

LEARNING
FOR LIFE™



LEARNING FOR LIFE PROJECT REPORT

AUGUST 2023 - JUNE 2024

REPORT SUBMITTED BY:
AFRICA INITIATIVE FOR RURAL DEVELOPMENT (AIRD)



HIGHLIGHTS OF IMPACT, FY 23 - 24

PROJECT FACT-SHEET



9,184

Number of primary beneficiaries reached with mentorship program



40

Number of information dissemination and sensitization meetings held across the counties



88

Number of youths living with disability (PLWD) reached



97

Number of first level wage employment jobs formed



08

Number of counties that partnered with the project across Kenya



01

Number of disseminated publications on youth training and job-creation



43

Number of new SMEs formed

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WORD FROM THE CHIEF EXECUTIVE OFFICER, AIRD



In today's rapidly evolving world, the journey from adolescence to adulthood is marked by both promise and challenge. For youth in Kenya, like in many parts of the globe, this transition is a critical period where opportunities can shape destinies and skills acquired, can pave the way for success or stagnation.

Learning for Life Skills Training in Kenya delves into this pivotal juncture, exploring the landscape of Kenyan youth and the transformative potential of soft skills training. As we peer into the future, it becomes evident that traditional markers of success; academic qualifications alone, are no longer sufficient. The dynamic nature of our economy demands a new set of competencies: critical thinking, communication, collaboration, and adaptability.

In Kenya, a burgeoning population of young people constitutes a significant demographic force. Their energy, creativity and aspirations are the driving force behind innovation and progress. However, amidst these opportunities lie formidable challenges; unemployment, underemployment and a mismatch between formal education outcomes and market demands.

This report not only acknowledges these challenges but also celebrates the resilience and ingenuity of Kenyan youth. It underscores the importance of equipping them with the essential soft skills that transcend academic knowledge, empowering them to navigate a complex and competitive global landscape. Through Learning for Life skills training, we aim not only to enhance employability but also to foster entrepreneurship and leadership among the youth.

The future of Kenya hinges on its ability to harness the potential of its young population. By investing in their holistic development, nurturing not just technical skills but also emotional intelligence, interpersonal

al skills, and a global mindset, we can unlock unprecedented opportunities for growth and prosperity.

Learning for Life ultimately will serve as a compass, guiding policymakers, educators, and stakeholders towards effective strategies that promote youth empowerment through skills training. It is a testament to our collective commitment to building a future where every young Kenyan can thrive, contribute meaningfully and lead fulfilling lives.

Phase three of the Learning for Life Skills training was conducted in Eight Counties in Kenya which are; Nairobi, Nakuru, Machakos, Makueni, Embu, Murang'a, Mombasa and Kisumu. Kenya being a country of 47 counties, we are hopeful the training will extend to more youth in other counties in coming phases.

I commend EABL and all other stakeholders for their dedication in supporting the program and trust that this report will inspire actionable insights and initiatives that propel the youth in Kenya towards a brighter, more inclusive future.

A blue ink signature of Fredrick Kasina, written in a stylized, cursive script.

Fredrick Kasina
Chief Executive Officer
AIRD





1. INTRODUCTION

1.1 About the Learning for Life Program

There is widespread consensus that training is helpful to the long-term success of the youth and women either in terms of grooming towards employability, or business competitiveness. However, majority of the youth lack the potential for self-discovery and the zeal to harness their knowledge and skill for better livelihoods. Others invest in self-employment business options without adequate knowledge and background structures to support those nascent businesses, resulting into massive failures and accelerated sense of hopelessness.

The Learning for Life program aims at bridging this gap by inspiring and empowering the youth with diverse set of life-skills which extend beyond job qualifications. The program targets youth who are seeking employment in the hospitality industry, but who may have faced barriers to education and employment in their lives. It provides equal access to business and hospitality skills and resources to enhance participants' employability, improve livelihoods and support a thriving hospitality sector that works for all. The program also incorporates a mentorship component aimed at providing the learners with continuous technical support for those venturing into the business sector. Overall, the skills learnt are meant to unlock new opportunities, foster self-employment through entrepreneurship and facilitate upward mobility in the beneficiaries' careers.

1.2 The Target Counties and Population

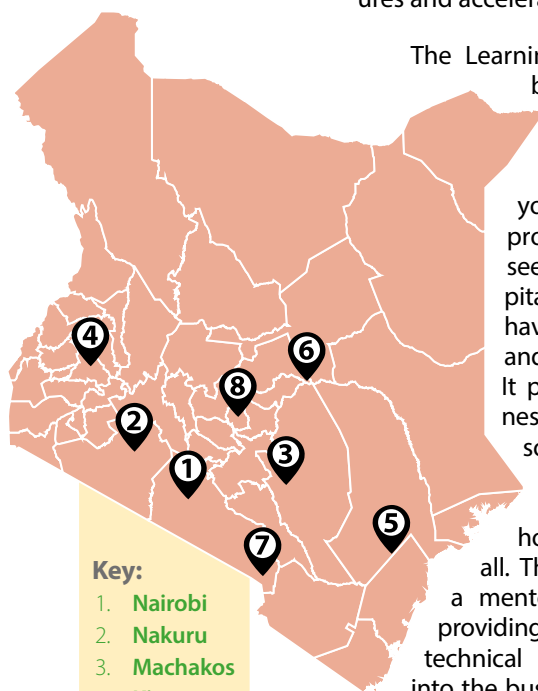
As noted above, the program targets youth interested in joining the hospitality industry and may not be having any skills at all. A total of 7,000 youth and women from across 8 coun-

ties were targeted. The target counties for the phase under review included: Nairobi, Nakuru, Machakos, Kisumu, Mombasa, Embu, Makueni and Murang'a.

1.3 Recruitment Criteria and Delivery Methodologies of the Learning for Life Modules

The selection and recruitment Criteria: The project targets needy youth who are interested in joining the hospitality industry from the target counties. The potential recruits must be over 18 years of age, ready and willing to take the trainings (both face to face and online sessions to completion), has interest in entrepreneurship for those aspiring to run own small enterprises and or be ready to seek and pursue a career in the industry. Through information meetings conducted across the project area, the youth were informed about the project and those interested then submitted their applications and were subsequently vetted and enrolled for the trainings. More trainees were also mobilized through engaging local mobilizers and referrals through past beneficiaries.

Implementation strategy: Implementing the project across the 8 Counties called for innovative and effective delivery approaches and methodologies. To start with, sessions were decentralized and conducted in safe spaces/venues as close to the beneficiaries as possible to encourage attendance especially for young women. The sessions were conducted with a class of between 60-80 to ensure all trainees engage with the trainers as much as possible besides also employing appropriate facilitation methodologies and appropriate languages. The various methodologies applied to ensure every participant understood and benefited from the trainings included: lecturing, role-plays, individual life testimonies (for those willing to share), group-work and plenary discussions. At the onset of the sessions every individual trainee had a chance to do self-introductions and stating their expectations. Regarding the preferred mode of communication, all participants expressed a preference for a mixture of both English and Kiswahili with a blend of the local languages in the training forums.



Key:

1. Nairobi
2. Nakuru
3. Machakos
4. Kisumu
5. Mombasa
6. Embu
7. Makueni
8. Murang'a



Photo 1: A typical training session at Kiritiri, Embu

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2. HIGHLIGHTS ON PROJECT IMPLEMENTATION AND ACHIEVEMENTS

2.1 Context of this report

This report covers the third phase of the Learning for Life trainings which took place between August 2023 to June 2024 across 8 counties across Kenya. The first quarter starting from August through to November, was used to conduct initial meetings with the local leadership in the target counties and also to conduct project mapping: identifying areas within the counties to carry out the trainings, looking for safe and appropriate training venues, recruiting community mobilizers for support in mobilizations and also establishing links with community based organizations on

the ground for possible collaborations and conducted a refresher training of the project trainers for enhanced delivery. The actual trainings began in December 2023.

2.2 Achievements on Key deliverables:

During this phase, the program had projected to reach out and benefit 7,000 youth and women, imparting skills, mentoring the trainees and assisting them to secure opportunities. The thrust of the project was to train the youth and women using the Learning for Life Diageo developed modules, that covers a number of very important topics on life-skills. Apart from the physical delivery of the modules, other key activities that were incorporated as critical components of these trainings are; Quality Control, Maintenance of contacts and follow-ups with past beneficiaries and establishment of complementary partnerships with the National Government, respective County Governments



and relevant stakeholders. Deliberate efforts were directed into securing opportunities for the project beneficiaries resulting into job placements, internships and attachments.

Over the period the following were the key achievements:

- Conducted 20 consultative meetings with the local and National leaderships across the 8 Counties to brief them on the program and also have their buy-in for support during implementation.
- Held over 40 information meetings across the 8 counties to sensitize the youth and women on the program, with over 10,000 youth and women attending
- A total of 9,184 beneficiaries (4,614 Males

and 4,570 Females) benefitted from the program against an initial target of 7,000, being a 31.2 % over achievement.

- A total of 88 (Male 46, Female 42) Persons living with various kinds of disabilities benefitted from the program. This reinforces the EABL commitment to inclusivity,
- As at 30th June 2024, we had 44 beneficiaries (M-27, F-17) who had secured salaried employment, 53 (M-18, F-35). who had gotten opportunities for Internships/Placements and an additional 43 (M-16, F-27) who had begun their own businesses.
- AiRD will continue to mentor all the beneficiaries, document more impact stories and link as many beneficiaries as possible to opportunities over the next 6 months.

Table 1. below, provides a breakdown of those trained from each of the counties between December 2024 to May 2024.

County	Dec-23			Jan-24			Feb-24			Mar-24			Apr-24			May-24			Total Trained		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
1 Nairobi	0	0	0	79	63	142	83	105	188	61	138	199	184	196	380	173	217	390	580	719	1299
2 Molo	85	51	136	75	76	151	103	65	168	192	112	304	201	124	325	130	187	317	786	615	1401
3 Machakos	80	43	123	91	56	147	102	75	177	107	77	184	242	115	357	152	272	424	774	638	1412
4 Makueni	70	32	102	86	68	154	93	55	148	62	50	112	113	109	222	29	18	47	453	332	785
5 Embu	49	48	97	80	58	138	32	39	71	74	62	136	141	84	225	151	171	322	527	462	989
6 Murang'a	0	0	0	0	0	0	74	64	138	84	55	139	86	59	145	70	85	155	314	263	577
7 Mombasa	0	0	0	0	0	0	180	170	350	61	96	157	120	169	289	279	241	520	640	676	1316
8 Kisumu	0	0	0	63	72	135	81	105	186	55	88	143	138	200	338	203	400	603	540	865	1405
TOTAL	284	174	458	474	393	867	748	678	1,426	696	678	1,374	1,225	1,056	2,281	1,187	1,591	2,778	4,614	4,570	9,184

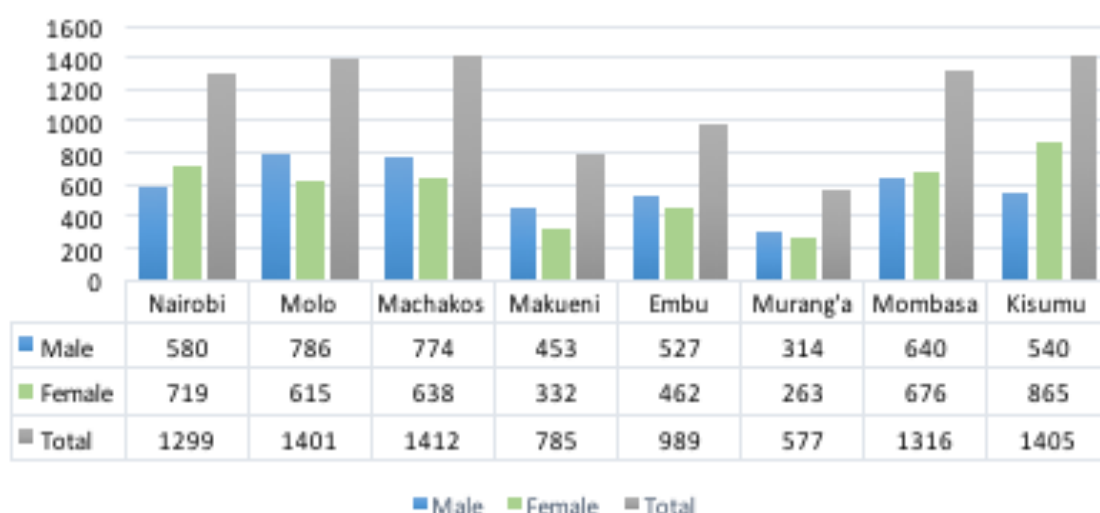


Table 2, above shows the total numbers of beneficiaries per county, disaggregated as male and female

Stretching beyond Limits...! Moving beyond the target...! ... Over-achieving...!

Our Dedicated Team at AiRD; We believe in going beyond the limits in our program implementation approach and this means going beyond the set targets without compromising on quality of the deliverables. Our target for the third phase of the Learning for Life program was 7000 youth across 8 Counties but AiRD surpassed this target by training 9,184 youth. This is 2,184 above the target!

We believe in Partnership and Collaboration; Through the mutual and complementary partnership with various County Governments, we received concessions on training venues and chairs as in-kind contribution towards the Learning for Life Program. While upholding our commitment to quality, savings from these concessions were used to support the recruitment of additional trainees which enabled us go beyond our set target.

We are Responsive to the needs of our partners; Past experience has shown that trainings hosted at distant and unfamiliar venues directly affect attendance particularly for women who have to juggle between their domestic chores and attending the trainings. During this phase, our trainings were held within the available local venues. The decentralization of the trainings and ensuring the venues were appropriate and safe spaces resulted in an increased number of women attending participating and hence the nearly 50% attendance against their male counterparts. Punctuality was at the highest level!

At AiRD, we believe in maximizing output value for every dollar spend and we are glad we did it!!



Table 2, above shows the total numbers of beneficiaries per county, disaggregated as male and female

2.3 The Gender Component in the Learning for Life trainings

One of the key areas of focus in the delivery of the trainings has been the promotion of gender equality among the beneficiaries. Deliberate efforts were therefore made during mobilization and awareness meetings to encourage the women to attend and in some cases, their turn-out was larger than their male counterparts. An analysis of the cumulative data indicated a percentage of 50.24% for male against 49.76% for the female. From the testimonies given by women during 'Time Management' module, majority of them had to plan their time between managing their domestic chores, preparing their children for school, preparing meals for the family and other activities before coming for the trainings. Some of these domestic commitments partly contributed to the small disparity in attendance between the men and the women. According to Veronica Mwikali Nzyoka a trainee from Machakos;

"Being a woman, whether single or married, is a job in itself! We carry so much burden on our shoulders ranging from child rearing to taking care of our spouses who are adults and yet cannot take care of themselves.

For us who are married, we are the custodians of households and these men would die without us. Yet many of us are denied opportunities such as this training. Men prefer to come and leave us behind to look after the children and prepare their food. For me, I had to forgo the day's activities to attend this training and yes, I have benefitted!!"

Mwikali, expressing her sentiments on the challenges women face



2.4 Complementary Efforts Towards National Youth Empowerment Initiatives

Learning for Life Trainings is playing a crucial complementary role to various Youth Empowerment initiatives created by the Government and other stakeholders across the country. This is being achieved through collaborative partnerships with the local administration especially the Chiefs and their Assistants, the County Commissioners and the Assistant County Commissioners in the respective counties as well as Senior officials from relevant departments within the Ministries at the Counties.

Photo 3: A partnership exploration meeting between County Government of Makueni, Department of Gender, Children, Youth, Sports, and Social Services led by the CECM Eng. Peter Mumo Nyamai and AiRD team led by the CEO Mr. Fredrick Kasina, discussing possible collaboration



Photo 4: A briefing with the Kisumu County Commissioner, Mr. Hussein on the program Progress and a catch up with the Asst. County Commissioner, Kisumu, Ms Nyakwara (on the right Photo).



The ACC Ms Nyakwara applauded the important role EABL had played in the County especially towards the reduction of illicit brew among the locals. She specifically spoke about the distribution of Keg barrels among women-led businesses in the beer industry, an initiative that reduced illicit brew consumption in the county by 80%.

In Embu, The Assistant County Commissioner Mr. Owino expressed his excitement at the resumption of the Learning for Life trainings in Embu. Apart from jointly reviewing the previous program and

giving recommendations for adjustments, he updated the team on the newly renamed sub-counties and the need to extend the training to the new sub-counties.

Mr. Charles Owino, (far end), the ACC Embu hosting the AiRD team comprising of Mr. Kasina, Stellah and Henry. Part of the discussion focused on the resumption of the trainings during the second phase of the program and also reviewed the former phase, giving very valuable insights. From experience, this kind of sharing are very important in ensuring all stakeholders are on the same page.



Photo 5: Meeting with County Leadership at Embu to discuss the Learning for Life program implementation strategies

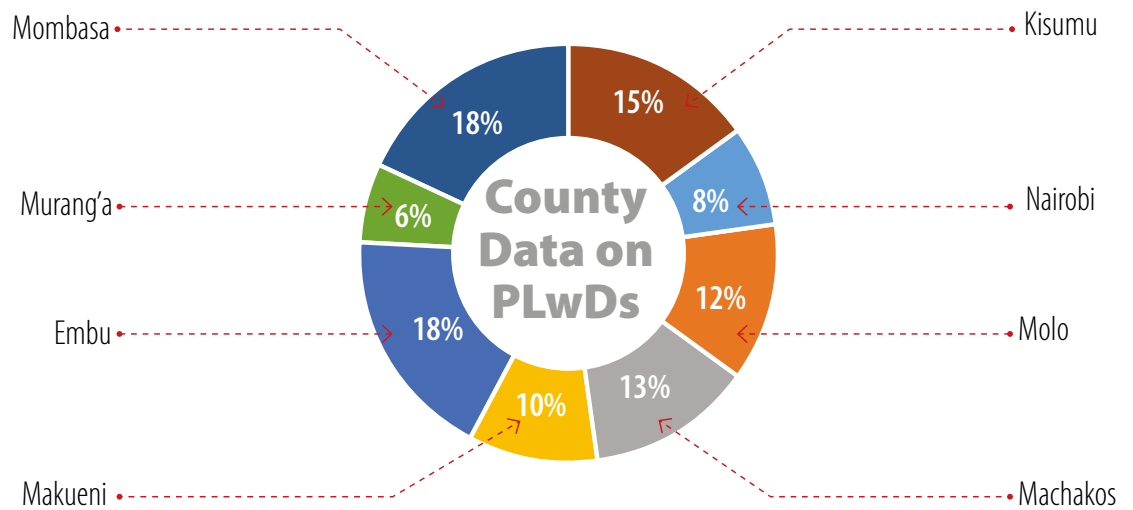
2.5 Learning for Life; Changing Perceptions and Societal Norms

Among the key pillars of Learning for Life is social inclusion particularly targeting people abled differently. Under the slogan of 'Disability is not Inability' AiRD intentionally calls upon youth and women Living with Disabilities to attend the trainings during its mobilization and awareness meetings. Out of the 9,184 beneficiaries reached, over the project period, 88 (Male 46, Female 42) were Persons Living with Disabilities. This is about 1% of the total of those who attended the trainings. Initially, many Persons Living with Disabilities shied-away from attending the awareness/consultative meetings and trainings. This was partly due to societal norms, stigmatization and lack of support from the conveners of such meetings in the past. However, during the last months of the trainings, there was a demonstrated renewed interest, with the PLWDs coming out for the trainings and other gatherings.

County	Dec 2023			Jan 2024			Feb 2024			March 2024			April 2024			May 2024			Cumulative Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Nairobi	0	0	0	0	0	0	0	0	0	0	2	2	2	0	2	2	1	3	4	3	7
Molo	0	1	1	1	1	2	1	1	2	1	0	1	1	0	1	2	2	4	6	5	11
Machakos	1	3	4	2	1	3	0	1	1	0	1	1	2	0	2	0	0	0	5	6	11
Makueni	0	0	0	3	3	6	0	0	0	1	1	2	1	0	1	0	0	0	5	4	9
Embu	1	1	2	2	2	4	0	0	0	2	1	3	1	0	1	4	2	6	10	6	16
Murang'a	0	0	0	0	0	0	0	0	0	0	1	1	1	2	3	0	1	1	1	4	5
Mombasa	0	0	0	0	0	0	4	4	8	1	0	1	2	0	2	3	2	5	10	6	16
Kisumu	0	0	0	0	1	1	0	1	1	2	0	2	0	0	0	3	6	9	5	8	13
Total	2	5	7	8	8	16	5	7	12	7	6	13	10	2	12	14	14	28	46	42	88

Table 4: Breakdown of Persons Living with Disability per County, as at 30th May 2024.

The below pie-chart provides a breakdown of PLwDs who attended the trainings from each of the Counties with Mombasa and Embu recording the highest figures.



The below pie-chart provides a breakdown of PLwDs who attended the trainings from each of the Counties with Mombasa and Embu recording the highest figures. Nairobi

One notable and persistent challenge encountered during the trainings was the diversified needs among people living with disabilities. While every effort was made to provide the additional support needed to every trainee living with disability, some nature of disabilities required technical expertise which went beyond the technical capacity of the trainers. In such cases, the specialized support was sourced from external technical experts which became a costly but worthy engagement.

Photo 6: An interpreter facilitating a Learning for Life with 3 trainees with hearing impairment, Kayole, Nairobi

The lesson we have learned is the fact that to successfully target and recruit this category, we have to design the project with the group in mind and hence take care of any specialized needs and approaches as may be required



My Life with Disability"...James Mwendwa Nyamai (Second left)

"I lost one of my arms from an accident that took away the life of my mother. I was too young to understand the events that surrounded that scene but with time, I came to realize that I was an orphan. Unlike the rest of my age mates, I missed something in my life.... that completeness that comes with the fullness of God's creation. Some mocked me and I took it very personally.

There are times I kept away from school and other gatherings. I thought everyone was staring at my one remaining arm! I later came to realize I wasn't alone and there were people with worse disabilities than me. I felt rejuvenated to start my life again and I managed to complete my schooling and started looking for a job. I recall in one of the instances, a prospective employer asked me how I would perform my duties with this kind of disability. I never got the job but I decided to venture into my own business. With a little saving, I started a small pub that I named after my late mother. It paid the dividends and I relocated to a bigger space.

As more luck strike my way, I became a beneficiary of the Learning for Life program and this opened my horizon even wider. Mixology module was extremely amazing and its now part of the services we offer at the Liberty Pub. Ooh...I forgot to mention that I also got the rare opportunity of attending the DBA Faculty meeting in Nairobi and it was another eye-opener. Disability is in the mind...nobody is limited"



2.6 Creating Oneness towards a common Goal

As part of highlighting the clarity on the inter-linkage between Learning for Life and the other segments within EABL, The Learning for Life trainers had the opportunity of attending the DBA Faculty training held in January 2024 at the EABL Complex. This provided a great opportunity for interaction with DBA trainers from various regions. One major take away was that Learning for Life provides foundation for raising new entrants into the career of Bar-Attendants.

Emmanuel Wambua leading the Sicilian team in making their cocktail and celebrating their win at the DBA Meeting!



2.7 The 'Mixology Celebration!'

It's emerging as one of the 'new' professions among the youth following the highlights and publicity from the Learning for Life trainings. It is attracting a massive interest towards hospitality profession, particularly in Bartending. Apart from acquiring opportunities for internships, attachments and formal employment a good proportion of the youth are venturing into self-employment by setting-up hospitality-related enterprises with Mixology as the preferred venture.

As part of AiRD's mentorship and support program, we organized Mixology Day—an exciting event that brought together cocktail lovers, former students, and curious learners. Held at Panthers Wote Town, an establishment owned and managed by one of the program

beneficiaries, Paulette Mueni, the day was dedicated to celebrating the art of mixology. The atmosphere was charged with anticipation as guests gathered to explore a diverse range of cocktails. From classic favorites to innovative concoctions, there was something for everyone. The event also involved creativity in using varied ingredients in making cocktails, creativity in garnishing, professional serving techniques and general customer service. Some of the delightful flavors that graced the event were; Miriam Nice, Whisky Sour, Old Fashioned Blood Mary, Moscow Mule, Screwdriver Orange Daiquiri.

In her speech during the event, Paulette had this to say;

“... never despise the small dreams...with commitment and dedication, they grow into bigger dreams. Learning for Life opened a door for me and the same can happen to you. Today..., my clients extend beyond Wote town. I have also created employment for others and feeding a few families through this business...”



Paulette (Center) enjoying the moment



Anne displaying her refined cocktail.



Derrick s “...this is the best!..”



“..and you could also change the colour”



“...let me feel the taste...”



Fred “I hereby gift you a Shaker...”



"..don't you think I should have won that Shaker...?"



"..and AiRD CEO, awarded Paulette her winning Certificate..."

2.8 From Dream to Reality - A leaf of Inspiration from their Journeys

1. My uncountable trips to the Mechanic... Moses Ouma

'...I sold my old motorbike that was already making me a frequent visitor to a local mechanic. From the money I got, the big question was how to invest it now that I did not have any other source of income. Through an invitation by a close neighbor, I had the privilege of attending one of the Learning for Life trainings at Kayole Social Hall. The modules opened a new vision for me; Time Management, Budgeting, Communication, Personal branding and Mixology.

At the end of the training, I was sure of what I wanted to do ... Start a mini-pub within my neighborhood. I invested the money with confidence that I was going to succeed. Four months down the line, I have two employees working on shifts. Business is very unpredictable, but I am happy that through the little steps I am making, a family is putting food on the table. God bless EABL, the Learning for Life Trainers and all their supporters wherever they are..."



2. The 'Roving Cocktails'

At the end of the second day training in Matungulu (Machakos), one of the questions paused by the trainer Ms. Yula was "...how are you planning to utilize the knowledge and skill you have acquired today?" Each participant was asked to dream beyond the class and share their dreams at the plenary.

This exercise came up with five innovators who accidentally came with a similar innovative idea – establishing a non-static hospitality-based business. Ann Nduku, Salome Ogolla, David Ngatia, Mercy Hazel and Dominic Ndambuki are the 'Roving Cocktails', a title they have coined for themselves based on the nature of their business. They offer mixology and other catering-related services during special occasions (Weddings, Birthdays, Anniversaries etc.). They have substantially marketed themselves through online channels and attracting a considerable number of clients. The unique part of their business is that they come with their own ingredients and 'working tools' once a client has selected their preferred tastes.



Ngatia...preparing the table before the ceremony begins...

On days when the invites are low, they have a schedule of busy market days in various locations where they pitch their tent, prepare assorted cocktails and mock-tails for sale. According to Anne, '...market days come with big sales...A large number of people come to taste our products out of curiosity while some are just fascinated with what we do. We have also started 'cocktailing days' when we invite cocktail lovers including our friends to come together and enjoy their drinks...of course, at a cost!'

The tables are ready and Dominic at work...



According to Dominic, '...Cocktailing has been viewed as a preserve for the able. We are demystifying this by making it a domestic ingredient in our household meals. Our incomes vary with each day, but we are no longer the strugglers... we used to be, before the training...'

2.9 Happy Ending to Phase Three Trainings!

The third phase of the Learning for Life trainings had a happy ending across all the eight counties with the request to have more trainings to cater for those who did not benefit during the ending phase.



Its joy in Kisumu!



It's a happy ending in Machakos...!



3.0 LESSONS LEARNED AND RECOMMENDATIONS

3.1 Lessons Learned

This section of the report highlights lessons that we have picked in the course of implementing the project over the last 12 months. This include:

1. During the implementation of the Learning for Life Program, it was noted that there are many youth empowerment initiatives out here but due to varied implementation approaches and objectives, the resulting impact is very minimal. As a part of our empowerment goal, the team was able to identify any gaps and assisted in offering support including mentoring, business coaching and connecting them to business support services and provided additional information to such youth, which included linkages to the available devolved funds from the Government from which they could access credit to start their own businesses.
2. From the interaction with the learners during the implementation of the Learning for Life program, one of the key lessons learnt was the close interrelationship between theory and practical learnings. Through sharing of personal experiences, common problems affecting the youth were identified, discussed and possible solutions prescribed. This eradicated the feeling of 'loneliness'. AiRD intends to follow-up on these proposed action points during the upcoming mentorship sessions.
3. Further, nearly all Persons Living with Disability who attended the trainings had internalized their status and preferred equal treatment with their abled counterparts. This led to the adoption of the slogan; "*Disability is not Inability*". This confidence will be upheld for all Persons Living with Disability in all future Learning for Life trainings.
4. It was equally noted that majority of the youth who attended the trainings had a career dream but these were hampered by various factors which included; the economic status of their households, inadequate knowledge and

awareness on available opportunities, level of education and exposure. Through free-sharing and the personalized attention accorded during the trainings, majority were able to contextualize their situations and identify viable options out of their problems. AiRD will make follow-ups on such cases, hand hold the youth and ensure they succeed

5. Issues of mental health associated with drugs and alcoholism featured in some of the trainings. Among the major causes of these were joblessness, peer pressure and local environment particularly in areas where local brews were rampant. AiRD took a further step to reinforce the importance of responsible drinking and the dangers of illicit brew. Where deemed necessary, such cases were referred to organizations specializing in counseling and rehabilitative programs.

3.2 Recommendations/Action Points

As the current phase of the project comes to an end, AiRD will embark on the following Action Points;

1. Continue to establish strategic partnerships with organizations/institutions that can create opportunities for mentorship and formal employment for the youth who have graduated from the Learning for Life program.
2. Provide mentorship and coaching to those who have graduated from the Learning for Life program and established their own enterprises.
3. Follow-up with relevant Government departments and other institutions engaged in business development (SMEs) for further BDS support including access to credit.
4. Continue following up on emerging success stories and documenting the same for sharing with the larger audience.
5. Continue developing additional partnerships with relevant public and private sector players and other stakeholders in readiness for future engagement with the youth of Kenya including the next phase of Learning for Life.

04



4. CONCLUSION

Learning for Life has created a paradigm shift on matters pertaining to Youth Empowerment through a continuous in-built process that starts from the selection of beneficiaries, the personalized and group engagement during the delivery of the modules and the systematic monitoring of progress during and after the trainings. A new level of self-discovery, self-confidence, talent acquisition, and assertiveness has developed among the youth who have undergone through the program. Majority of them have been able to discover their untapped potential in various fields ranging from new career-paths, business choices and Art among others.

Learning for Life has also emerged as one of the major complementary programs to the Government's efforts towards youth empowerment. The continuous engagement with the Community leaders, local Administration and Senior Government officials has created a conducive environment for the implementation of the program and enhanced its visibility at Local and National levels. The number of requests coming from the leadership from other Counties to extend the Learning for Life trainings to their youth is enormous. Though the continued support from EABL, AiRD is committed to responding to these calls in order to change the lives of the youth of Kenya.

As the old adage goes; Learning for Life is not providing fish to the youth of Kenya, but teaching them on how to fish for a better tomorrow.

Wako Wapi Sasa..?....

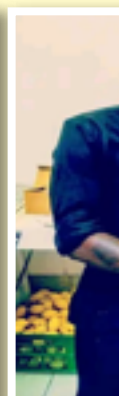
*(Where are they...
and What are they saying?)*



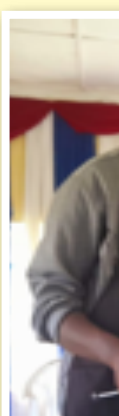
Alex works as a Bartender at the Coral Restaurant – Shanzu "...my life wouldn't have been the same if I hadn't attended the Learning for Life trainings...!"



"Who said disability was inability in Cocktailing...?" Ahmed from Mombasa.



Derrick (Trainer): "This is how it's done..."



...na Wanasema Nini...?

The positive impact of the Learning for Life trainings are unique and diverse across the 8 counties. Below is a selection of testimonies from some of the beneficiaries;



*...Have you ever tried this...?"
Reagan Otieno to his clients at the
Switch Bar, Kasarani (Nairobi)*



*"...I am bridging the gap in
Mixology. I saw an opportunity
and its paying dividends."
Ms. Navian from Jomvu now
selling Mixology sets through
her Nest Necessities Co.*



*..Life can Change...mine Changed after the trainings'
Richard Onyango at the Yatch Restaurant-Mtwapa*



*Steven Musyoka Commis Chef
at the Dusit Hotel "Nothing is
impossible with LfL."*



*'LfL...it has worked for me; it can work for you
too Eusebias at the Elsols Hotel (Embu)*



Henry (trainer)... "Just One sip please...!"



"...Now try it on your own..."



*"Adequate preparation is a must in
Bartending..."*



*"...and the secret is to keeping your clients happy"
Winnie Njeri (Molo)*





5. APPENDICES:

5.1 Summary of Trainings Per County: Date/Venue/Sub-County/Gender

5.1.1 Nairobi: Summary Table.

	Training Dates	Training Venue	Sub-County	Numbers Trained		Total
				Male	Female	
1	25.01.2024	Madola Hotel Kasarani	Kasarani	47	21	68
2	30.01.2024	Kayole Social Hall	Kayole	32	42	74
3	13.02.2024	Kayole Social Hall	Kayole	25	45	70
4	15.02.2024	Madola Hotel Kasarani	Kasarani	28	24	52
5	27.02.2024	Kayole Social Hall	Kayole	30	36	66
6	12.03.2024	Kayole Social Hall	Kayole	22	46	68
7	13.03.2024	Lucky Summer	Ruaraka	29	37	66
8	27.03.2024	Lucky Summer	Ruaraka	10	55	65
9	05.04.2024	Kayole Social Hall	Kayole	37	41	78
10	13.04.2024	Baba Dogo	Ruaraka	37	35	72
11	16.04.2024	Kayole Social Hall	Kayole	49	23	72
12	24.04.2024	Baba Dogo	Ruaraka	20	62	82
13	25.04.2024	Baba Dogo	Ruaraka	41	35	76
14	07.05.2024	Kayole Social Hall	Kayole	52	26	78
15	09.05.2024	Lucky Summer	Ruaraka	37	40	77
16	21.05.2024	Kayole Social Hall	Kayole	40	39	79
17	22.05.2024	Baba Dogo	Ruaraka	44	37	81
18	24.05.2024	Mathare North	Ruaraka	0	75	75
Total				580	719	1,299

5.1.2 Nakuru (Molo) Summary Table

	Training Dates	Training Venue	Sub-County	Numbers Trained		
				Male	Female	Total
1	14.12.2023	PCEA Church Elburgon	Molo	55	21	76
2	15.12.2023	Josma Hall Elburgon	Elburgon	30	30	60
3	24.01.2024	Elburgon Polytechnic	Elburgon	41	39	80
4	25.01.2024	Molo Technical & Vocational College	Molo	34	37	71
5	26.01.2024	Molo Technical & Vocational College	Molo	38	26	64
6	21.02.2024	Josma Hall Elburgon	Elburgon	28	22	50
7	22.02.2024	PCEA Hall Elburgon	Elburgon	39	21	60
8	23.02.2024	AIC Hall Njoro	Njoro	35	23	58
9	20.03.2024	AIC Hall Njoro	Njoro	44	24	68
10	21.03.2024	AIC Hall Njoro	Njoro	61	26	87
11	22.03.2024	AIC Hall Njoro	Njoro	49	36	85
12	11.04.2024	Njoro Township	Njoro	34	38	72
13	12.04.2024	AIC Minor Hall	Njoro	48	39	87
14	18.04.2024	Molo TVC Hall	Molo	56	24	80
15	19.04.2024	Molo TVC Hall	Molo	63	23	86
16	09.05.2024	Elburgon PCEA Hall	Elburgon	49	31	80
17	10.05.2024	Elburgon PCEA Hall	Elburgon	42	38	80
18	16.05.2024	Elburgon PCEA Hall	Elburgon	2	72	74
19	17.05.2024	PCEA Hall	Elburgon	37	46	83
	Total			785	616	1,401

5.1.3 Machakos: Summary Table

Training Date Dates		Training Venue	Sub County	Numbers Trained		
				Male	Female	Total
1	14.12.2023	Mlolongo Shalom Childrens Home	Mavoko	43	30	73
2	15.12.2023	Mlolongo Shalom Childrens Home	Mavoko	37	13	50
3	25.01.2024	Mlolongo Shalom Childrens Home	Mavoko	37	30	67
4	25.01.2024	Mlolongo Shalom Childrens Home	Mavoko	54	26	80
5	14.02.2024	Kyumvi- Machakos	Mavoko	33	28	61
6	15.02.2024	Kyumvi- Machakos	Mavoko	34	26	60
7	16.02.2024	Athi River DCC	Mavoko	35	21	56
8	06.03.2024	AIC Kathiani	Kathiani	28	38	66
9	07.03.2024	Salvation Army Ngoleni	Kathiani	26	23	49
10	08.03.2024	AIC Kitie	Kathiani	53	16	69
11	11.04.2024	Machakos MCA Compound	Machakos Town	25	13	38
12	12.04.2024	Machakos MCA Compound	Machakos Town	60	26	86
13	17.04.2024	Tala	Matungulu East	19	16	35
14	18.04.2024	Tala	Matungulu East	98	32	130
15	19.04.2024	Tala	Matungulu East	40	28	68
16	15.05.2024	Mlolongo	Mavoko	43	29	72
17	16.05.2024	Kinanie	Mavoko	24	43	67
18	17.05.2024	Kinanie	Mavoko	27	55	82
19	22.05.2024	Joska	Mavoko	24	52	76
20	23.05.2024	Joska	Mavoko	11	46	57
21	24.05.2024	Joska	Mavoko	23	47	70
	TOTAL			774	638	1,412

5.1.4 Makueni: Summary Table

	Training Dates	Training Venue	Sub County	Number Trained		
				Male	Female	Total
1	15.12.2023	Wote Public Park Amphitheater	Makueni	70	32	102
2	29.01.2024	Kathozweni CTTI Hall	Makueni	45	31	76
3	30.01.2024	Kilili ACK hall	Makueni	41	37	78
4	08.02.2024	Mavindini	Makueni	41	33	74
5	19.02.2024	Nziu	Makueni	52	22	74
6	07.03.2024	Mbuvo Aic Church	Makueni	26	29	55
7	28.03.2024	Makueni Office	Makueni	36	21	57
8	11.04.2024	Kivandini	Makueni	36	38	74
9	15.04.2024	Thangu AIC	Makueni	33	38	71
10	23.04.2024	Watuka	Makueni	44	33	77
11	13.05.2024	Calosci -JVRC Church	Makueni	29	18	47
	TOTAL			453	332	785

5.1.5 Embu: Summary Table

	Training Dates	Training Venue	Sub County	Number Trained		
				Male	Female	Total
1	18. 12.2023	Dallas Resource Hall	Embu West	49	48	97
2	22.01.2024	Gatuturi Social Hall	Embu West	39	25	64
3	24.01.2024	Kenya Scouts Embu	Embu West	41	33	74
4	15.02.2024	Jorac Hotel Kiritiri	Mbeere South	32	39	71
5	13.03.2024	ACK Manyatta	Embu West	35	29	64
6	19.03.2024	Embu Town social Hall	Embu West	39	33	72
7	09.04.2024	CDF Hall Kiritiri	Mbeere South	38	38	76
8	19.04.2024	Kamp David Hotel	Embu East	46	28	74
9	18.04.2024	Kamp David Hotel	Embu East	57	18	75
10	15.05.2024	Karaba Social Hall	Mwea S/County	34	47	81
11	16.05.2024	Karaba Social Hall	Mwea S/County	38	41	79
12	29.05.2024	Makutano Social Hall	Mwea S/County	41	39	80
13	30.05.2024	Makutano Social Hall	Mwea S/County	38	44	82
	Total			527	462	989

5.1.6 Murang'a: Summary Table

	Training Dates	Training Venue	Sub County	Number Trained		
				Male	Female	Total
1	05.02.2024	Glorious Church Mathioya	Mathioya S/County	40	36	76
2	22.02.2024	Ngelelya Salvation Army	Ithanga S/County	34	28	62
3	25.03.2024	Gaitega Polytechnic Hall	Kambirwa S/County	45	27	72
4	26.03.2024	Gaitega Polytechnic Hall	Kambirwa S/County	39	28	67
5	12.04.2024	Ithanga Polytechnic Hall	Ithanga S/County	39	33	72
6	25.04.2024	Ikumbi Hall	Kigumo S/County	47	26	73
7	08.05.2024	Kambirwa Social Hall	Kambirwa	38	40	78
8	09.05.2024	Kambirwa Social Hall	Kambirwa	32	45	77
	Total			314	263	577

5.1.7 Mombasa Summary Table

	Training Dates	Training Venue	Sub County	Number Trained		
				Male	Female	Total
1	13.02.2024	Tononoka Social Hall	Mvita	46	24	70
2	14.02.2024	Majengo Social Hall	Mvita	43	27	70
3	15.02.2024	Tononoka Social Hall	Mvita	37	33	70
4	20.02.2024	Changamwe Social Hall	Changamwe	30	40	70
5	22.02.2024	Changamwe Social Hall	Changamwe	24	46	70
6	05.03.2024	Nyali VOK Social Hall	Nyali	29	31	60
7	13.03.2024	Kisauni VOK Social Hall	Kisauni	23	37	60
8	14.03.2024	Kisauni VOK Social Hall	Kisauni	9	28	37
9	16.04.2024	Jomvu Social Hall	Jomvu	30	45	75
10	18.04.2024	Jomvu Social Hall	Jomvu	38	50	88
11	22.04.2024	Likoni Social Hall	Likoni	24	21	45
12	30.04.2024	Likoni Social Hall	Likoni	28	53	81
13	02.05.2024	Nyali VOK Social Hall	Nyali	55	25	80
14	07.05.2024	Tononoka Social Hall	Mvita	34	52	86
15	09.05.2024	Changamwe Social Hall	Changamwe	34	49	83
16	14.05.2024	Kisauni VOK Social Hall	Kisauni	50	34	84
17	16.05.2024	Jomvu Social Hall	Jomvu	56	33	89
18	21.05.2024	Likoni Social Hall	Likoni	50	48	98
	Total			640	676	1,316

5.1.8 Kisumu: Summary Table

	Training Dates	Training Venue	Sub-County	Number Trained		
				Male	Female	Total
1	23.01.24	Kisumu Institute of Com.Dev	Nyando	15	55	70
2	25.01.24	Kisumu Institute of Com.Dev	Nyando	48	17	65
3	07.02.24	Kowire Primary Community Hall	Nyakach	4	56	60
4	19.02.24	Obwolo Community Hall	Kisumu East	32	28	60
5	23.02.24	Obwolo Community Hall	Kisumu East	38	28	66
6	05.03.24	Kitambo Vocational Training Centre	Seme	29	33	62
7	20.03.24	Yambo Resource Centre	Kisumu West	26	55	81
8	03.04.24	St.Paul's C/Church Kanyakwar	Kisumu Central	22	58	80
9	19.04.24	Masara Catholic Church	Muhoroni	51	60	111
10	24.04.24	Nyang'oma Vocational Training	Muhoroni	17	37	54
11	25.04.24	F.G.C.K	Muhoroni	48	45	93
12	13.05.24	Kombewa C.D.F office	Seme	40	40	80
13	14.05.24	Bar Korwa	Seme	26	55	81
14	16.05.24	Kit Mikayi Hall	Seme	29	69	98
14	17.05.24	Manywanda Hall	Seme	35	69	104
16	21.05.24	Kisian Hall	Kisumu West	37	45	82
17	27.05.24	Mshiriki Learning Centre	Muhoroni	20	67	87
18	28.05.24	Chemelil Youth Hall	Muhoroni	16	55	71
		Total		533	872	1,405

5.2 Statistics of the Employed/Internships/Business Start-ups

Employed: 44 (M-27, F-17). Internships/Placements: 53 (M-18, F-35). Business Start-Ups: 43 (M-16, F-27)

5.2.1 Employment

	Name	Gender	Place Of Employment	County
1	Reagan Otieno	M	The Switch Lounge	Nairobi
2	Marion Mukai	F	Best Nile Wines Spirits	Nairobi
3	Martha Njeri	F	City inn club	Nairobi
4	Walter Mokaya	M	Molo Sub County Hospital	Elburgon, Nakuru
5	Faith Wachira	F	H-Town Entertainment	Elburgon, Nakuru
6	Sherel Wanjiru	F	Elburgon	Nakuru
7	Beatrice Wairimu	F	Elburgon	Nakuru
8	Steven Musyoka	M	DUSIT Hotel	Machakos
9	Anthony King'oo	M	Murang'a County	Murang'a
10	Eutichus Ngechu	M	Green Future Dev Resource (NGO)	Murang'a
11	Samuel Wakaba	M	Murang'a Youth service(County)	Murang'a
12	Raphael Mbaluka	M	Murang'a Youth service	Murang'a
13	Mary Wangari	F	Murang'a Youth service	Murang'a
14	Ruth Wambui	F	Thika Cascade Hotel	Murang'a
15	Simon Nyamai	M	Murang'a Youth service	Murang'a
16	Lewis Ndegwa	M	Murang'a Youth service	Murang'a
17	Grace Ndunge	F	Bestlady Cosmetics	Murang'a
18	Stephen Njoroge	M	Murang'a Youth service	Murang'a
19	Paul Wambua	M	Amaize Ltd	Murang'a
20	Faith Mwendwa	F	Dillon's Hotel	Murang'a
21	Elizabeth Nthambi	F	Tai Hotel	Murang'a
22	Eusebias Mwangi	F	Hotel Elsos	Embu
23	Peter Munene	M	Mill Bakers	Embu
24	Harith Ibrahim	M	Embu Immigration Office	Embu
25	Blessie Mugendi	F	Louize Simba Lounge	Embu
26	Fred Ngaru	M	Camp David Hotel	Embu
27	Edwin Gitonga	M	County Government	Embu
28	Jose Phil Karani	M	Deity Restaurant and Accommodation	Embu
29	Gloria Njeri	F	County Government of Embu	Embu
30	Zachary Nthiga	M	Camp David	Embu
31	Jeff Rugendo	M	Camp David	Embu
32	James Wambua	M	In and out Restaurant	Makueni
33	Jackson Mutuku	M	Light the Word -NGO	Makueni
34	Fredrick Okello	M	Shinning for Hope for communities (SHOFCO)	Kisumu
35	Vincent OKeyo	M	Shinning for Hope for communities (SHOFCO)	Kisumu
36	Lawrence Ongus	M	Shinning for Hope for communities (SHOFCO)	Kisumu
37	Tom Odero	M	Shinning for Hope for communities (SHOFCO)	Kisumu
38	Benard Otieno	M	Geneva Guest House	Kisumu
39	Beatrice Achiengo Ouma	F	Super Digital Resort	Kisumu
40	Ephietalia Okello	F	Super Digital Resort	Kisumu
41	Valencia Adhiambo	F	Super Digital Resort	Kisumu
42	Juliana Mutisya	F	Sarova Whitesands	Mombasa
43	Richard Omondi	M	The Yatch Lounge	Mombasa
44	Alex Charo	M	Maasai Beach Hotel	Mombasa

5.2.2 Internships/Placements

	Name	Gender	Place of Attachment	County
1	Beryl Otieno	F	Taurus lounge	Nairobi
2	Esther Wanjiru	F	Pipers wine & spirits	Nairobi
3	Angel Adhiambo	F	Feba Kula Joint	Nairobi
4	Winnie Njeri	F	Musketeers Institute	Njoro, Nakuru
5	Victory Nyambura	F	Musketeers Institute	Njoro, Nakuru
6	Silvia Njoki	F	Musketeers Institute	Njoro, Nakuru
7	Hellen Muthoni	F	County government of murang'a	Murang'a
8	Eutychus Kimemia	M	Nokras Murang'a	Murang'a
9	Denis Wathome	M	Kangari Tea Farmers association	Murang'a
10	Emphantus Muniu	M	Carrols Hotel	Murang'a
11	Sandra Marinda	M	Ajira Embu	Embu
12	Clester Mwangi	M	Ajira Embu	Embu
13	Dominic Kinyua	M	CDF office	Embu
14	Frankline Munene	M	Ajira office	Embu
15	Jeddidah Wangechi	M	Ajira office	Embu
16	Caroline Muthoni	F	Simba lodge hotel	Embu
17	Naomi Ngithi	F	Nokras Embu	Embu
18	Bossmilham Mutugi	M	Ajira office	Embu
19	Diana Anyango Oyoo	F	Shinning for Hope for communities SHOFCO)	Kisumu
20	Melvin Odemba	F	Shinning for Hope for communities SHOFCO)	Kisumu
21	Aligura Ochieng	M	Shinning for Hope for communities SHOFCO)	Kisumu
22	Edwin Kiriari	M	Shinning for Hope for communities SHOFCO)	Kisumu
23	Jane Odhiambo	F	Shinning for Hope for communities SHOFCO)	Kisumu
24	Belinda Ohore	F	Shinning for Hope for communities SHOFCO)	Kisumu
25	Purity Ogutu	F	Shinning for Hope for communities SHOFCO)	Kisumu
26	Rose Aoko	F	Shinning for Hope for communities SHOFCO)	Kisumu
27	Rita Mwaka Ryango	F	Sarova whitesands	Mombasa
28	Angelina Mapenzi	F	Royal Courte Hotel	Mombasa
29	Gift Gona Tsuma	F	Serena Hotel Mtwapa	Mombasa
30	Anita Wanjiku Karere	F	Saradise Restaurant Bamburi	Mombasa
31	May Mbodze Kalama	M	Turtle bay Shanzu	Mombasa
32	Mariam Ndadze	F	Nairobi PMC Kitengela	Mombasa
33	Caroline Nyazala Mongo	F	Pride Inn Paradise Mombasa	Mombasa
34	Edrick Mwamuye	M	Olesero Lounge Masaai Mara National Park	Mombasa
35	Innocent Ouma	M	Serena Beach Hotel	Mombasa
36	Otieno Victorian Atieno	M	Royal Court Hotel	Mombasa
37	Wycliffe Wewa	M	Kisauni Hotel and Restaurant	Mombasa
38	Jane Akinyi	F	Bamburi beach Hotel	Mombasa
39	Nelly Menza	F	Mirano Hotel Restaurants	Mombasa
40	Habiba Pola	F	GMC Hotel Kitengela	Mombasa
41	Rachel Mwangonyi	F	Royal Castols Mombasa	Mombasa
42	Mariam Juma	F	Safaya Hotel Mwembe Tayari	Mombasa
43	Halima Mahmoud	F	Bamburi Hotel prime	Mombasa
44	David Sambu	M	Training College	Mombasa
45	Maria Chao Inda	F	Sarova Whitesands	Mombasa
46	Fostina Kalira	F	Sarova Whitesands	Mombasa
47	Farida Sidi	F	GMC Hotel Kitengela	Mombasa
48	Angel Kadze	F	GMC Hotel Kitengela	Mombasa
49	Lilian Mwaka	F	Mombasa Beach Hotel	Mombasa
50	Khadija Salim	F	Bamburi Shila Hotel	Mombasa
51	Valentine Njoroge	F	Pride Inn Paradise	Mombasa
52	Brown Bright Karisa	M	English Point Mombasa	Mombasa
53	Awuor Otieno	F	Voyager Hotel Mombasa	Mombasa

5.2.3 Business Start-Ups

	Name	Gender	Nature of Business	County
1	Moses Ouma	M	Hospitality-Mini Bar	Nairobi
2	Jackson Kyalo	M	Hospitality-Mini bar	Nairobi
3	Wallace Kimeu	M	Hospitality-Freelance mixologist	Nairobi
4	Kelly Oluoma	M	Photography	Nairobi
5	Emily Awimo	F	Catering	Nairobi
6	Faith Atieno	F	Hospitality- cooking fish	Nairobi
7	Lucy Mawia	F	Clothes thrift shop	Nairobi
8	Sammy Godiah	M	Wines and Spirit	Nakuru
9	Consolata N. Wachira	F	Shoe Parlor	Nakuru
10	Joshua Kibiwott	M	Hospitality-Catering	Nakuru
11	Joyce Wanjiru	F	Hospitality- Catering	Nakuru
12	Esther Ruto	F	Mixology	Nakuru
13	Susan Kahenya	F	Mixology	Nakuru
14	Mary Macharia	F	Catering	Nakuru
15	John Chege	M	Baker	Molo
16	Michelle Njoroge	F	Chef	Elburgon
17	Elizabeth Mwaniki	F	Salon	Elburgon
18	Cynthia Njeri	F	Cosmetics	Elburgon
19	Kamau Thomas	M	Catering	Elburgon
20	Faith Kerubo	F	Hotel Management	Molo
21	Florence Njeri (PWD)	F	Catering	Elburgon
22	Collins Sinclair	M	Bar and restaurant	Machakos
23	Lena Julius Mlolongo	F	Interior Decor	Machakos
24	Benson Kibet	M	Mobile Accessories	Machakos
25	Stephen Matheka	M	Photography	Machakos
26	Evaline Syombua	F	Catering	Machakos
27	Faith Ndunge	F	Faith Hotel	Murang'a
28	Bernard Mugi	M	MUK Sports	Murang'a
29	Ibrahim Maulid	M	Maulid Clothing	Embu
30	Mbithi Dennis	F	Electrical Dice	Makueni
31	Festus Mutiso	F	Grocery shop	Makueni
32	Martin Musau	M	Technician	Makueni
33	Cecilia Mutua	F	Therapist	Makueni
34	Lucy Mueni	F	Groceries	Makueni
35	Ann Muiwa	F	Selling shoes	Makueni
36	Paulette Musyoka	F	Panthers lounge	Makueni
37	Peter Munyao	M	Freelance – Chef	Makueni
38	Kelvin Musyoka	M	Freelance – fruit vendor	Makueni
39	Jane Aoko Nyayal	F	Fruit vendor	Kisumu
40	Maurine Atieno	F	Groceries	Kisumu
41	Nancy Adhiambo	F	Groceries	Kisumu
42	Caroline A. Ranginya	F	Mobile Kiosk)	Kisumu
43	Gladys Atieno Otero	F	Fish vendor	Kisumu







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