



YOUTH EMPLOYMENT

Monitoring & Evaluation Report

Quarter Four :
October - December 2020

SKILLS DEVELOPMENT FOR YOUTH EMPLOYMENT

This section shows key achievements in Quarter 4 of 2020 for the initiative implemented under the Skills Development for Youth Employment project. With funding support from Ford Foundation, the Niger Delta Youth Employment Pathways (NDYEP) project was designed to analyze opportunities for employment creation and develop models of youth job-readiness or workforce development in key growth sectors in Abia, Akwa Ibom and Rivers States. In the second year of the two-year pilot intervention expected to end in December 2020, PIND is targeting to train and equip 3,000 youth in the three project pilot States with market relevant technical and soft skills.

Addressing youth job readiness, workforce development and job creation

Building on the implementation models, lessons and results from the previous quarters, PIND continued to advance the technical and behavioral skills trainings in aquaculture, building construction, finished leather and ICT sector. In the previous quarter, eleven implementing partners provided training and post training support to 1,471 young persons and supported 481 graduates to secure waged employment.

In the reporting period, 1,416 out of the 1,467 youths who started the training in NDYEP phase II, completed the training in addition to 1,471 (completed from 1 batch), bringing the total number of youths with skills at the end of the second phase to 2,887 – Abia(980), Akwa Ibom (803) and Rivers (1,104).

Disaggregating the number of the youth who have completed the training, 996 were in aquaculture, 461 in construction, 1,236 in ICT/Renewable Energy, and 194 in Finished Leather. The 2,887 constitutes 90.8% of the overall 3,180 youths who had enrolled for the training surpassing the strategic target of 2,172. Among the 2,887 who completed their training, 1,288 youths have been linked to employment or started enterprise as at the end of Q4 2020, which constitutes 86% of the strategic targets of 1,500. This was due to the impact of COVID-19 restrictions on the economy in 2020.



Entrepreneurship Training

As part of the goal to train and support youth participants' transition into employment, an entrepreneurship training program initially designed as an in-person instructional program for young persons was pivoted to an online program in response to the Covid-19 outbreak. Following the successful completion of the first stream of training 200 participants, the partners, Develop You Foundation and CAD Consulting, commenced the second stream of entrepreneurship training for additional cohort of 300 youth.

In the reporting period, the two implementing partners engaged completed the second online training with 513 participants completing the online training in two streams, with over 75 percent of business plans uploaded on the CBN/NIRSAL portal. The online entrepreneurship training was conducted via Zoom and with sessions broadcast from the partners' studios/ Follow-up instructional support was provided to the participants via WhatsApp. This entrepreneurship training is part of post training support to NDYEP participants. The participants took part in this training with the opportunity to develop business plans and upload them on CBN/NIRSAL portal for assessment. The entrepreneurship training was aimed at supporting NDYEP trainee graduates who are interested in enterprise development.

Some of the participants who completed the training and had their business plans uploaded are being invited by NIRSAL for interviews and to assess their business opportunities for loans disbursement. The BSPs are also following up to ensure that as many participants as is possible obtain the business loans.



RIVTAF Apprenticeship on Construction

As part of its effort to explore opportunities for apprenticeships and jobs for youths, PIND influenced RIVTAF Construction Company to absorb 85 NDYEP trainees in its apprenticeship program. The trainees received hands-on training at an ongoing building construction site at Golf Estate in Port Harcourt, Rivers State to improve their professional competence in different skill areas such as electrical, plumbing, masonry, tiling and painting.

In Q4 2020, the RIVTAF apprenticeship training was completed, and out of the 61 trainees who started, 40 (25 Electricals, 6 Plumbing, 5 Painting, and 4 Tiling) completed the scheme successfully. Given the location of the site for the apprenticeship scheme; participants' transportation to the site was a major setback as some could not afford the cost.

Sustainability of NDYEP Model for Youths' development Pathway in the Niger Delta

The NDYEP project continues to engage with Niger Delta State governments to influence adoption of the demand-led approach to youth employment. The technical assistance to Delta State on job readiness for the Graduate Employment Enhancement Program (GEEP), a program of the Delta State Job Creation Agency was completed in November 2020. The program conducted in collaboration with Delta State Job Creation Bureau included workshops in Asaba and Warri for disadvantaged youths who require support on employment opportunities, job readiness and access to the labour market.

Akwa Ibom State is working to support young persons between 30 – 40 years of age, through the "My Entrepreneurship Goals Program" (MEGP) aimed at filling the gap of business education in the State and working with SMEDAN to deliver trainings on building a business plan, financials for their businesses. This program is under the State's Directorate of Marketing and Branding Management of the Governor's Office, already running with nine classes completed. In line with the NDYEP aspirations and goal of enterprise development for youth on the alternative paths to

economic engagement, NDYEP would be providing technical supports to Akwa Ibom State. This will be through a soft skills training to beneficiaries and linking NDYEP Implementing Partners in the State with the State's youth program.

Within the reporting period, a meeting was completed where all NDYEP implementing partners were introduced to the Directorate. This meeting presented opportunity for understanding of NDYEP model and framework and key achievements made by NDYEP in Akwa Ibom. The Directorate also made a presentation which gave a deeper understanding of the MEGP and areas of alignment with the NDYEP.

NDYEP and MEGP are currently finalizing the process to formally deliver the soft skills training to all incoming MEGP beneficiaries, while the Directorate made a commitment to visit all NDYEP implementing partners to deepen their relationship and follow-up on their post training support to participants and sustainability of NDYEP in the state.

Delta State Labor Market Assessment Completed

Also, within the reporting period, the Labor Market Assessment for Delta State was completed and final report submitted. This exercise was aimed at providing data and useful information for the design and planning of youth employment program in the state. A results validation workshop was held in November 2020 in Warri in Delta State.

NDYEP End-line Evaluation

The NDYEP End-line Evaluation started in Q4 and is in process. Data collection is completed with 62 documents reviewed; 28 Key informant interviews completed; 12 face to face and 8 online FGDs with 2 participant observations were also completed in Q4. The evaluation process is also undertaking online trainee survey, with past NDYEP trainees. Stakeholders consulted included PIND staff; Implementing partner staff; Advisory Board; Government stakeholders; Employers / intern providers; trainees and ex trainees.

Aligned to the end line evaluation, PIND has also commissioned the production of 4 video cases, 1 practice paper for the finished leather sector and testimonials from participants. These knowledge products will be utilized in disseminating lessons from the NDYEP project