

Key Highlights

- External Assessment Administration
- Monitoring and quality assurance
- Work Based Learning Day
- Stories of Hope

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External Assessment Administration

During the month of November, AKA organized and managed the external assessments in Huye, Gasabo, Gatsibo, Musanze and Kicukiro districts for Vision Garment, 4 APEFE schools (EAV-Kabutare, TVET-Gacuriro, ESTB-Busoro, Ngarama TVET) and ANLM.

In total, 219 youth (53M, 166F) attended and participated in the external assessment.

In collaboration with EDC, AKA is currently preparing certificates for all eligible youth graduates with a final mark equal to or greater than 50%. The distribution of these certificates is organized in December.



Youth from vision Garment (photo 1) and EAV Kabutare (photo 2) sitting for external assessment

Monitoring and quality assurance of Work Ready Now-BYOB training

During November, jointly with CRS, AKA organized and conducted field visits to the CRS-Subs (Caritas Nyundo, Caritas Byumba, Caritas Kibungo and Vision Jeunesse Nouvelle) to support IP staff to monitor WRN-BYOB training delivered by their trainers. A total of 42 training sites were visited and 3,069 youths (856M, 2,213F) were enrolled to attend the WREN & BYOB training sessions. It was observed that CRS-subs initiated a good practice to provide caregivers (at least 2) at each training site and supported babies by distributing milk and biscuits.

Monitoring and quality assurance of technical trainings

In November, AKA staff organized field visits to 4 IPs (VJN, IBC, AEE, UPHLS) to follow and monitor technical trainings including: agribusiness, welding, tailoring, carpentry, smithy, hairdressing and mechanics supported by those IPs.

During the field visits, we observed the following:

- ◆ **Establishment of linkage with Rwanda Agriculture Board (RAB):** For youth investing in the agribusiness sector, AEE established relationships with local RAB technicians in Rubavu and Huye districts and put them in contact with these youths. Their visits are very important to them because during this farming season, various diseases, which must be treated quickly, mainly affect potatoes and legumes. "We are very pleased to receive free technical support from a public institution specializing in agriculture, and we hope to get a good crop yield because we work hand in hand with it," stated by youth from Rubavu.
- ◆ **Working with accredited training sites:** Youth from the technical trades (mechanics, welding, hairdressing, sewing and carpentry) will obtain a WDA



Youth in agribusiness from different IPs during field visits

Support on reviewing Accelerated Learning Program level 2 curricu-

EDC, in collaboration with Rwanda Polytechnic (RP), WDA and various key stakeholders, is supporting the development of TVET level 2 program. This program will enable the vertical progression of students at level 1 and 2 and set a strong foundation to those who will continue with other subsequent TVET levels.

Under the USAID HDAK support framework, EDC has supported RP to develop eleven (11) curriculums including Basic Education, Agriculture and Soft Skills. These curriculums have already been validated by WDA. In the same spirit of developing the very first quality training, EDC, in collaboration with RP, selected trainers, practitioners and local TVET editors with experience in

GROW YOUR BUSINESS TRAINING

The GROW Yr3-Intake 1 had a greater influence on its enrolled youth comparing the starting point (as baseline) with the ending point (as endline).

- ◆ When we started GROW field visit, the youth who were in SILC group were 581 (i.e 55% vis-à-vis of all youth enrolled by this intake) then at the end of onsite field visits, it has been recorded 901 youth (with an increase of 30% new youth members of saving groups).
- ◆ In their businesses, youth increased perfectly their keeping records at 59% in comparison with the baseline (starting point) and the endline (ending point).
- ◆ The youth who had **bank** account were 438 (41%) while at the end they were 661 (62%) youth. Not only youth opened bank account, they also applied for loans from SACCOs and other finan-

Huguka Dukore Akazi Kanoze (HDAK) National Youth Summit

The National Youth Summit was organized in Kigali and brought together 78 youth leaders from 5 Yr1 IPs (Benimpuhwe, CEFOTRAR, Esther's AID, HPA and Maarifa Africa). District officials, NGOs, private sector companies, MINICYOUTH Minister, MIFOTRA, the US Ambassador and USAID representatives attended the event.

Thirty (30) exhibitors from all districts presented their businesses. The Minister of Labor, guest of honor at the event, praised HDAK's achievements and acknowledged USAID's financial support to youth who, at that time, made good progress in their program "Being One innovative and qualified entrepreneur".



From left to right: youth showcasing their products and the Minister of Labour visiting one of the stands during the National Youth Summit

Best practice session with trainers of GROW YR3- intake 1 and intake 2

During the reporting period, AKA, in collaboration with EDC, facilitated a one day best practice session with GROW trainers and FOs to share lessons learned and challenges from the whole implementation of GROW Yr3-intake 1.

Participants shared their views related to the training and onsite field visits process and areas that needs improvements for the next GROW program session.

For the training, participants gave the following key highlights:

- ◆ The content was progressive attractive, complementary and clear to the trainers and trainees;
- ◆ The training was delivered based on experience sharing for each other
- ◆ Flexibility in organizing the training schedule.
- ◆ During the trainings, facilitators gave examples based on what they observed during the onsite field visits.



GROW trainers and field officers from different IPs during the best practice sharing session

The lessons learnt from the onsite field visits, it was highlighted the following:

- The trainees put into practices the lesson learnt from the training sessions;
- Onsite field visits increased social relationships between trainees and trainers
- Some youth changed their mindset through improving how they take care of customers
- Record keeping has become an everyday practice for more trainees

Work-Based Learning Day

In mid-November, there was a Work-Based Learning (WBL) day. It was an opportunity to raise awareness about WBL, one of HDAK's innovations to help youth gain work experience through work exposure and work experience finding employment or starting a business. Employers and various youth empowerment organizations have been sensitized to massively involve youth. The 21 IPs participated in WBL day in the 25 districts of HDAK implementation.

The youth interacted with the employers, asked them questions about the work and benefited more from the answers provided. In the meantime, youth have had contact with employers who, in the future, will help them to find a job or become potential business partners.

IPs, along with youth, massively tweeted using the #WorkBasedLearningDay hashtag, and many mem-



Youth visiting several companies during the Work based



YEGO centers trainers doing outdoor activities during the workshop

Conduct WRN&BYOB ToT for YEGO Cen-

In collaboration with EDC, AKA conducted a training of WRN & BYOB trainers for participants from 12 YEGO centers (including Kabuga, AGR, Kimisagara, Club RAFIKI, Kamonyi, Bugesera, Rulindo, Huye, Ruhango, Nyanza, Musanze and Kayonza), KIBIHEKANE TVET school and Rwanda New Hope Generation. The two-weeks training aimed to build the capacity of YEGO centers in training and facilitation skills on WRN & BYOB and WBL. In total 27 participants (16M, 11F) attended the training.

In general, the TOT went well as the participants were very motivated and committed to apply the new skills and knowledge from the training.

STORIES OF HOPE

Sky is the limit

Emmanuel, a young of 23-year-old, who is a graduate from GROW program, lives in Bumbogo sector, Gasabo district. At the beginning of the training, Emmanuel had a business of selling homemade potato sambusa. *“I used to make sambusa and sell them at 200 RWF each and by the end of the day I would have like 10,000 RWF, an amount that could double on market day, a specific day once a week where everyone brings goods to the market”* says Emmanuel.

Emmanuel has joined GROW program beginning this year. He received trainings on growing his business and taking it to another extent. *“I loved these trainings because they taught me skills I thought were not relevant like having a book records where I write down what I have sold, what remains and profits made and the importance of savings.*



Emmanuel in his kitchen making sambusa a year ago

Since he was a GROW client, Emmanuel was able to expand his business. Besides making potato sambusa, he now has opened a small shop where he sells different items that people in his area need in their daily life like snacks, sodas, beers, soaps etc. *“When I started this shop, I already had the skills from GROW and I was focused to make it work. People from my sector needed this kind of shop because I have a service where I serve food for people doing different work like construction in the area”* said Emmanuel.

As he learned to set short and long term goal, Emmanuel wishes to expand more his business and provide quality service to his clients. *“My goal next year is to buy a fridge for clients who need cold beverages and a television post for entertainment. This will increase the number of my clients and profits. Like the saying goes, sky is the limit”*, said Emmanuel.



Emmanuel in his new shop in his own house

Discipline and Hard Work

This is a story of Niyitegeka Isaie, a 32 years old married, with 2 children, who is a graduate of Huguka Dukore Akazi Kanoze (HDAK) project. He lives in Nyarugenge district, Nyamirambo sector. He started what was called Akazi Kanoze 2 trainings in 2009. Isaie received those trainings through Caritas Rwanda with other youth who did not have a chance to finish school. *“When I started the trainings I had a small business of selling chapati on the road. The trainings really came in handy especially on the importance of savings, setting short and long term goal”* says Isaie. In those savings, Isaie has accomplished so many astounding things; he got married and he bought a bike to help him increase his revenues. *“I am grateful for Akazi Kanoze trainings, I would have never started savings if it was not for the skills I learned”*.

Due to his hard work and having a running business, Isaie was selected to pursue GROW trainings which are part of HDAK project. The program aims to help youth who already have income generating activities to grow their businesses through trainings. He joined the program in the beginning of 2019 and was among other youth who have their business in order to help them to increase their earnings. *“The main lesson I learned through GROW is to use well the profit I have gained from my business. For instance if my profit of the day is 15,000 RWF, instead of spending all, I know how much to save and how much goes into other projects”* says Isaie.

Isaie has now expended his business, he has 2 motorbikes and a house he plans to rebuild before next year ends. *“One of my biggest accomplishment is to have 2 motorbikes without a loan and now I am able to help a fellow youth by renting them the second bike. My future plan is to help more youth and I know so many of them who need a little push. I am also planning by end of next year to live in my own house and be done with renting. I am sure that I will achieve my goal”* he said.

As someone who drives a motorbike in Kigali, Isaie is part of one of motorbike cooperatives. Recently, he was selected to be among motorbike drivers who would drive around delegates attending the International Conference on AIDS (which takes place in Kigali in December 2019). He was trusted and tasked by the organizers of this international event because of his discipline, professionalism, customer service. Today he thanks Akazi Kanoze Access and



Emmanuel with one of his motorbikes

Anything is possible when you work as a team

The group “*Abahujintego*” which means those with the same goal, is based in Huye district and their main activities are welding and mechanic. This group made of 25 youth, were trained in UPHLS, one of Huguka Dukore Akazi Kanoze (HDAK) Implementing Partners after finishing secondary school. They started this group in February 2019.

They all share the praises about how HDAK project has changed their mindset and their lives for good. “The training has taught me the importance of saving among other skills. *Since I started in this group, I managed to save money to buy 2 goats and 1 pig. Now the two goats are having babies and for the pig, as it is grown up, I can now estimate around 70,000 Rwandan francs whenever I wish to some of them*” says Jean Paul, one of the Abahujintego members. The income generated in the welding activity helps Jean Paul to take care of his family and his cattle.

“After being trained in HDAK training but after the training, I went for mechanic. As I am a girl, doing mechanic I faced many challenges relating to my gender, where people do not entrust our capabilities. I thank HDAK project because one of the things I have learned is to have confidence in myself and as long I am passionate about what I do, I will achieve many things” said Marie Louise, a member of the group.

I met a number of people discouraging me saying that I will not be able to do mechanic, they kept telling me it is for men not for women. Moreover, some of them suggest that maybe I could go for other profession like cooking or sewing. However, I did not listen to any word of them. I kept moving forward with mechanic and I am even now performing it very well” she added.

All these young people are thankful to HDAK project for changing their lives for the best through the trainings. The overall achievement is the mindset change among these youth when it comes to Entrepreneurship, opting culture of saving and valuing every job.



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OUR APPROACH



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.*



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