

SELF-DEVELOPMENT & SKILLS FOR VULNERABLE YOUTH

final report

april 2011-february 2016



KAYEC (Registered Trust 250/99) is a Namibian non-profit that runs leading programs to invest in the future of Namibian youth: vocational training for young Namibians who are out of work, and after-school support to help teens stay in school and build the life skills to succeed.

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KAYEC Trust, March 2016

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ABBREVIATIONS

HIV	Human Immunodeficiency Virus
PEPFAR	U.S. President's Emergency Plan For AIDS Relief
USAID	U.S. Agency for International Development
USD	U.S. Dollar

NEXT-GENERATION RESILIENCE AGAINST HIV

Namibia has a generalized HIV epidemic, with one of the highest prevalence rates in the world. The Government of the Republic of Namibia (GRN) is one of the few in Africa that funds the majority of its national HIV response, yet staffing and prevention gaps remain - exacerbated by structural factors such as high income inequality, widespread poverty and 43 percent youth unemployment. To help target hard-to-reach youths in periurban hotspots, USAID supported additional service delivery by KAYEC, a Namibian civil society grantee - spurring critical knock-on innovations within Namibia's education system.

Support for civil society partners has played an important role in USAID's HIV strategy in Namibia, to extend both service delivery and advocacy after independence. In 2005, USAID first provided PEPFAR funding to KAYEC, a local faith-based organization specializing in educational support for marginalized youths, as one of up to 22 subgrantees under indirect grantmaking projects. In 2010, in line with country ownership and transition goals following PEPFAR II and USAID Forward, USAID selected KAYEC as one of six Namibian civil society candidates to receive focused organizational strengthening, required to become eligible for U.S. direct funding. KAYEC and two other organizations were able to graduate to new, directly funded agreements in 2011.

This report outlines KAYEC's achievements under Cooperative Agreement AID-674-A-00-11-00034-00, "Self-Development and Skills for Vulnerable Youth," from April 2011 to February 2016. Originally scheduled to close in April 2014, the agreement underwent the following modifications:

- Six-month no-cost extension, through August 2014
- One-year costed extension, through August 2015
- Six-month no-cost extension, through February 2016 (Result 2 only)

The project was designed to reduce HIV risks among youths, orphans and vulnerable children in marginalized communities, by increasing vocational employment opportunity, resilience and school retention, as well as providing direct HIV prevention interventions to all beneficiaries. At the close of the project, the cumulative results were as follows:

- **Result 1.** Increased (self-) employment opportunities for 4,575 vulnerable out-of-school youth, orphans and vulnerable children, and caregivers of orphans and vulnerable children
- **Result 2.** Increased resilience and school retention by support of 2,800 vulnerable in-school youth through support for personal and educational development
- **Result 3.** Strengthened networking and linkage of the vocational training sector to the private sector and other stakeholders, to sustain youth development support

Results are discussed in terms of the two critical roles of civil society: service delivery and advocacy. All documents referred to in the report are available upon request.

RESULT 1

Increased (self-) employment opportunities for a cumulative 4,575 vulnerable out-of-school youth, orphans and vulnerable children, and caregivers of orphans and vulnerable children

Thanks to USAID support, KAYEC solidified its standing as a leader in Competency-Based Education and Training (CBET) for Namibia's most marginalized youths, increasing HIV prevention programming, incomes and life options at its centers in heavily HIV-burdened areas of Windhoek and northern Namibia. Program improvements earned KAYEC government accreditation and recognition as a Community-Based Training Service Provider: a new classification created in response to KAYEC advocacy for pro-poor access to vocational education, alongside conventional state-run facilities.

4,606 youths received vocational training and prevention interventions

*101% of the targeted 4,575
25% women (on target)*

Voluntary HIV testing and counseling, Windhoek



Plumbing, Windhoek

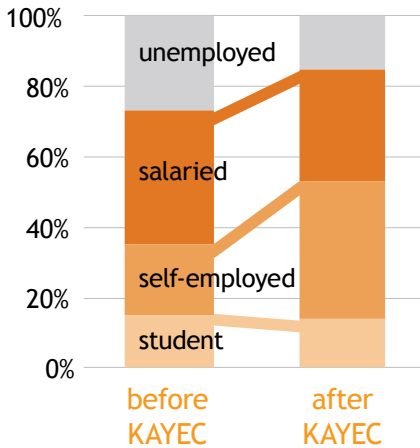


Concrete shuttering, Ondangwa



Trainees shift to self-employment after graduation

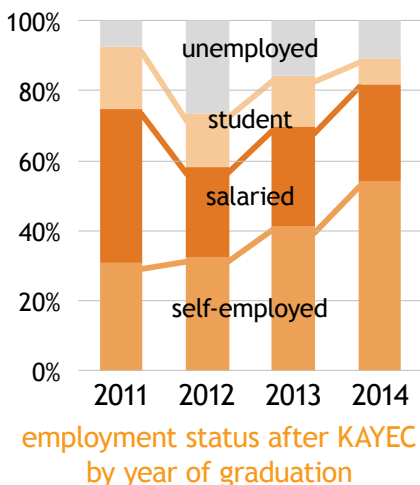
783 graduates called in 2015
All courses 2011-2014, 53% response



Reported unemployment was 24 percent prior to study at KAYEC (32 percent among women), and fell to 15 percent after graduation (23 percent among women). Only 19 percent of respondents were self-employed before KAYEC (17 percent among women), but a plurality reported self-employment after training (41 percent; 20 percent among women).

More recent grads are self-employed, but more long-time grads are salaried

783 graduates called in 2015
All courses, 53% response



The same data as the first chart, disaggregated by year of graduation from KAYEC. According to this data, most 2014 graduates were self-employed one year after graduation (56 percent; 23 percent among women), but the more years that had elapsed since graduation, the more likely respondents were to report salaried work (rising to a plurality of 43 percent among 2011 graduates; 70 percent among 2011 female graduates). This corroborates KAYEC's experience that employers prefer additional years of job experience before employing graduates with Level 1 training.

Service delivery

KAYEC worked with the private sector to identify high-demand trade courses, offered at subsidized cost and with minimal entry requirements, in order to fill the access gap for vulnerable learners who do not meet the educational requirements to enroll at state-run vocational training centers. Courses were delivered in four areas:

- **Construction (6 months).** Bricklaying and Plastering,* Construction Carpentry, Electrical Installation, Plumbing and Pipe-Fitting,* Shuttering and Concrete Work, Tiling
- **Manufacturing (6 months).** Joinery and Cabinet-Making,* Welding and Metal Fabrication*
- **Logistics.** Automotive Mechanics (6 months),* Forklift Operation (2 weeks), Tractor-Loader-Backhoe Operation (2 weeks)
- **Administration (6 months).** International Computer Driving License

In order to conform to government standards, KAYEC increasingly shifted from internally designed courses to the Level 1 curricula of the Namibia Training Authority. The Namibia Qualifications Authority accredited the five courses starred above, following KAYEC's implementation of national financial and assessment criteria over the course of the project. At closeout the Namibia Training Authority was preparing to grant KAYEC status as a registered training provider. KAYEC supplemented standard curricula with basic math, English and entrepreneurship, as its target beneficiaries have not completed public school and require these in order to pass standard exams and compete on the market.

KAYEC provided all trainees with three hours per week of comprehensive HIV prevention programming, using PEPFAR-funded social behavior change curricula and Namibia Training Authority HIV/AIDS unit standards. During the life of the project, 1,265 trainees received voluntary HIV testing and counseling episodes (11 tested positive), and 22 trainees received referrals for voluntary medical male circumcision.

A 2015 internal tracer study contacted 783 graduates from KAYEC's 2011-2014 cohorts (20 percent women), establishing graduates' gains in terms of employment and income (see charts at left and on following page).

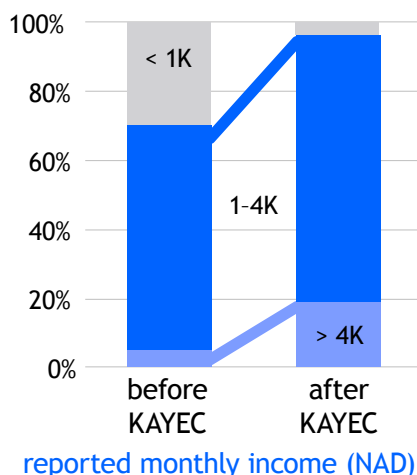
Advocacy

Very few of the 4,606 trainees that KAYEC served would otherwise have qualified to enroll in vocational training, and the Government of the Republic of Namibia modified its vocational training policies in light of this success in expanding access. The Namibia Training Authority created a new classification for government-funded institutions that use the KAYEC model ("Community-Based Training Service Provider"), complementing conventional state-run vocational training centers that require Grade 10 education and charge higher fees.

The membership of the Namibian Non-Governmental Organization Forum recognized KAYEC's leadership on pro-poor education by electing it as sector representative

Trainees earn more after graduation

783 graduates called in 2015
All courses 2011-2014
29% response before, 36% response after



Thirty-one percent of respondents were earning less than N\$1,000 per month before KAYEC (39 percent among women). This proportion fell to 4 percent after KAYEC (2 percent among women).

for education and training. KAYEC represents civil society and marginalized communities in national discussions with the Namibia Training Authority.

With regard to the epidemic, KAYEC courses go beyond Namibia Training Authority standards, which require only that training providers give lessons on HIV. All KAYEC trainees receive education on and access to voluntary counseling and testing, voluntary medical male circumcision and blood donation.

Key considerations

Young Namibians who have dropped out of formal education require specialized training options in order to enter the workforce and decrease their vulnerability. Courses targeting them are more effective if they have subsidized costs, minimal educational entry requirements, and additional training in basic skills such as math, English and entrepreneurship.

Pass rates on conventional national examinations remain low, but such courses allow graduates to increase their income and acquire the job experience needed to enter salaried work in later years. These benefits can be acquired through courses shorter than the nationally accredited six months.

The Namibia Training Authority should contribute to poverty eradication by easing access to Community-Based Training Service Providers, providing resources for civil society to meet national standards, and fast-tracking approval of shorter courses.

RESULT 2

Increased resilience and school retention by support of a cumulative 2,800 vulnerable in-school youth through support for personal and educational development

The project further reduced vulnerability of the next generation of Namibian youths, aged 12-18, through a nationwide network of after-school support centers, which cut rates of public school dropouts and pregnancies, and boosted pass rates on national exams. By backstopping schools in underserved communities, KAYEC established a model that can help the Government of the Republic of Namibia reach its youth academic and health targets, while empowering local adolescent leaders to champion the rights of young Namibians.

3,946 vulnerable children received support services

*141% of the targeted 2,800
57% girls (target 50%)*



Math tutoring, Rehoboth



Voluntary medical male circumcision, Ondangwa



Program graduate in aviation career, Windhoek

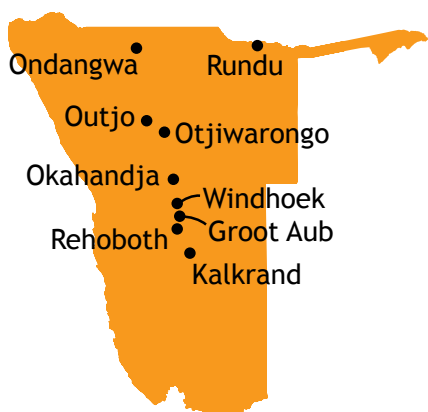


Life skills session on HIV prevention, Windhoek



Community gardening, Rundu

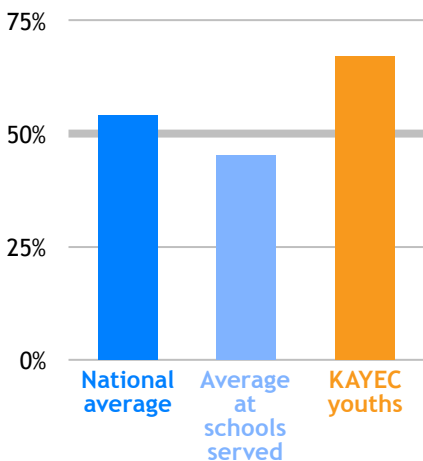
After-school support centers nationwide



KAYEC's kids came from schools that underperform on national exams – but we helped them beat the Namibian average

Grade 10 pass rate

Ministry of Education, Arts & Culture data, 2012-2014



The schools that referred participants achieved a 45 percent pass rate on national Grade 10 exams from 2012 to 2014 (45 percent for girls), below the 54 percent national average. KAYEC participants passed at a rate of 67 percent, despite their difficult backgrounds.

Service delivery

In nine municipalities across six regions (see map at left), a total of 49 public schools referred learners who required additional academic or psychosocial support in order to perform in school. These orphans and vulnerable children attended voluntary after-school tutoring and life skills activities at KAYEC youth centers near their schools under social worker supervision, up to five days per week and through Grade 12 from as early as Grade 3, largely with trained local youths.

The program offered all participants a comprehensive reproductive health and HIV prevention package for at least 30 hours each year, using social behavior change communication and the Windows of Hope curriculum. The Ondangwa, Rundu and Windhoek centers coordinated with local health authorities to hold circumcision information sessions with participants and families, referring 41 boys to the USAID-funded Namibian Voluntary Medical Male Circumcision program.

Life skills sessions, boys and girls clubs and leadership training promoted healthier gender relations. A study of gender-based violence in Windhoek schools, commissioned by the Ministry of Education, Arts and Culture in 2015, cited this program as one of the most highly regarded community interventions combating violence against girls. In Okahandja and Rundu, public schools had KAYEC staff facilitate life skills sessions with their other learners as well.

A comparison of outcomes for project participants against those in public schools shows gains in exam pass rates, school retention and avoidance of teenage pregnancy (see chart at left and on following page).

Advocacy

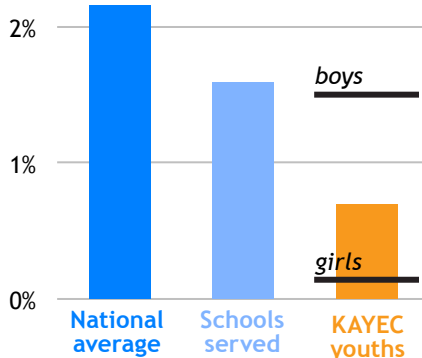
This project enabled KAYEC to become a leader in empowering vulnerable children to join national policy discussions. In addition to participating in multisector HIV planning in project localities, KAYEC was a founding member of the Namibian Child Rights Forum. As a member of the forum's steering committee, it mobilized countrywide participant voices for the 2014 civil society complementary report that accompanied Namibia's state report to the African Committee of Experts on the Rights and Welfare of the Child, concerning national implementation of the African Children's Charter.

Annually from 2013, participants elected 11 peer representatives at each program site to form a Children's Federation, which advocated for children's rights. The following youth-led campaigns received national coverage: a national children's forum in 2013, which delivered a petition for passage of the Child Care and Protection Bill to the offices of the Prime Minister and ombudsman, three months before the bill was tabled to parliament; promotion of quality education via awards to the most child-friendly schools in project communities in 2015; and awards to private-sector leaders in youth support in 2015/2016.

Participant schools had low dropout rates – which KAYEC helped make even lower

School dropout rate

Ministry of Education, Arts & Culture data, 2013

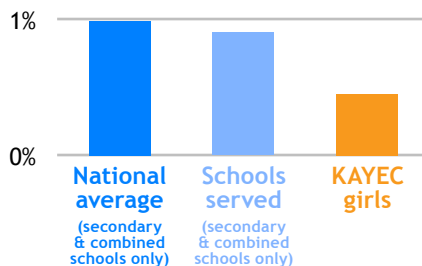


In 2013, the last year for which school retention figures are available, the national primary and secondary dropout rate was 2.2 percent (2.2 percent for girls), and 1.6 percent at schools served (1.6 percent for girls). In contrast, only 1.6 percent of participants dropped out (0.1 percent for girls).

KAYEC girls dropped out from pregnancy less than their high school peers did

Girl dropout rate due to pregnancy

Ministry of Education, Arts & Culture data, 2013



The best national figures for pregnancy among schoolgirls come from the measure of school dropouts due to pregnancy, also available for 2013. At secondary and combined schools, these rates were 1.0 percent nationally and 0.9 percent at schools served, versus 0.4 percent among female program participants.

Key considerations

While vocational training is a country priority under Namibia's National Development Plan 4, longer-term solutions are also required to address the extreme unemployment rate among youths who do not finish secondary school. These must include upstream interventions to increase school retention and success while children are still within the formal education system.

Strategic information approaches under PEPFAR typically capture numbers of services delivered to orphans and vulnerable children, but not the services that empowered youths go on to deliver themselves. In projects like this, which produced leaders in community HIV efforts through school HIV clubs and public prevention campaigns, such activities might be factored into monitoring and evaluation from the outset.

RESULT 3

Strengthened networking and linkage of the vocational training sector to the private sector and other stakeholders, to sustain youth development support

Of the civil society grantees in USAID's portfolio, KAYEC has been one of the pioneering successes in transition to country ownership. In 2015 the Government of the Republic of Namibia committed to sustaining the vocational training program in its entirety, and Namibian private-sector partners signed initial agreements to continue the schoolchild support through 2016.

*Up to
USD 825,000
annually
committed by Government of
the Republic of Namibia, for
vocational training of up to
750 youths each year*

*USD 90,000
committed by private sector
for support of vulnerable
schoolchildren through 2016*



Namibia Qualifications Authority accreditation, Windhoek



FNB sponsorship, Rundu

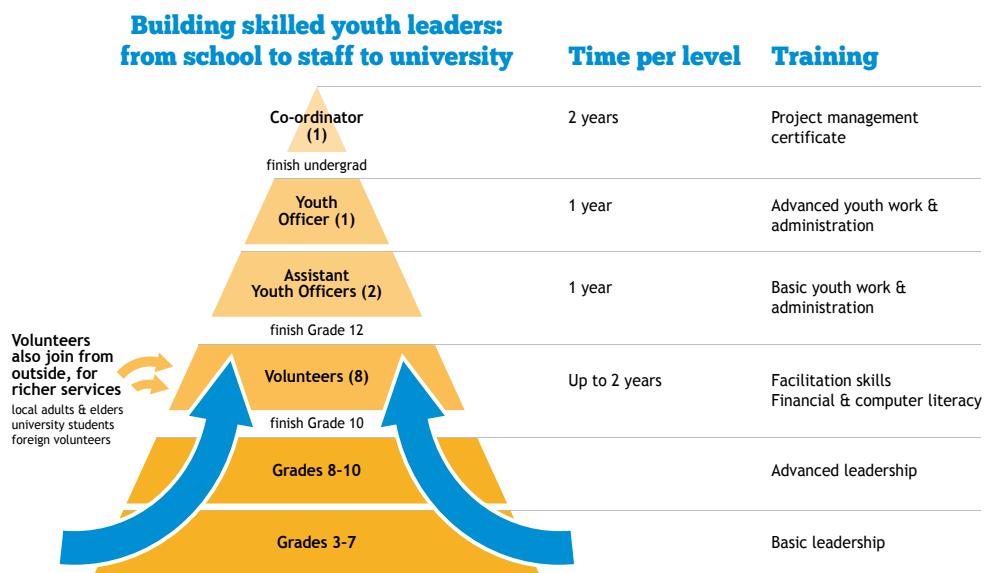
B2Gold sponsorship, Otjiwarongo



In 2015 the Namibia Training Authority signed a Service Level Agreement to sponsor up to 750 vocational trainees per year under the pro-poor model at KAYEC, at a cost of USD 1,100 upon graduation, or up to USD 825,000 per year. By and large, government agreements to fund civil society services remain a novelty in Namibia, but the urgency behind national vocational training goals helped make this country ownership a priority.

Private sector partners agreed to provide approximately USD 90,000 to sustain schoolchild support, while KAYEC continues to seek funding from other sources. This initial amount is sufficient to continue all services at the Otjiwarongo center (under B2Gold mine) and Rundu center (under FNB Foundation).

Resource mobilization with the private sector has led to further programming improvements. Staff and child leaders contributed to an internal review at closeout, which refined the following schoolchild support model as a way forward for the program. It brings the model in line with KAYEC’s skills training focus and commitment to youth participation.



Key considerations

A variety of country resources are available for civil society organizations that are able to tap them: government funding related to consensus policy priorities, and private-sector funding for proven community initiatives.

USAID accelerated these sustainability results through several successful approaches. These included a technical support meeting with USAID’s Senior Technical Advisor, HIV/AIDS Public Private Partnerships, as well as high-level networking support, including participation by two U.S. Ambassadors at KAYEC events, and participation by the Mission Director Office at meetings with the Namibia Training Authority and private sector. KAYEC thanks USAID Namibia and the American people for their generous support of this project, and the technical direction and backing that made it possible.