment team

MARKING AND BRANDING STRATEGY

EDC’s Branding Strategy for the Garissa (G–Youth) Project.

BRANDING

(1) Positioning

A. What is the intended name of this program, project, or activity?

The project name will be Garissa (G–Youth) Project. The name G-Youth demonstrates that youth are the central focus and the name empowers youth to take ownership and a leading role in the project, truly making the project ‘youth led’. The marking and branding plan will emphasize that youth are assets to their community and country and that they have the potential and will to create and sustain positive change in Kenya.

B. Will a program logo be developed and used consistently to identify this program? If yes, please attach a copy of the proposed program logo.

Yes, a program logo will be developed during the first quarter of implementation.

(2) Program Communications and Publicity

A. Who are the primary and secondary audiences for this project or program?

Primary audience: Youth in Garissa aged 14 – 24 years old who are secondary school students in forms III and IV (11th and 12th grades), high school graduates, and those who have dropped out of secondary school, youth serving and youth-led organizations, business sector, community leaders, government agencies (working with the project).

Secondary Audience: Both local and national government agencies not associated directly with the project, civil society and the general public.

B. What communications or program materials will be used to explain or market the program to beneficiaries?

Reports generated by the project will be used to inform the primary audience of project success, progress as well as, providing information on future plans. Brochures, banners, newspaper articles and TV and radio press releases will inform the general public about program activities and the impact the G-Youth Project is having on their community. Incorporated into these communications will be testimonials about youth, related by youth or from a youth perspective. The G-Youth Project will make a concerted effort to

incorporate youth participants into developing and disseminating the message of the program.

C. What is the main program message(s)?

USAID-funded activities will engage 1,600 Garissan youth in career development, livelihood, and civic participation activities. Young women and men will be provided opportunities to improve their living conditions through training and education that are made possible by the American people.

D. Will the recipient announce and promote publicly this program or project to host country citizens? If yes, what press and promotional activities are planned?

Yes. G-Youth will issue press releases and briefing papers, organize information sessions and share youth success stories. At the field level, participants will promote the project through radio interviews. In addition, one-on-one meetings with key stakeholders and community leaders will be used as promotion platforms.

E. Please provide any additional ideas about how to increase awareness that the American people support this project or program.

It is the G-Youth intention to maintain a positive relationship with the press, including newspaper and television sources, in different regions in Kenya. However, given the specific local circumstances and risks associated with the advertisement of foreign-funded initiatives, public announcements to promote the project will be decided in consultation with USAID. The USAID logo will be displayed along with the G-Youth logo and support of the American people will be acknowledged in writing and in verbal announcements as appropriate and following USAID security guidelines.

(3) Acknowledgements

A. Will there be any direct involvement from a host-country government ministry? If yes, please indicate which one or ones. Will the recipient acknowledge the ministry as an additional co-sponsor?

It is anticipated that G-Youth will work in partnership with relevant ministries and municipal governments. Ministries that may be engaged in G-Youth include but may not be limited to: Ministry of Youth Affairs (MOYA) and Ministry of Higher Education, Science, and Technology and the NEP Technical Training Institute (NEP TTI). G-Youth will acknowledge and give credit to any of these or other governmental agencies when appropriate. G-Youth will recognize their contributions in various ways that may include placing logos or names of the respective agencies or the GOK on materials that are the result of cooperation. G-Youth anticipates to link to various GOK plans and strategies and will give proper credit and acknowledgement to the authors and ministries. In addition, materials for events that are planned or sponsored jointly will acknowledge the Ministry's involvement by co-branding with their logo.

B. Please indicate if there are any other groups whose logo or identity the recipient will use on program materials and related communications.

Education Development Center, Inc., the prime recipient of the cooperative agreement, will be acknowledged on all materials.

Entities that will play a large role in the G-Youth project through participation in developing program materials, co-sponsoring, or by supporting key project activities or program implementation will have their identities included on these materials as necessary. These may include:

- Government of Kenya (as indicated above);
- Local youth-serving and training organizations; other local NGOs;
- Private businesses and professional associations;
- International agencies.

THE MARKING PLAN

(1) A description of the public communications, commodities, and program materials that the recipient will be produced as a part of the grant or cooperative agreement and which will visibly bear the USAID Identity. These include:

i) program, project, or activity sites funded by USAID, including visible infrastructure projects or other programs, projects, or activities that are physical in nature;

EDC recognizes the fact that fringe elements exist in this region and may target American activities. One approach EDC proposes to limit this type of threat is to maintain a low profile. This will be achieved by not creating a direct link between project staff and the United States. EDC requests approval to place only the Project logo and not the USAID logo outside the office or on the project vehicles. After the first six months of the project, EDC proposes to re-evaluate if security circumstances will allow the USAID logo to be placed in these areas.

ii) technical assistance, studies, reports, papers, publications, audio-visual productions, public service announcements, Web sites/Internet activities and other promotional, informational, media, or communications products funded by USAID;

To keep local community leaders and other community members informed about the project, community briefings will be held. Materials and presentations developed for such meetings will display the USAID logo. Also, project studies and reports will display the USAID logo in the cover of the document as per USAID branding guidelines.

iii) events financed by USAID, such as training courses, conferences, seminars, exhibitions, fairs, workshops, press conferences, and other public activities; and ;

EDC proposes that the USAID logo will not be displayed on any public events such as training courses, conferences, seminars, exhibitions, fairs, workshops, press conferences due to security risks. After six months of project implementation, EDC proposes to re-evaluate if this practice can be changed to include the USAID logo.

- iv) all commodities financed by USAID, including commodities or equipment provided under humanitarian assistance or disaster relief programs, and all other equipment, supplies and other materials funded by USAID, and their export packaging.**

Not anticipated

(2) A table specifying:

- i) the program deliverables that the recipient will mark with the USAID**
- ii) the type of marking and what materials the applicant will be used to mark the program deliverables with the USAID, and**
- iii) when in the performance period the applicant will mark the program deliverables, and where the applicant will place the marking.**

Marked Program Deliverables	Type of marking	Materials used to mark	Date	Where marked
Reports	Print	Ink	Quarterly, and as activities are carried out.	Cover
Banners*	Screen print	Ink	Ongoing during program implementation	Both sides, top left corner
Additional office signs*	Paint	Paint	Permanently during program implementation	Front Surface, top left corner
Brochures	Print	Ink	Ongoing	Bottom center of the first page
Award Certificates	Print	Ink	When appropriate	Bottom left corner

*** Note:** These guidelines will be used if the security evaluation after six months of project implementation shows that the security risk will not increase by placing the USAID logo on vehicles, office signs and at public events.

(3) A table specifying:

- i) what program deliverables will not be marked with the USAID and**
- ii) the rationale for not marking these program deliverables.**

None anticipated.