

August 2019 Newsletter



Key Highlights

- Implementing Partners Regional Meeting
- YL&A training of trainers
- GROW Sharing best practice and Re-fresher session
- Stories of Hope .

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Published 9/18/19

IMPLEMENTING PARTNERS (IPs) REGIONAL MEETING



Participants during best practice sharing session

In partnership with Education Development Center (EDC), Akazi Kanoze Access (AKA)/ facilitated from 5th -09th of August 2019, the HDAK re-

gional meetings: in southern, Kigali, Eastern and Northern province . The purpose of the USAID/HDAK IP regional meeting was to establish and maintain regular productive engagement of all service providers & program stakeholders.

In this meeting, Implementing Partners (IPs) Field Officers reviewed their roles in the HDAK implementation project, discussed the process and tools that aim at improving the quality of HDAK delivery. After having a look at what was discussed during the last meeting, the participants have shared experiences on HDAK package, YL& Accompaniment progress and successes. They also had a

discussion and shared experience on how to improve their weekly, monthly planning and field monitoring.

Participants from all IPs had time to visit youth placed on jobs and doing activities in Huye, Kayanza, Musanze and Kigali



Trainees in hairdressing at SOS Kacyiru

The following are the lessons Learnt from the IP regional meetings:

- Youth can GROW their businesses using the available resources/opportunities, like BDF, SACCOs, etc.
- There is a MOU between two financial institutions, RIM & Goshen Bank, to help HDAK youth to have access to loan by using group collateral.
- Local leaders can support youth activities once informed of youth activities;
- IPs need strong support to enhance their planning (especially for field officers)

YOUTH LEADERSHIP AND ACCOMPANIMENT ToT for Yr1 IP



On 13th August 2019, AKA, in collaboration with EDC, organized a fourth training in one day, which is the last of the training planned for the FOs. Nineteen (19) FOs (11M, 8F) from nine Yr1 IPs (Maarifa Africa, HPA, SOS, Esther's Aid, AVSI, RODI, CPJSP, CEFOTRAR, BENIMPUHWE) participated in this training. The training aimed to strengthen the capacity of FOs engaged in YL & A program implementation, and to ensure that youth leaders and their peers participate fully in community activities, such as the cleanliness of public latrines, the construction of toilets for poor families, cleaning of roads, etc. At this level, FOs will strengthen the ability of youth leaders to be “good collaborators” with local leaders and “contributors” to different community projects.

GROW BEST PRACTICE AND SHARING EXPERIENCE SESSION

In collaboration with EDC, a GROW reflection session was organized by AKA for nine (9) FOs and eighty (80) trainers (36M,44F) from COCOF, AEE, APAFORME, BENIMPUHWE, RODI, HPA, CPJSP, SOS and AJECL. The FOs and trainers shared what it worked well during the GROW implementation, challenges/constraints that they are facing so far, and the strategies that need to be applied for addressing and maintaining the sustainability of the program’s achievements.



Participants from different IPs s during group discussion, sharing best practices and challenges

During the brainstorming session, participants agreed on best practices or lessons learned. Here are the key best practices and lesson learnt that can be followed by each IP:

- Most of the youth selected are Akazi Kanoze alumni
- Youth were eager to learn from the GROW trainings
- Most youth selected have small activities that generate income
- Preparation in advance the training of the following day by the trainers. Most of the trainers visited prepared in advance the content to be delivered the following day
- Trainees have started expanding their businesses since the trainings

GROW Refresher Training of Trainers for Yr2 IPs- intake 2

AKA technical team, in collaboration with Skills Development and Entrepreneurship Departments, organized and conducted a refresher Training of Trainers a 3 days Training of Trainers (ToT) workshop to prepare IP GROW trainers to implement GROW training intake2. In total there were 80 participants (36M, 44F) and nine (9) FOs from IPs (COCOF, AEE, APAFORME, Benimpuhwe, RODI, HPA, CPJSP, SOS, AJECL).

During the workshop, the facilitators allowed the participants discussing and exchanging what they experienced as well worked and what area needs to be improved in GROW program implementation.

The key things that participants liked from the refresher training:

- * Having the refresher training after trainers have facilitated some modules is something good, as it helped to focus on key issues that concern all trainers. This allowed us to give more time to such activities as well as trainers understanding them better.
- * Having field officers also attend the training was something commendable. This did not only enable them understand the GROW program, but it helped the IPs to have a close supervision of trainers by their FOs which ensured the smooth running of the training.
- * The FOs were able to further understand and explain their roles in the GROW training to the trainers.

Technical Trainings



During the month of August, the AKA technical team conducted monitoring and quality assurance of technical trainings conducted by HDAK IPs in different trades: agribusiness, carpentry, welding, construction, shoes making etc.

While there, the AKA technical team made critical observation: We realized that youth enrolled in technical training will be eligible or not eligible for the WDA certificate at the completion of the technical training. It depends on the partnership either with companies who are accredited or not with WDA. For example, KIATO AFADHALI is now accredited and provides a WDA certificate, while KORA is not accredited by WDA. This certainly affects the developmental skills that youth should acquire by following one or the other technical training



Photos: From up to down; youth in agribusiness working in their vegetable garden. One of the trainees in shoe making showing her skills

BIDING FAREWELL

At the beginning of the month of August, the AKA team bid farewell to our summer 2019 Interns Aluwet Deng and Layla Weiss from Georgetown University, USA. We commend their impeccable work at AKA and we wish them all the best in their future endeavors.



Aluwet and Layla posing for a group photo with the AKA staff

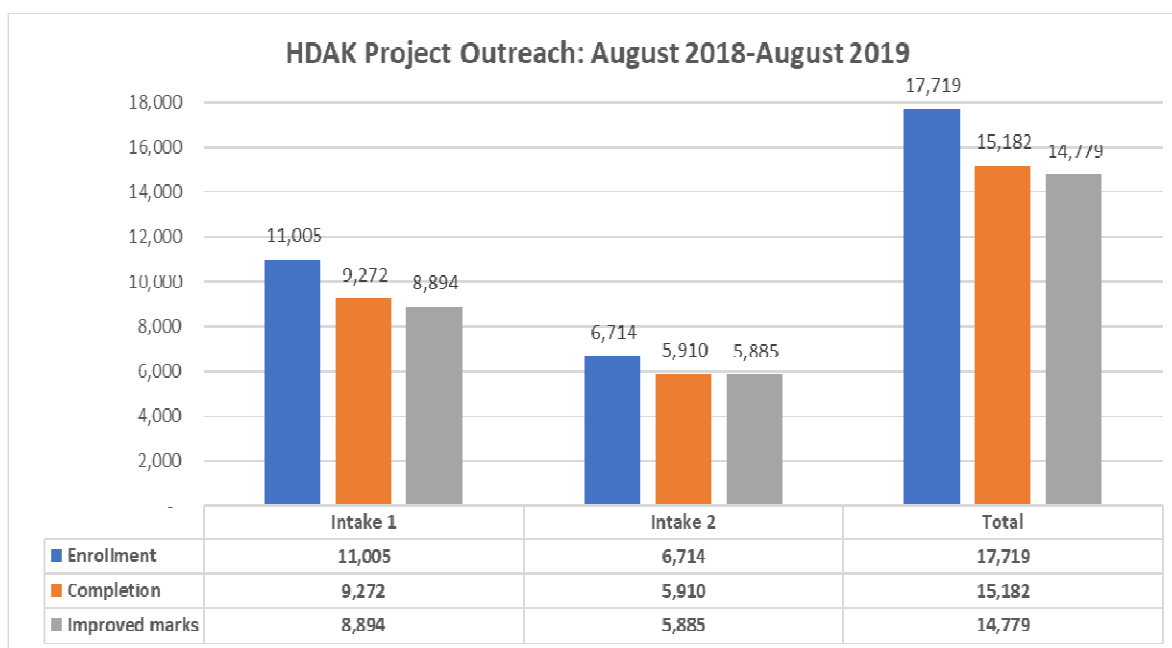


Aluwet Deng is a rising junior at Georgetown University majoring in Finance and International Business. She loves writing, taking pictures, and serving others. She wants to impact the world through social innovation and business. Her job at AKA included producing AKA's June and July newsletters and documentation.



Layla Weiss is a Georgetown University sophomore who spent the summer in Rwanda as a communications and business development intern for AKA. Layla's job included all things Marketing and Public Relations related from designing communication materials to enhancing AKA's information technology.

Progress Update: Huguka Dukore Akazi Kanoze (HDAK) Statistics!



This graph shows that the percentage (%) of youth who completed the WRN & BYOB training at intake 2 is greater than the percentage of youth who were enrolled in intake 1. This is mainly due to the way in which the selected trainers at intake 1 were used during the second session (intake 2) of WRN & BYOB, and became more experienced as there was also refresher training in their favor. This should also impact the certification process, where the percentage of young people completing the WRN & BYOB training is 99.6% at intake 2, while the number of youth in intake 1 is 95.9%.

STORY OF HOPE: *This is my hairitage*

AKA believes in the prominence of showcasing these amazing stories for the world to see that Rwandan youth are pushing boundaries. Sharing their successes big or small is a way to acknowledge their journey and to inspire so many others. Stay tuned for more of these.

Regine Nyiransengiyumva from Jabana sector, Gasabo district is a HDAK graduate inn WRN & BYOB trainings at SOS Kacyiru one of the HDAK's Implementing Partners. She shared with AKA team that joining the HDAK was one of the best things to happen to her. *"Before joining here, I was someone with limited knowledge and I would do any small jobs available in my neighborhood or would help my parents gardening other people's land. I was lacking vision and ambition regarding what I wanted to achieve in the future"* said Regine. Many other young people who join this program testify that their mindset change after the Work Ready Now and Be Your Own Boss (WRN & BYOB) trainings. They learn all the skills necessary to become a successful entrepreneur.

Life changing opportunity

After completing the HDAK trainings, Regine started hairdressing trainings. *"I chose hairdressing because I have always loved doing hair and also because with this profession, I can work from home, customers come with hair to braid. My careful work is my marketing tool because a customer brings another, etc."* she continued. Even if she still has a few months to complete her trainings, Regine has started harvesting fruits from her labor. She is able to get around 10,000 Rwandan Francs during the weekend as she is having training during weekdays.

As many youths who dream to become one day entrepreneurs, Regine states that the biggest challenge for her and most of fellow youth remains accessing to finance. Nevertheless, she stays optimistic that from the skills and knowledge she received in WRN&BYOB she will find a solution to that challenge. *"Besides doing hair and nails, I have gained other skills in these trainings thanks to Huguka Dukore Akazi Kanoze, especially team working, respecting time, handling customers, among others. The most important skill I have learned is to save the little income I earn as I prepare to have my business later"* Regine confided.

What she is hoping for the future is to open her own hair saloon one day but, in the meantime, she wishes to look for a job in a saloon as she keeps mastering her craft. In plus, Regine belongs to the saving & loan group, where she gets to save up 3,000 Rwandan francs per week. Through that, her savings will help her when she decides it is time for her to wear the entrepreneur cap.



Regine braiding her colleague during the trainings

STORY OF HOPE: It's wine o'clock

It is wine o'clock

Work-Based Learning also known as “*Igira Ku Murimo*” is one of the programs HDAK has proudly partnered with APEFE an international NGO to ensure that the youth in technical and vocational trainings have work exposure and experience from places that provide services they are being trained for.

This is a story of Emmanuel Nshimiyimana, 27 years old who resides in Shingiro Sector, Musanze district, one of the students learning on workplace. He has been following the 1-year training in Food Processing. We met him at an enterprise that produces banana-based alcohol beverages.

Before joining these trainings, Emmanuel was an electrician, he was working in Bugesera district when he first heard about these trainings. *“I knew that I had to take the trainings. I chose Food Processing because since I was a teenager I was inspired by entrepreneurs in that area of work from my neighborhood. I am passionate about wine making and now I can make more than 5 types of wine using fruits that are easily available”* said Emmanuel.



Emmanuel, second right , doing laboratory analysis with his colleagues



Emmanuel showing a banana alcohol beverage as final product

STORY OF HOPE: Chef Pâtissier in the making

My name is Callixte Nshimiimana, I am from Ngoma sector, Huye district. I am 25 years old. The first time I heard about the trainings it was through friends who sent me the application offers. I applied and I got in, I have started in September 2018. I was a student at IPRC where I was also receiving trainings in electrical circuit installation.

I chose food processing because I am passionate about baking. I am proud of myself that I followed my passion. I have learned so many skills that I believe will be crucial in my journey as an entrepreneur. I can affirm that now my baking skills have improved. When I first got in my school, all I could do was to mix ingredients but now I can make tasty cakes from scratch. My favorite part is decorating cakes. A part from baking skills, I also acquired and used the skills from WRN & BYOB trainings, entrepreneurship skills to customer service skills and to have savings. I appreciate those courses from the trainings because they opened my mind and allowed me to think bigger.

Today, my expectation is to graduate with enough skills that will let me find a wage-employed in that field of bakery or become an entrepreneur. That has always been my dream since I was young. My plan is to look for other students who are trained in food processing, I share my vision to grow in bakery then I call them to join me in that vision.



Thereafter, we can go to a financial institution that helps young people, like BDF, purposely to apply for a loan, so we can start our business in bakery. In the meantime, after the graduation I will start looking for a job just to keep practicing what I have learned during the work-based learning

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AKAZI Kanoze Access: Providing Youth with the Skills they Need to GROW

Our Mission is to provide youth with employability skills, access to capital and other support services to take advantage of economic opportunities.

Our vision is to be a leading Organization contributing to youth well-being through employability skills and support services.

Our values are: *integrity, excellence, professionalism and innovation.*

We are AKAZI KAZNOZE ACCESS.



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****This report was prepared by Daniella K. Kayigamba, Communication Officer at AKA***