



WEE CoP Quarterly Meeting

Theme: Skillset Development for Young Women

10th March 2022



WOMEN'S ECONOMIC
EMPOWERMENT
COMMUNITY OF
PRACTICE

Presenters

1. Mary Mwangi –Researcher & Lecturer Kenyatta University

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2. Dr Purity Muthima –PI & Lecturer –Kenyatta University

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Project Title, Goal and Objectives

Project Title:

- ❖ Impact of Apprenticeship, Internship and Mentorship (Aim) Programmes on Employment of Young Women

Project Goal

- ❖ To evaluate the impact of AIM programs in enhancing work readiness for employability of young women

❖ Expected outcome

To increase exposure of young women to AIM programs by 20% by 2025

Objectives

- ❖ Assess the effect of KYEOP apprenticeship program on employment of young women.
- ❖ Determine the effect of STEMKenya mentorship program on employment of young women.
- ❖ Evaluate the impact of the Public Service Internship Policy (2016) on employment of young women
- ❖ Depending on the evidence, upscale the programs that works for WEE

Project Description - Context

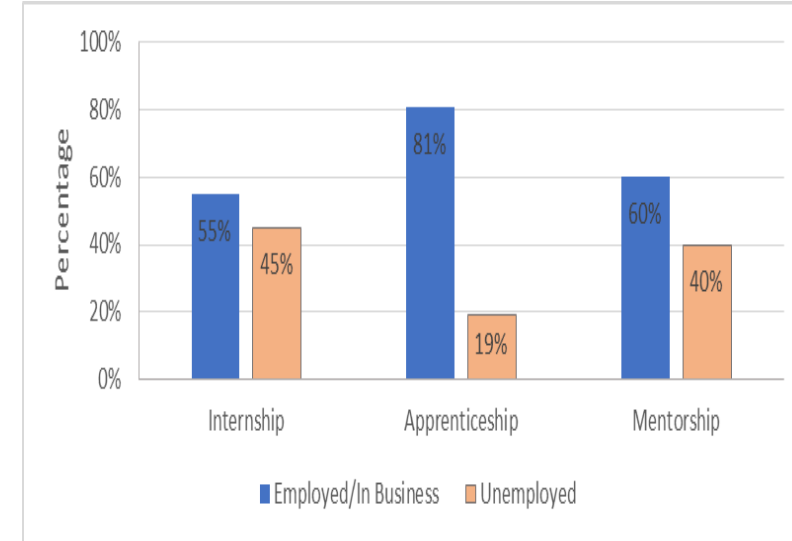
- ❖ Female participation in the Kenyan job market is 29.5 per cent compared to males at 36 per cent (Owino et al., 2016).
- ❖ Gender disparity is more apparent in STEM related fields.
- ❖ AIM programs are designed to enhance work readiness: However:
 - ❖ Low uptake especially by women
 - ❖ Limited empirical evidence on the effectiveness of the programs

Project Approach

- ❖ Non experimental design
- ❖ Quantitative and Qualitative data collection
- ❖ Data collection- snowballing tracer studies, questionnaires, interviews
- ❖ Pilot study
- ❖ Main Study (ongoing)

Key Findings/ Results

- ❖ There is a positive relationship between participation in an AIM programme and employability.
 - ❖ *Beneficiaries of apprenticeship and mentorship programs had higher chances of getting employed than those who went through internship programme*
- ❖ level of education and membership to a professional organization were significant determinants of employment'
 - ❖ Bachelor's degree, Certificate and Diploma holders were more likely to get employed than those having a secondary school certificate
- ❖ Membership to professional organisations enhanced chances of securing employment



Lessons learned & Implications for Policy and Practice

- ❖ Limited access to the programs is a major draw back
- ❖ Most of the respondents who never secured jobs after the intervention require psycho social and after support for participants
- ❖ Need for certificates to show that they participants attended the programme-which is missing (**For internship and KYEOP**)
- ❖ Tracing the respondents has been a challenge and require more days
- ❖ Need for a STEM policy in the Country

Include photos that you would want embedded on your presentation here



KUTV PRIME TIME NEWS
With Emmanuel Kutosi

Guest
PROF. FAITH KARANJA
Researcher/Chairperson
Department of Geospatial and Space Technology UON

Guest
Dr Winifred Mutuku
Researcher/Chairperson
Department of Mathematics and Actuarial Science KU

WOMEN AND GIRLS IN SCIENCE
This Thursday, 24th February
9:00PM-10:00PM

@kutv_kenya | @EmmanuelKutosi f @EmmanuelKutosi

- **Include links to project resources e.g. technical/policy briefs, position papers, reports etc.**
 - **Indicate project contact details here:**

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Thank You!

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