

**Key Highlights**

- Work Ready Now (WRN) & Be Your Own Boss (BYOB) External Assessment
- HDAK youth summits
- AKA staff retreat
- Stories of Hope

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**Work Ready Now (WRN) & Be Your Own Boss (BYOB) External Assessment**

As part of the process to youth certification, an external assessment – a written test in Work Ready Now and Be Your Boss (WRN-BYOB) has to be administered at the end of the WRN-BYOB training, marked and data entered into the system before youth receive their certificates. Therefore, during the month of October, Akazi Kanoze Access (AKA) supported WEYA creation, a garment manufacturing company and CPJSP one of Huguka Dukore Akazi Kanoze (HDAK) Implementing Partners to organize and administer the external assessments in Gasabo and Bugesera districts respectively. In total, 57 youth (6M, 51F) for WEYA and 27 youth (6M, 21F) for CPJSP attended and participated in these external assess-



*Youth form WEYA Creations sitting for their post assessment*

**Monitoring and quality assurance of WRN-BYOB training**

During October 2019, AKA field staff organized field visits to the APEFE TVET Schools, Vision Garment Ltd Company and ANLM for monitoring the quality assurance of WRN-BYOB training given to youth. Youth trainees are engaged and motivated and their trainers are competent to the WRN&BYOB delivery.

## Monitoring and Follow up of Implementing Partners

AKA Employability Skills Development department organized field visits to 4 Implementing Partners (IPs) (AJECL, AEE, UPHLS, ANLM) to follow and monitor technical trainings supported by those IPs.

In total 503 youth (111M, 392F) enrolled on eight (8) sites of those IPs. They perform different types of trades, including agribusiness, knitting, tailoring, shoes making, decoration, hairdressing and motor vehicle mechanics. Most of them (37%) chose agribusiness.

IPs	Sites Names	District	Trades
AJECL	Rutongo and Rulindo Parish	Rulindo	Agri-business, Knitting, Tailoring, shoe making, decoration
	Ruli and Muhondo	Gakenke	Agri-business, tailoring, shoe-making
AEE	Mbazi	Huye	Agri business
UPLHS	Musanze evangelical TVET School	Musanze	Tailoring, hair dressing, motor vehicle mechanics
ANLM	Centre culturel and TVET school	Rubavu	Tailoring, Hairdressing



*Youth being trained in tailoring and hairdressing*

## GROW Your Business Training



*Youth from GROW APAFORME sitting for a post assessment*

Another support given to youth is through GROW program. The aim of this program is to:

- To provide entrepreneurship training, access to savings and loan associations, and technical skills training to vulnerable youth.
- To prepare youth to earn an income at different points in local markets and value chains
- To improve livelihoods of youth by becoming more competitive at their jobs or in the small business market.

During the month of October, AKA continued to follow up on the 4 IPs (APAFORME, COCOF, CPJSP and AEE) that are still implementing GROW program .

## In-Company Instructor Training On Workplace Learning

APEFE in partnership with AKA and EDC (Education Development Center) organized and conducted in-company instructor training on Workplace learning at Saint Andre Hotel Kabgayi in Muhanga District. Twelve (12) participants (9M, 3F) from 12 companies attended a 5 days workshop, which aimed to share the training material with the Lead Trainers from those 12 companies and to make them ready to train in-company/ Work Place Learning (WPL) instructors.



*Participants in group discussion during the workshop*

## TVET Level II High-Level Reviewer Working Session

EDC organized a 2 days working session for TVET Level 2 high-level reviewers touch base and work on modules. Five (5) participants attended the working session, which mainly focused on the following:

Check-in on progress of modules from each high-level reviewer;

Find a consensus for certain documents to prepare such as revisions to the curriculum, citing sources, and other pressing issues;

- Work on modules together to establish a similar process of reviewing and editing modules;
- Determine a process for best completion of modules.
- Clarify the role of editors until the completion.

At the end of the session, participants together had a sample modules reviewed as high-level reviewers ensuring all members to be on the same page and same understanding of the module development process.

## HDAK Regional Youth Summits

Youth Leaders from the Eastern, Southern and North-west provinces gathered in Kayonza, Nyanza and Rubavu districts for Youth Summits. The main purpose was to celebrate the achievements of youth trained by the HDAK project as well as graduation of youth leaders for Yr1 IP-intake one.

The Kayonza Summit invited groups of young representatives from AVSI, PPCSJ, AEE, Caritas Kibungo, SOS and ANLM operating in the districts of Gatsibo, Kayonza, Ngoma, Kirehe and Buge-sera. A total of 130 youth leaders attended the summit.

At Nyanza site, a total of 212 youth leaders from Kamonyi, Ruhango, Nyanza, Huye, Nyaruguru districts attended the summit. The IPs involved in

### Key Highlights:

**Youth Exhibition:** Youth showcased outcomes of the WRN & BYOB soft skills programs. The exhibition was about the products and showing progress made since the youth received those trainings.

### Impressive testimonies:

Youth shared with participants their testimonies on HDAK project's role in their lives. "When I dropped out of school due to the lack of financial means, I thought my life had stopped until I learned about HDAK project that they want to train youth who dropped out school. I have always had a dream to become a hairdresser. I am glad to tell you that I am now owner of a hair salon thanks to WRN & BYOB trainings I learned how to set my goals, to be professional managing well my time among other skills" said Marie Claire, one of the youth present at the Youth Summit.

In his speech, the Governor of Southern Province told the youth the most expensive asset the youth should have is skills. He urged them to best use of the WRN skills as they develop themselves and their country. He also asked HDAK leaders to expand the project activities to reach other district as well.

During her speech, the USAID representative ex-



*HDAK Youth during skills exhibition and products showcas-*

## AKA Retreat/ Self-Assessment Workshop

This Workshop started from the 22nd - 25th October 2019, which took place at Fatima Hotel in Musanze. All AKA staff participated in that organizational event that normally takes places on an annual basis.

The retreat was officially by AKA Board Chairperson, David RUGAMBA opened this workshop and thanked participants for keeping this AKA culture to have a retreat. The chairperson reminded the participants the main purpose of AKA which is to equip the Rwandan youth with skills and knowledge. He also reminded all staff AKA values (Integrity, Excellence, Professionalism and Innovation) that should characterize every staff.

During the 4 days' workshop, participants freely expressed their views in perspective to AKA capacity building, AKA strategic plan, AKA resource mobilization strategies, staff capacity building, AKA code of conduct and AKA Branding.

By end of the workshop, participants agreed together on the resolutions and action plan that will direct AKA for its performance and sustainability. All participants appreciated so much how the facilitation was participatory



*AKA Staff during the retreat*

# STORIES OF HOPE

## One Team- One Mission

Youth who graduate from HDAK are encouraged to form groups and start activities that generate income. The members of this group 'DUKORANE UMURAVA', have finished the WRN&BYOB trainings in April 2019. They decided to join their strengths, now they practice pig farming. They are a group of 25 members, 7 men and 18 females.

Although they have this group activity, out of 25 youth, 7 are wage-employed in agri-business mostly, electricity and factory, 3 are in school, and the rest are self-employed in small businesses, selling shoes, vegetables, fruits. "Before starting with pig farming we had already started saving 300 per week each member, we proceed to ask a loan at the district, we received 2 million Rwandan francs to start the pig farming project" tells Jean d'Amour, one of the members.

Currently the group has 11 pigs and 6 among them are pregnant and they are expecting to have more than 30 pigs before this year ends. "We chose this activity because pigs are demanded on the market and the advantages of pig farming is their ability to reproduce more often than other livestock species. Which helps us to generate more income, I am optimistic that each member's life will change for good if we keep working hard" says Yvonne, a member of Dukorane Umurava.



### *There is no "I" in "teamwork"*

On the challenges the group has faced so far, is providing water and food for pigs, as the pregnant pigs consume a lot. The other challenge faced is how to combine group meetings and keeping up with the daily pig farming activities. Luckily they came out with a rotating solution, to create a schedule for members to be in charge of following up on daily pig farming activities.

*"When we started this group we were aware of the challenges that might occur, the important thing we promised ourselves was to remain consistent in our work and figure out together as a team those challenges. So far I think we have done an amazing job and we hope to grow as a group and as entrepreneurs"* Yvonne says.



All members share the same feeling about WRN & BYOB trainings. Their mindset has changed and they make long term plans which will help them not only to develop on a personal level but also sustain their families. They encourage other youth to start small but start somewhere and to never underestimate any opportunity they get.

## Boss Lady

Odette Uwingeneye is a HDAK graduate, she lives in Rukomo sector, Musanze district. She received the WRN & BYOB trainings through one of HDAK's Implementing Partners AVSI Gicumbi. Prior to receiving WRN & BYOB trainings, Odette had started a small business of selling tea in her village. *"After finishing my secondary school and when I understood my parents will not find necessary funds for me to go to university, I started thinking about something no matter how small I could that would bring me income. That is how I started serving tea to people"* says Odette. She received a starting capital of 80,000 Rwandan francs from her parents.

After receiving Work Ready Now training Odette has expanded her business. "I now own a cantine, I kept serving tea with some pastries. My clientele has increased because I have changed the way I do business thanks to Huguka Dukore Akazi Kanoze (WRN & BYOB) I learned about personal development, customer care, innovation, safety and security at workplace among other things. I can testify that those lessons are the reason my business has expanded" she says.

### Onwards and Upwards!

Odette continues her journey to strive for excellence. She is now part of a SILC group where the saving amount has increased to 9,000 rwf per week from 3,000 rwf last year. She took a loan in a local bank of 150,000 rwf and she has finished to pay it off.

Currently Odette has hired two permanent staff that help her in her daily work. "I wanted to give a hand to my fellow youth who also did not have a chance to finish school. My plan is to have a bigger supermarket in two years and the number of employees will increase obviously, I want to help as many young people possible" says Odette.

She advises her fellow youth to have confidence in themselves and not to deny themselves an opportunity. *"Any amount can get you started, the only important thing is to have self-discipline and learn to save in order to achieve bigger dreams"* she says.



Odette is her new cantine where she sells different products

## Cooking Is My Passion

Hope Dusabe is a former Esther's Aid student. Esther's Aid is one of Huguka Dukore Akazi Kanoze's Implementing Partners. Odette completed culinary training in at Esther's Aid and she received an internship at Serena Hotel, a five-star hotel.

*"I chose culinary because I was passionate about cooking and I thought it was a noble profession that can help me get a better life. The Work Ready Now and Be Your Own Boss made me appreciate more this profession. I learned to respect my job, akazi kanoze means a job well done and it simply means to be professional in everything you; provide quality services and I learned this through HDAK" says Hope.*

After Hope has finished her internship, her supervisors offered her a part-time job because she has shown that she can be reliable and professional. This testimony is similar from different employers who welcome youth who received WRN & BYOB in their companies, the youth are professional and know what they want which is appreciated by all employers.

Hope is appreciative to HDAK because one of the valuable traits she has now is to be proactive in her work; *"I no longer sit around waiting for my boss to show up and give me work I just look around and start working while my boss is dealing with something else"* she says.

### A leader in my kitchen world

As her name describes it, Hope remains hopeful about her future. She plans to become a full time employee by next year but mainly her dream is to be a kitchen manager in the coming years and there is no doubt she will achieve her goals due to hard work and discipline she already demonstrates on a daily basis.



Hope (holding a plate) with her colleagues showing a meal they

She also has a couple of advices to give to her fellow youth out there; *"my advice to youth would be to never underestimate any job without counting so much on a salary. Youth need to just start and hope that everything else will fall into place"* Hope says. She reminds them that if you do not practice what you have learned in 90 days, chances are that you will start forgetting about them.

Opportunities will not find them in their comfort zones, they have to accept the challenges and keep knocking on doors, one day they will knock on the right one.

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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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