

## Nyamira County Brief on A Review of Youth Employment Programmes

### Key Highlights

The employment of youth (15-34) is critical in achieving sustainable development. This county policy brief provides an overview of planned and implemented youth employment policies and programmes in Nyamira County in the period 2018-2022. The brief describes: the county youth demographic and labour market indicators; youth employment programmes (YEPs) and interventions; county spending on youth initiatives; the constraints in implementing the youth programmes, and relevant policy recommendations.

The key highlights are as follows:

- (i) The youth unemployment rate in the county is lower (6.1 per cent) than the national average, which stands at 8.5 per cent. More males (9.3%) than female (4.1%) youths are unemployed. The percentage of youth who are neither in education, employment or training is 7.4 per cent among male and 10.1 per cent among females.
- (ii) The county among other interventions, planned to identify, mentor and nurture 100 talents, construct 100 twin workshops and 200 classes in vocational training centres (VTCs), purchase 1,000 sports equipment and empower youth through the youth empowerment transfer fund. Some of the achievements included: supporting skills development in all 33 VTC centres; facilitating co-curricular activities in VTCs; constructing 17 classes; refurbishing 33 classes; provided furniture in 33 VTC centres; identified, mentored and nurtured 171 talents and; purchased 36 sports equipment
- (iii) There was partial and sometime non-implementation of planned interventions. The implementation of the YEPs was constrained by inadequate financial resources as well as unpredictable cash flows and lack of comprehensive reporting owing to a weak monitoring, evaluation and learning system on the implementation status of most YEPs.
- (iv) Some of the key recommendations to enhance implementation of YEPs, include the need to: ensure efficient monitoring, evaluation and learning e.g. by adhering to the Guidelines for the Preparation of the CIDPs including comprehensive reporting of the performance review of the previous CIDP period, enhance availability of financial resources through enhanced collaboration with other actors and improved budget absorption; and design and implement programmes aimed at making the labour market work better as well as skills training and entrepreneurship support programmes. A good entry point shall be the design and implementation of comprehensive programmes that have multifaceted interventions such as those that combine skills training, internship and job placement services.

### 1. County Youth Demographics and Labour Market Indicators

Nyamira County has a total population of 605,576 people with a population density of 673 per square km. The youth population is estimated at 314,390 (45.2% male), with about 90.2 per cent residing in rural areas (KNBS, 2019). Overall poverty was slightly lower at 34.7 per cent than the national of 38.6 per cent. On the other hand, youth poverty was higher at 31.4 per cent compared to a national average of 28.9 per cent. Whilst the proportion of stunted children has decreased from 25.5 per cent in 2014 to 13.5 per cent in 2022, which is lower than the national average at 17.6 per cent. Further progress made in reducing stunting levels is crucial in promoting optimal cognitive and psychomotor development of children – resulting in better human capital development that boosts their labour force participation and productivity in the subsequent years.

**Table 1: County youth demographics and economic Performance Indicators**

County	National	
County Population (KNBS, 2019)	605,576	47,564,296
Male	290,907 (47.9%)	23,548,056 (49.4%)
Female	314,656 (52.1%)	24,014,716 (50.6%)
Intersex	13 (0.0%)	1,524 (0.0%)
Youth 15-34 years (per cent)	314,390 (33.0%)	17,009,230 (36.1%)
Male youth	91,040 (45.2%)	8,237,120 (48.4%)
Female youth	110,210 (54.8%)	8,771,410 (51.6%)
Population Density (km2)	673	82
Persons with disability (per cent)	3.30	2.2
Population living in rural areas (per cent)	90.2	63.3
School going age (4-22 years) (per cent)	47.0	46.0
Overall Poverty (2015/2016) (per cent)	33.0	36.1
Overall Poverty (2021) (per cent)	34.7	38.6
Youth Poverty (2015/2016) (per cent)	31.4	28.9
Youth Poverty (2021) (per cent)	31.8	34.2
Stunted children (KDHS 2014) (per cent)	25.5	26.0
Stunted children (KDHS 2022) (per cent)	13.5	17.6
Gross County Product (Ksh. Million) 2022	144,676	1.2% of total GDP

Source: Kenya National Bureau of Statistics (various)

The youth unemployment rate in the county is lower (6.1 per cent) than the national average, which stands at 8.5 per cent. More males (9.3 per cent) than female youths are unemployed and most of the unemployed proportion live in urban areas. Labour force participation rate (LFPR) stands at 54.4 per cent which is slightly lower than the national average of 55.7 per cent and it is highest among females in the county. Compared to the national average of 65.7 per cent, an estimated 78.6 per cent of the youth in Nyamira County are engaged either as contributing family workers or own account workers. Thus, most employed youths are in informal working arrangements characterized by low productivity and inadequate earnings.

**Table 2: A review of labour market Indicators for the youth**

Indicator	Level	Total	Male	Female	Urban	Rural
Labour force participation Rate	Nyamira	54.4	50.7	57.5	48.9	55.0
	National	55.7	57.1	54.4	55.3	56.0
Youth employment to population ratio	Nyamira	51.1	46.1	55.1	45.1	51.7
	National	51.0	51.1	50.9	49.0	52.2
Youth not in Education, Employment or Training NEET	Nyamira	8.8	7.4	10.1	14.6	8.2
	National	15.5	13.3	17.6	24.1	11.4
Youth Unemployment	Nyamira	6.1	9.0	4.1	7.9	6.0
	National	8.5	10.6	6.4	11.5	6.8
*Share of contributing family workers and own account workers	Nyamira	78.6	66.4	81.7	57.2	80.7
	National	65.7	54.8	76.0	39.9	79.8

Source of data: 2019 Kenya Population and Housing Census

## 2. Youth employment Programmes and interventions in Nyamira County

### (i) Proposed youth employment programmes by the county government

During the second generation CIDP period, the County envisioned improving youths' employability. The proposed projects included skills training programmes such as to identify, mentor and nurture 100 talents; making training programmes work better such as construction of 100 twin workshops in VTCs, construction of 200 classes in VTCs,

refurbishing 100 classes in VTCs, construction of 5 home craft centres and training of 250 coaches, referees, and sports administrators. The county did not plan to implement comprehensive programmes but implemented other related interventions that would empower and create jobs for the youth including planning to purchase 1,000 sports equipment and to empower youth through the youth empowerment transfer fund.

**Figure 1: Youth programmes implemented by the county government**

Category	Planned activities 2018-2022	Achievements
Making the labour market work better	<ul style="list-style-type: none"> <li>No programmes planned</li> </ul>	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>
Entrepreneurship support programmes	<ul style="list-style-type: none"> <li>No programmes planned</li> </ul>	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>
Skills training	<ul style="list-style-type: none"> <li>To identify, mentor and nurture 100 talents.</li> </ul>	<ul style="list-style-type: none"> <li>Supported skills development in all 33 VTC centers and facilitated co-curricular activities</li> <li>Identified, mentored and nurtured 171 talents</li> </ul>
Making training programmes work better	<ul style="list-style-type: none"> <li>Construction of 100 twin workshops in VTCs.</li> <li>Construction of 200 classes in VTCs.</li> <li>Refurbishing 100 classes in VTCs.</li> <li>Construction of 5 home craft centres.</li> <li>Construction and establishment of 5 incubation centres.</li> <li>Establishment and equipment of 16 talent centres.</li> <li>Establish a university.</li> <li>Training of 250 coaches, referees, and sports administrators.</li> </ul>	<ul style="list-style-type: none"> <li>Constructed 17 classes</li> <li>Refurbished 33 classes</li> <li>Provided furniture in 33 VTC centres</li> <li>Supplied teaching, learning materials and assorted tools to all 33 VTC centres across the county</li> <li>Empowered 33 centres, 940 and issued bursaries to 99,500 from the bursary fund</li> </ul>
Comprehensive approach	<ul style="list-style-type: none"> <li>No programmes planned</li> </ul>	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>
Other programmes	<ul style="list-style-type: none"> <li>Purchase 1,000 sports equipment.</li> <li>Empower youth through the youth empowerment transfer fund</li> </ul>	<ul style="list-style-type: none"> <li>Purchased 36 sports equipment, 2 benchmarking visits, rewarding of 500 sports disciplines/men and women</li> <li>Held 50 sports activities/ tournaments</li> <li>Participated in 10 sports activities outside the county</li> </ul>

Source: Kenya National Bureau of Statistics (various)

In tracking progress of the planned activities, a review of the second generation CIDP reveals that some of the planned activities were implemented while others were not. As an example, the county implemented an off-plan project where they supported skills development in all 33 VTC centers and facilitated co-curricular activities and identified, mentored and nurtured 171 talents. To make training programmes work better, the county constructed 17 classes out of the 200 planned for, refurbished 33 classes against a target of 100, provided furniture in 33 VTC centers and supplied teaching, learning materials and assorted tools to all 33 VTC centers across the county. In addition, the county purchased 36 sports equipment, conducted 2 benchmarking visits, rewarded 500 sports disciplines/men and women, held 50 sports activities/ tournaments, and participated in 10 sports activities outside the county.

### **3. County's Budget and Expenditure on Youth Initiatives (2019/20-2021/22)**

During the period under review, Nyamira county has allocated vocational management services sub-programmes. Budgetary allocation declined from Ksh 327 in 2019/20 to Ksh 114 in FY 2021/22. On the other hand, the absorption rates increased from 78 per cent to 100 per cent during the same period (Figure 1).

**Figure 1: County spending and absorption rates on youth sub-programmes (2019/20-2021/22)**

Sources: Office of the Controller of Budget Report

## **4. Constraints in Implementing Youth Programmes**

There are various crosscutting factors that affect effective implementation of youth employment programmes in Nyamira county. These include:

- i) Difficulty in targeting the most vulnerable youth to participate in the public projects aimed at creating direct jobs for the youth.
  - ii) Limited capacity and/or restricted mandate of some interventions such as entrepreneurship support programmes to provide strong business support services such as mentorship after delivery of credit.
  - iii) Inadequate financial resources as well as low absorption of available resources.
  - iv) Relatively weak reporting and inadequate data and information to inform planning as well as monitoring, evaluation, and learning. This is based on observed reporting of achievements in the consecutive CIDPs – from which some programmes implementation status was not reported.
- Shortcoming in the design of youth employment programmes which tend to focus on a single aspect such as skills training rather than planning for comprehensive programmes which are known to have better outcomes.

## **5. Conclusion and Policy Recommendations**

The overall objective of the policy brief was to review the implementation of youth policies and programmes in Nyamira County. Findings from the review indicate that the county has made efforts towards implementation sub-programmes aimed at skills training, making training programmes work better and other related programmes singly and in collaboration with other stakeholders. An analysis of county expenditure patterns shows an increase in absorption during the period under review. Findings also show that Nyamira county has only one youth sub-programme.

To ensure effective implementation of youth programmes, the county needs to

- (i) Improve the reporting on the review of performance of sector programmes as envisaged by the Guidelines for Preparation of CIDPs where a comprehensive review of the previous CIDP will be expected. Present reporting is weak on information useful for monitoring, evaluation and learning on the implementation of planned YEPs. The sector reviews can be improved through:
  - (a) A greater focus on reviewing all planned interventions in the previous CIDP.
  - (b) Providing a review of the challenges, emerging issues, and lessons learnt for each YEP.
  - (c) Clearly highlighting the non-implemented programmes and the reasons for their non-implementation
- (ii) Plan for and implement programmes aimed at making the labour market work better, entrepreneurship support programmes and comprehensive programme in the county to ensure a holistic approach in youth empowerment.
- (iii) Create more partnerships with other actors including the private sector and strengthen the existing ones to reduce the resource gaps associated with the implementation of YEPs.
- (iv) Improve budget absorption across all the sub-programmes and ensure consistency in reporting on the activities by creating standardized reporting procedures and formats to ensure consistency in the way sub-programmes report on their activities and financial performance.





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### The 'What Works for Youth Employment in Africa' initiative

The Partnership for Economic Policy is partnering with the Mastercard Foundation for a three-year initiative on What Works for Youth Employment in Africa. The initiative aims to provide evidence that can drive policy reform to increase youth employment in 10 African countries: Ghana, Kenya, Niger, Nigeria, Rwanda, Senegal, Uganda, Burkina Faso, Ethiopia and South Africa. The initiative aligns with the Mastercard Foundation's Young Africa Works strategy that seeks to enable 30 million young Africans, particularly young women, to access dignified and fulfilling work by 2030. Teams of local researchers and policy stakeholders are carrying out gender-aware policy and impact reviews in each country. The resulting analysis and findings will build a body of knowledge on youth employment policy in Africa, and will be stored in a new online knowledge repository.

For more information, please visit:

[www.pep-net.org/programs/youth-employment](http://www.pep-net.org/programs/youth-employment)

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