Youth Skills & Enterprise Program (YSEP)

Training Results Report (Months 0 - 12)

Executive Summary

The program enrolled 300 young people across 4 cohorts, with 100 from each of the 3 implementation counties; Kisii (Bomachoge Borabu), Nyamira (Borabu) and Migori (Nyatike). Of these, 64% were women and 13 participants (4.3%) self-identified as living with a disability. Women were the gender focus because they carry added barriers: care duties, less time, longer journeys and less access to capital. By month 12, 84% of participants remained in the program, while average attendance was 75%.

Only 55% completed the core package of at least 75% attendance and 75% completion and submission of session deliverables. Learning outcomes were mixed: the average skills score increased by 1.07 points among the same participants, and the midline gain was 0.58 points, but only 47% reached the competency standard at endline. Business survival was strong, with 92% of baseline businesses still operating, while 36% of idea-stage participants started a business and 47% of active businesses kept regular records, up from 20%.

77 participants met all funding criteria. Of these, 70 were linked to a funder or opportunity. Overall, 5 of the 12 training-period indicators met target, 3 were close to target and 4 fell below target.

1. Participant Information

1.1 Consent and Data Protection

Participants gave written consent at registration, with consent reconfirmed verbally at later contacts. This report and the monitoring workbook use de-identified data. Names, phone numbers and other personal information is held only in a separate, access-controlled participant register.

1.2 Participant Composition

The program trained young people aged 18 to 30 in three sub-counties chosen because their main economic activities differ, and with them the barriers young people face. 300 participants enrolled, 100 in each sub-county. On average, 64% were women and typical age was 24, with 51% aged 24 or under. 47% of women and 16% of men had caring responsibilities.

The median distance to the hub was 3.4 km in Bomachoge Borabu, 4.5 km in Borabu and 7.2 km in Nyatike, with a few participants living far from the hub (up to 32 km).

Sub-county	Enrolled	% women	Median km to hub	Living with disability (n)
Bomachoge Borabu	100	62%	3.4	5
Borabu	100	65%	4.5	4
Nyatike	100	66%	7.2	4

Participants by sub-county.

2. Program Design and Data

Four cohorts of 75 started on 9 Jan, 3 Apr, 3 Jul and 2 Oct 2023. Registration opened one month before each cohort and closed one month after it started, so nobody joined after session 2 and nobody replaced a withdrawal. Each cohort attended twelve monthly sessions at the hub. Between sessions, participants carried out a set activity and brought a deliverable to the next session (a goal sheet, money diary, costed price list, record book and so on).

At baseline 93 had only an idea, 109 were early-stage and 98 were operating a business. Skills were assessed by facilitators at baseline (after session 1), midline (after session 6) and endline (after session 12). Most midline and endline assessments included a visit to the business. If the business could not be visited the assessment was done at the hub and flagged. The M&E officer re-scored about one in ten as a validation check. Participants were also called at months 4 and 8 to check progress.

About session 11, participants who met the funding criteria (at least 9 of 12 sessions and deliverables, an operating business of 3+ months or an endorsed plan, 3+ months of records, a mentor recommendation and consent to share) were introduced to lenders, funds, buyers or support.

3. Results against planned targets

The targets were set at planning, with the reasoning for each recorded in the Indicators sheet of the workbook.

Indicator	Planned target	Result	Status
I01 Participants enrolled	300	300	Target met
I02 Women as a share of participants	60%	64%	Target met
I03 Retention to end of core training	85%	84%	Close to target
I04 Attendance rate	80%	75%	Close to target
I05 Core package completion	70%	55%	Below target
I06 Skills composite score	+1.00	+1.07	Target met
I07 Competency attainment	55%	47%	Below target
I08 Active enterprises keeping regular records	50%	47%	Close to target
I09 Enterprise continuity	85%	92%	Target met
I10 New enterprise starts	40%	36%	Below target
I21 Participants living with disability (self-identified)	5.0%	4.3%	Below target
I22 Participants meeting the funding criteria who are linked to a funder or opportunity	90%	91%	Target met

Indicators for the training period (months 0 to 12). Status: Target met = at or above target; Close = within 10%; Below = otherwise.

Retention, attendance, learning gain, enterprise continuity and the linkage promise met or came close to target. The largest gaps were competency (47% against 55%), new business starts (36% against 40%) and core package completion (55% against 70%). Section 9 shows that fewer participants qualified for funding than planned: the plan assumed about 40% of those retained would qualify, but just 26% of enrolled participants (77) did.

4. Skills and competency

The average skills score moved from 2.42 at baseline to 2.99 at midline and 3.51 at endline, a gain of 1.07 for participants assessed at both points. The largest gain was in record keeping (+1.40) and the smallest in confidence & decision-making (+0.88). business planning (3.49), digital business skills, confidence & decision-making remained below the 3.5 standard at endline, with confidence and decision-making furthest at 3.13.

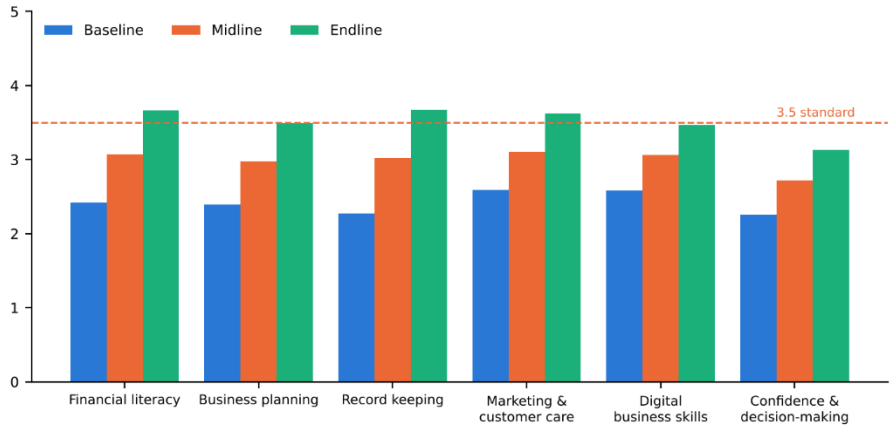


Figure 1. Average score by skill area at baseline, midline and endline.

47% of those assessed met the competency standard (3.5 or more in at least four of six areas) at endline, up from 4% at baseline and 18% at midline, but below the 55% target. Of the 251 who stayed, 15 were not assessed at endline (6%; the 49 who withdrew had no endline assessment by design), so the rates above are based on 236 assessed participants. Competency was similar for women (46%) and men (47%), but higher for those with tertiary education (62%) than for those with secondary (40%) or primary education (42%).

Average skills gain was +1.19 for high attenders, +0.99 for adequate attenders and +0.95 for low attenders. Further, 36% of low attenders reached competency against 49% of high attenders. It is likely that people who attend more may also have more time or motivation.

5. Session attendance and deliverables

Attendance averaged 75% against an 80% target. It was highest at session 1 (85%) and lowest at session 7 (digital tools for business, 66%) and session 11 (access to finance & referrals, 66%). Deliverables were submitted in full 72% of the time. 55% completed the core package, which needs both at least 75% attendance and at least 75% of deliverables.

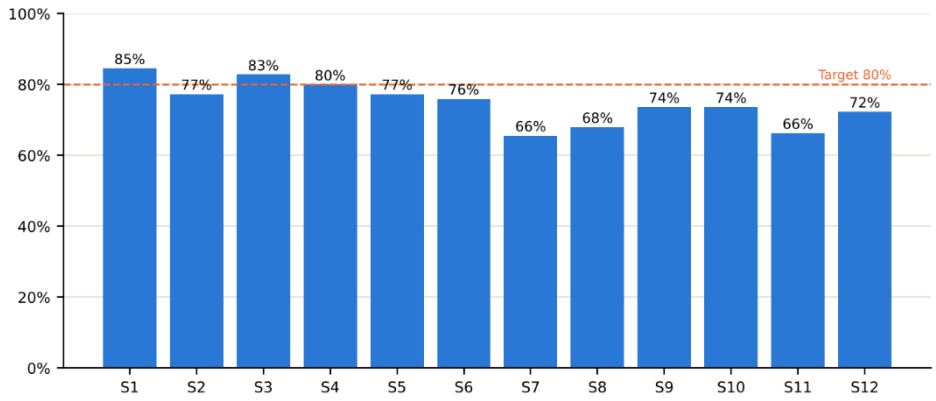


Figure 2. Attendance by session against the 80% target.

49 participants withdrew, with the most common reasons being health or family reasons (13), relocation for work or study (9) competing demands or travel cost or distance (8 each). Travel cost or distance and business, farm or fishing demands together account for 15 withdrawals, which are barriers the program can plan around.

6. Enterprise results

92% of baseline businesses were still operating at month 12 (target 85%). 36% of idea-stage participants had started a business (target 40%). Regular record-keeping among active businesses rose from 20% to 47% (target 50%). Among 128 businesses with revenue at both points, average typical monthly revenue rose from KES 7,702 to KES 10,403, and revenue rose for 70% of them.

At endline, 18 businesses showed stronger performance (regular records and revenue of KES 10,000 or more), 67 were operating and developing, 78 were operating but needed support and 61 were not operating. Endline enterprise data are missing for 64 participants.

7. Differences between sub-counties

Bomachoge Borabu had the highest retention (88%), attendance (81%) and package completion (62%) and the shortest median journey to the hub. Nyatike had the lowest retention (80%) and attendance (71%) and the longest median journey (7.2 km); five of its withdrawals cited business, farm or fishing demands. Borabu sat between them on attendance but had the lowest deliverable rate. Competency was similar across the three (48%, 48% and 45%).

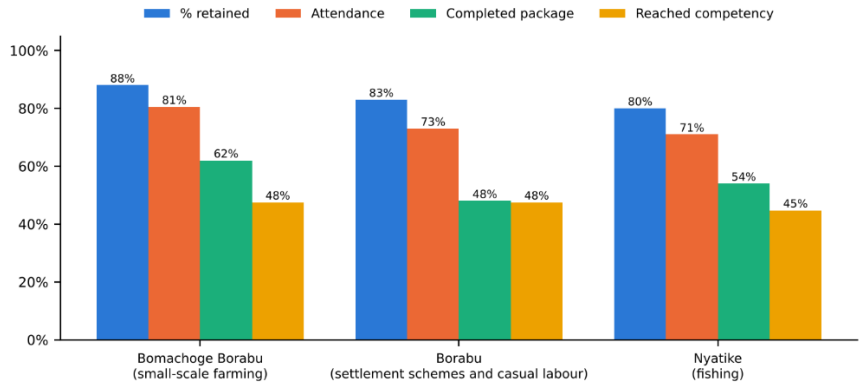


Figure 3. Training results by sub-county.

Sub-county	% retained	Attendance	Completed package	% competent	Skills gain
Bomachoge Borabu	88%	81%	62%	48%	+1.03
Borabu	83%	73%	48%	48%	+1.18
Nyatike	80%	71%	54%	45%	+1.01

Training results by sub-county.

8. Women, disability and barriers to taking part

Women were 64% of participants. They were retained slightly less often (81% against 88% for men) and attended less (71% against 81%), and fewer completed the core package (51% against 62%). Once assessed, women reached competency about as often as men (46% against 47%) and gained slightly less on skills (+1.04 against +1.13). Women with caring responsibilities attended least (70%) and those without attended 73%.

Participants living within 5 km attended 80% of sessions and 87% were retained, against 64% and 77% for those 10 km or more from the hub. Transport support and hub placement therefore matter to the participants furthest away.

13 participants self-identified as living with disability (4.3%, just under the 5% target). All 13 were retained to month 12, attendance was 81%, 8 completed the core package and 7 reached competency.

The most common support needs recorded at registration were a child-friendly space, step-free access and seating.

Group	Enrolled	% retained	Attendance	Completed package	% competent	Meet funding criteria (n)
Female	193	81%	71%	51%	46%	43
Male	107	88%	81%	62%	47%	34

Results by gender.

9. Linking participants to funding and opportunities

About session 11 each participant was checked against the funding criteria. Skills scores were not used. Of 300 enrolled, 205 attended at least 9 sessions, 184 submitted at least 9 deliverables and 164 did both. Only 159 had three months of records, which was the criterion that held most people back after attendance and deliverables. 77 met every criterion, including consent to share their details (261 consented).

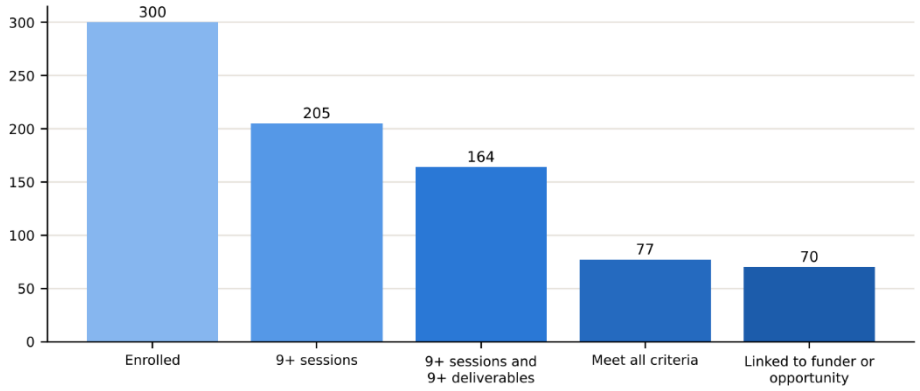


Figure 4. From enrolment to funding linkage.

70 of the 77 who qualified were linked (91%, target 90%): 53 finance introductions, 30 market links (for example cooperatives and beach management units) and 10 business-support links. Whether introductions led to funds is followed up after training and reported in the Sustainability Follow-up Report. The plan assumed about 40% would qualify; in practice 26% did, mostly because of attendance, deliverables and records. Women were 64% of participants but 43 of the 77 who qualified (22% of women against 32% of men), so fewer women than men reached the funding stage.

11. What the programme achieved

Most young people who enrolled stayed to the end, women were the majority, and participants with disabilities took part.

Skills rose in every area, more businesses kept regular records, nearly all existing businesses kept operating, and some participants with only an idea started trading.

The funding check gave nearly all who qualified an introduction.

The gaps (finishing the full package, confidence and decision-making, and the number who qualified for funding) are taken up in the recommendations.

12. Recommendations

1. Protect attendance at the sessions that dropped most (session 7 and session 11), and track deliverables as closely as attendance, since completion needs both.
2. Add transport or a nearer venue option for participants living 10 km or more from the hub, and plan sessions around market, farm and fishing days, especially in Nyatike.
3. Offer care support for women with dependants (a child-friendly space was already the most requested support) and ask about support needs at registration.
4. Start record-keeping earlier and check the record book each month, since three months of records is the criterion that held most people back from funding.
5. Revise the funding-linkage plan: expect about a quarter of participants to qualify, begin loan-readiness coaching before session 11, and agree decision timelines with lenders.
6. Encourage participants to look for funding and opportunities, not only through program introductions. Teach how to find and compare lenders, grants and buyers, and how to prepare an application, and let those who do not meet every criterion use the same skills on their own.
7. Give extra support to confidence and decision-making, as it is still below the standard, and to participants with secondary or primary education who reached competency less often.
8. Reach disability organisations earlier in recruitment to move from 4% towards 5% and keep reporting disability results as counts.