



# TOOLS FOR SELF RELIANCE

Practical help for practical people

## IMPACT & LEARNING REPORT

**Kafue Youth Skills Development Project**  
Rise Community Aid Programme (RICAP)

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# KAFUE YOUTH SKILLS DEVELOPMENT PROJECT

Working with our partner, Rise Community Aid Programme (RICAP), 35 unemployed young people undertook vocational training as part of Tools for Self Reliance's Youth Skills Development project.

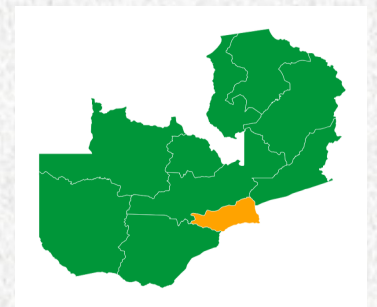
The project aimed to increase access to quality and equitable education and skills development training relevant to the aspirations of local youths, and needs of their local communities.

RICAP is based in Kafue, which is situated 45 kilometres south of Lusaka, the capital of Zambia. Recent statistics reflect an HIV prevalence rate of 19.3% in this part of the country. Given this, alongside vocational, business and financial literacy lessons, participants also received life skills sessions; which included education on prevention of HIV and challenging stigmatisation of those living with or effected by HIV/AIDS.

Project duration March 2017- March 2018  
Project evaluation April 2018



RISE COMMUNITY AID PROGRAM



Kafue—located in Lusaka Province

## PARTICIPATION

The project offered 14 young women and 21 young men practical and theory skills training in welding and fabrication, electrical installation or catering, through both centre based and 'on the job' training.

A further integral part of the project was to equip young people with business skills and financial literacy relevant to real life situations in order to build their confidence and prepare them for the labour market or to start up their own enterprises.

82% of trainees felt that the training was very good, and 18% good



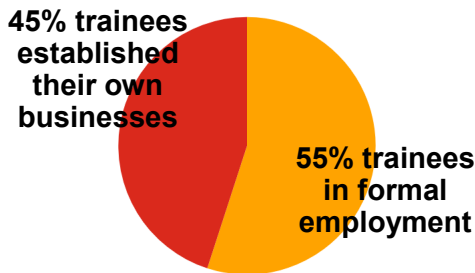
### Trainees employment status before training



72% of trainees were unemployed, 14% of participants were in employment and 14% were earning a small income from petty trading, meaning that they were mostly reliant on family members for food, housing and healthcare.

# OUTCOMES

From the graduate's feedback and observations obtained during the evaluation, training delivered has resulted in an **increase in the level of employable skills** and their ability to secure meaningful work.



At the time of the evaluation **59% OF THE GRADUATES WERE IN EMPLOYMENT**

This is expected to increase over the coming months given the evaluation was held just one month after the participants graduated.



On average, graduates are earning **3.5 TIMES MORE** compared to before the training

After training graduates are now earning on average **£54.60 PER WEEK** since graduating, and believe this could increase to **£99.80**



With their additional income graduates can now afford to support their families with



Additional food



Soap



Sending children & siblings to school



Gloria Phiri, catering graduate, is a single mother. With her new income she can now support her three children to finish school

## CHALLENGES

### Placements (on the job training)

RICAP found it challenging to identify placements for on the job training for all of the trainees, with some expected to find their own. It was thought that investing more time in this aspect of the project, would contribute towards increasing the trainee's exposure to different businesses and working environments and to their ability to transition from training into work.

### Travel and graduate catchment area

RICAP selected trainees from a wide catchment area and this meant many trainees were travelling on foot from various communities on the outskirts of Kafue, which in some cases, would take more than an hour. Given this geographical dispersal, the formation of small business groups at the end of the training was a challenge and made it difficult for some graduates to work together. In future projects RICAP will look to reduce the catchment area and to cluster selection around specific communities.



# LEARNING

**Recruitment** - during evaluation participants reported that they learned about the training through local posters and word of mouth; not necessarily through community sensitisation activities held at the start of the project.



RICAP have identified that enhanced community sensitisation would not only appeal to the most vulnerable within and amongst communities, but may also tackle challenges that participants faced regarding travel and catchment areas to start up co-operative businesses.

**Stakeholder engagement** - entering the job market or starting a business can naturally be a daunting prospect. Graduates visited highlighted the challenge of moving from training into work, whether in terms of finding employment or in starting their own businesses. It was suggested that increased and improved stakeholder engagement and linking graduates to existing business networks would help to build self confidence and be better equipped to seize opportunities.

## STORIES OF CHANGE



*“I feel so different now compared to before I started training – now I have my own tools and I can make things better for myself and my family – I feel so happy about my future”*

Roy Jones, welding and fabrication graduate

*“I wasn’t able to stand on my own but now I can support my family and I am lifted from where I was.”*

Stazio Cheembo,  
welding and fabrication graduate



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