

Key Highlights

- A partnership between HDAK and Vision Garment
- Monitoring and Follow up of Implementing Partners
- Review and quality assurance of Entrepreneurship Development Policy
- Stories of Hope .

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September 2019 Newsletter

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A partnership between HDAK and Vision Garment

During the month of September, a company called Vision Garment, located in the Gasabo district requested Huga Dukore Akazi Kanoze (HDAK) team to provide Work Ready Now (WRN) & Be Your Own Boss (BYOB) training to the youth who are currently being recruited to work in this factory. This garment company is one of the National Employment Program's Implementing Partners.

AKA support the company with all pre-training preparations and end of September 60 youth started the WRN&BYOB training

AKA technical team also organized and conducted the 4-days refresher Training of Trainers (ToT) within APEFE to

strengthen the knowledge and facilitation skills in WRN & BYOB modules for improved quality of WRN and BYOB training delivery. A total of 20 trainers (10M,10F).



Objectives of the refresher:

- * Enhance the facilitation skills to deliver the content of WRN and BYOB
- * Improve in preparing and facilitating WRN&BYOB Training
- * Share a range of facilitation skills and participatory facilitation techniques and their application in delivering WRN and BYOB to the Participants



Participants from APEFE during group discussions

Monitoring and Follow up of Implementing Partners

During the month of September, AKA field staff organized field visits to 7 Implementing Partners (HPA, COCOF, IBC, AVSI, RODI, UPHL and Caritas Kibungo) to follow and monitor technical trainings supported by those IPs. In total 26 training sites have been visited and 660 youth (278M, 382F) have been enrolled in the various technical trainings including (tailoring, hairdressing, agri-business, electricity, welding, masonry, leather works).



Some of the youth visited on their work sites

Best practice:

Due to the internal rules established by the youth in those IPs the participation rate is 90% in the technical trainings they are enrolled in.

Field visits as a way to build relationship with trainees

The AKA team was able to track how the field visits organized by GROW Yr3-intake1 trainers were facilitated by the GROW trainers themselves. In fact, the AKA team was supposed to help trainers to approach trainees in their work-places, to see how trainers conduct on site field visits and fill the booklets. It was also an opportunity for the AKA team to check if these trainers had youth records in the support booklets.



Trainers visiting youth from their activities that generate income

AKA staff participated in field visits organized by 13 trainers from Benimpuhwe (4), AJECL (3), AEE (4) and COCOF (2).

Lessons Learnt:

- The AKA team noticed that there is a strong relationship between trainers, youth and their parents
- From these relationships, the youth admitted to receiving the intense support of the trainers to carry out their activities. Parents offer their support to their children and are appreciative of the efforts of trainers
- Trainees use this opportunity of field visits to ask questions importantly to their current businesses and get immediate answers from the trainers.

Youth Leadership and Accompaniment (YL&A): The coordination meeting of Yr1IPs



Jointly with Education Development Center (EDC), Akazi Kanoze Access (AKA) facilitated and coordinated a meeting with Yr1IPs who talked about YL&A progress and challenges. The purpose of the meeting was to review the progress of the implementation of the YL & A program, especially since contracts with most of these IPs will be completed in December 2019, with the exception of those implementing the GROW component. The meeting focused on placement and youth employment as well as the fourth quarter report for the third year.

Review and quality assurance of Entrepreneurship Development Policy

During period, AKA technical team supported MINICOM to review the draft Entrepreneurship Development Policy (EDP). The objective of the workshop was to revise the EDP draft paper and assure its quality.

There were 10 participants from various stakeholders (NGURIZA NSHORE, MINICOM, Akazi Kanoze Access, INKOMOKO, DOT Rwanda, Carnegie Mellon Africa).

At the end of the session, a drafted EDP document was developed and ready for the Minister of MINICOM, which has also a mandate to present this draft to Ministries within the economic cluster for approval.

The MINICOM appreciated the collaboration and support by AKA especially towards this noble call of developing a policy that will empower Rwandan youth to take advantage of economic advantage.



A team from different stakeholders working on the Entrepreneurship Development Policy

Financial Linkage with GROW Youth

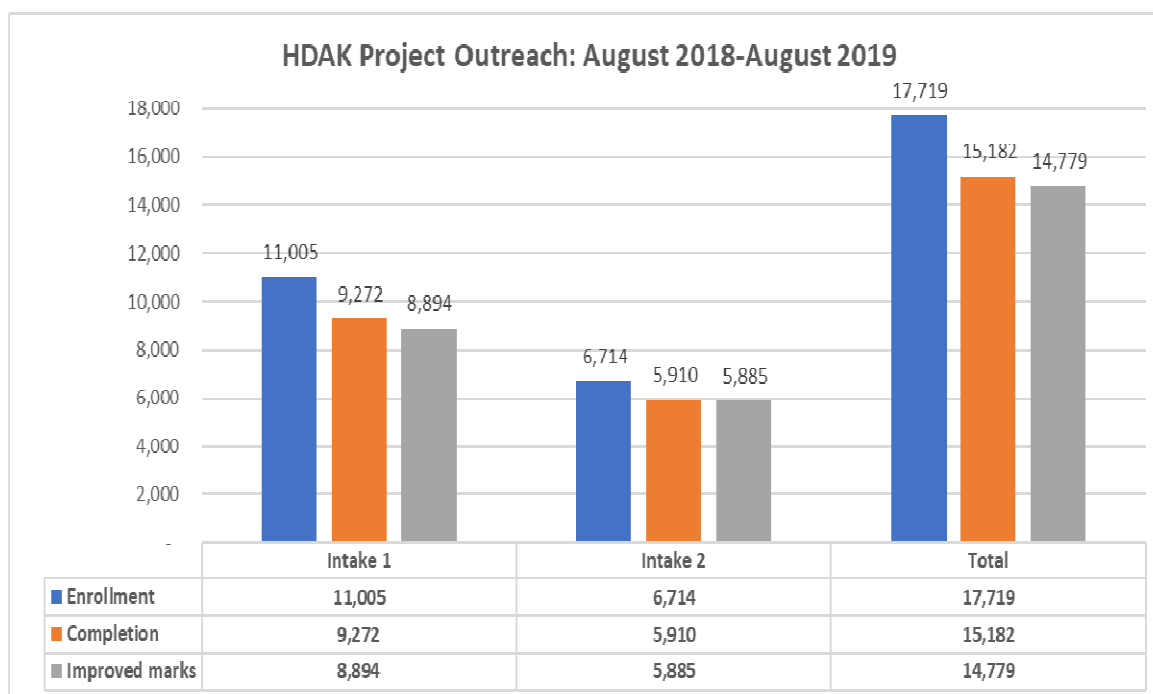
HDAK has reached an agreement with RIM and GOSHEN Finance to help graduates of HDAK owners of Income Generating Activities (IGAs)/businesses to access loans to increase their working capital. It is in this respect that the AKA Entrepreneurship Department has started to work with youth benefiting from the GROW program in order to meet the selection criteria.

During this month of September, the AKA team helped youth from APAFORME and AJECL who are part of GROW-Yr3-intake2 to meet with Connexus staff who helped them understand the RIM product, including the loan product called "ZAMUKA RUBYIRUKO" or "Get a loan to increase your working capital".

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

During the month of September, AKA and EDC distributed certificates of youth graduated in WRN&BYOB from Yr2IPs-intake2. A number of 1,939 youth (716M, 1223F) were certified as they obtained a final marks equal to or greater than 50%. This number comes to add on the previous distribution of 12,840 certificates given to the youth who have completed and successfully completed the training of WRN&BYOB.

The graph below shows the completion status and certification of youth enrolled in the WRN & BYOB program from August 2018 to July 2019.



This graph shows that the percentage (%) of youth who completed the WRN & BYOB training at intake 2 is greater than the % of youth who were enrolled in intake 1. This is mainly due to the way in which the selected trainers at intake1 were used during the second session (intake2) 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%.

STORIES OF HOPE

A brighter future starts with an education

Rukundo Samuel, 28 years old is a HDAK youth client who lives in Gasabo district, Kacyiru sector. He is now a hair-dresser.



Samuel doing hair treatment for a client

Samuel started in September 2018 the WRN & BYOB training facilitated by SOS Kacyiru as one of HDAK Implementing Partners. *"I first heard about the trainings through my parents who have a saving and loan group operating at SOS Kacyiru. They told me that young people who did not finish school will be getting a chance to get technical trainings. That is how I got enrolled into the program"* says Samuel. *"What I liked about WRN & BYOB trainings is the you start thinking big someone gets after. I became open minded and I started weighing every business idea I had and actually see what could work for me"* he added.

Since he has finished his technical trainings, Samuel chose hairdressing. After finishing the 9 months of trainings, Samuel and his colleagues formed a group of 4 girls and 6 boys. They went ahead and asked a loan at the bank, now they have their own hair salon. *"We had that group even when we were training, it was not hard for us to decide to work together. We proceeded to request a loan at the Business Development Fund (BDF)"*, he said.

Samuel and his partners got a loan of 5 million Rwandan Francs and they will only pay 2.5 million in a one-year period.

Dreams come true

"If my friends and I had not taken the WRN & BYOB program, we would not have been confident enough to take a loan and that I will always be grateful to HDAK project. I am optimistic that we will pay on time, by the end of this year we will have paid 95% of the loan. We provide all services for both male and female clients. We can generate an income of 15,000 Rwf per day" says Emmanuel one of group members

Samuel and his colleagues work at their salon and manage it together. You can see that they are proud of their achievements and hopeful for a better future. *"Becoming my own employer was always my dream. I am now independent, I have sense of responsibilities and I can no longer depend on my parents. Another thing that warms my heart is that people come visit our salon from recommendation of our clients or friends. It is a good feeling"* says Aline, one of the owners of the salon.



A solid plan

Nyiramahoro Olive, 25 years old, is a WRN&BYOB graduate. She lives in Kintobo sector, Nyabihu district. She was trained at Caritas Nyundo. After completing the WRN & BYOB trainings, Olive started working for herself. She is now a MTN agent where she sells credits and airtime to clients.

“One of the things we learn in WRN & BYOB is to look the right business that can fit best in your area. As I was once a MTN agent but working someone else. I thought I would continue that business since I was familiar with it” says Olive.

As a new entrepreneur, Olive had to look for a start up capital. She asked her parents as they already have a bank account. *“I asked my mother to get a loan on my behalf since I did not have a bank account. She supported me and she was able to get me 200,000 Rwandan Francs that I will be paying in small installments. It was easy to get my mother accept to get a loan because she could see I had solid plans because of the Akazi Kanoze trainings where I learned to set short- and long-term plans among other skills”* she says.



Olive (yellow jacket) receiving her WRN&BYOB certificate, Olive sharing her entrepreneurship journey with other trainees

Clear vision

Olive is planning on expanding her business by opening a shop in the near future. She is part of a SILC group where she saves 200 Rwandan Francs per week. At the end of the year we split the interests among all members. *“This group really helps me paying my mother back and also saving so that in due time I can expand my business. My life has changed since I started working for myself, I know how much money I need to spend and how much money I need to save”* Olive says.

Since she has started this business, Olive told us that the main challenge was scammers that are nowadays increasing but with the problem-solving skills she got from WRN & BYOB, she is cautious. *“One of the measures I took is to never use the phone I use for transactions, for my personal phone calls and use and it has helped me a lot”* Olive affirms.

Olive is hopeful about her future and she thinks that other youth should start saving even if it is 100 Rwf per week, at some point that money will increase and they start with a small project. *“I believe that we can achieve anything we have put our mind on. I thank HDAK for their trainings that helped me think big and have a vision”* she continues.

Passion got me here

Meeting with Zamda Iraguha a 18-year-old lady, she lives in Nyarugenge district, Kimisagara sector. Zamda completed Work Ready Now & Be Your Own Boss (WRN & BYOB) trainings last year at Gitega site by one of HDAK Implementing Partners IBC in Nyarugenge District. After WRN & BYOB training she went for technical training in Gisagara TVET in Electrical installation for 3 months. *"I have always been passionate about everything technical. When I decided to do trainings in Electrical Installation, some people supported me, which was amazing to see, but others were surprised that a girl could choose a dangerous job. I would reassure them, because in these courses, we also learn how to be safe while on duty,"* says Zamda.

After completing her trainings, Zamda got a paid internship of 6 months at NPD, a Rwandan leading civil engineering and construction company. Zamda is part of the team that delivers street lightning as one of many services that the company offers. *"This is an opportunity for which I will always be grateful, because the knowledge I will have gained from this internship will always be useful to me."* she continued.



From left to right: Zamda ready for work; a team of other trainees ready for electricity installation

Giving back brings joy

Zamda performed well while she was an intern and now, she is a full-time employer at NPD. She is now helping other youth from IBC in technical training. She gets a total of 180,000 Rwf as a salary including basic salary, bonuses from IBC etc. *"Helping other youth who are starting this journey gives me the most joy"*. Zamda has confirmed its commitment. Zamda on becoming a trainer to other young people.

"I can sustain myself and help my family with this salary. I will always be grateful to Akazi Kanoze Access, through Huguka a Dukore Akazi Kanoze project" Zamda says.

Akazi Kanoze Access
P.O BOX: 7047 Kigali
KG 676 st 43

For more info visit:
[https://
www.akazikanoze.org/](https://www.akazikanoze.org/)

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