

**PARTICIPATION OF AIMS TEAM IN THE ICRW QUARTERLY MEETING ON
THURSDAY MARCH 10TH, 2022.REPORT BY
MARY MWANGI –PRESENTER & DR PURITY MUTHIMA –PI**

Introduction

The theme of the meeting was: **Skillset development for young women: Bridging gendered gaps on employability and entrepreneurship.** Mary Mwangi represented the KU WEE hub and made a presentation entitled Impact of Apprenticeship, Internship and Mentorship (AIM) Programs in Employment of Young Women. The principal investigator Dr Purity Muthima was also in attendance. The meeting was moderated by Terriann Chebet. The highlights of the presentation (see attached power point) were as follows:

Definition of Work readiness as possession of knowledge, skills (hard and soft skills), attitudes and mindsets to perform certain jobs; including self-employment

Objectives of the study (see attached power point)

A description of the AIM programs (see attached power point)

- Apprenticeship (KYEOP)
- Internship
- Mentorship (STEM Kenya Mentorship program)

The context

- Unemployment among the youth remains high.
- STEM is key to technological innovations, job creation and sustainable development
- Gender disparities in the uptake of STEM subjects have implications on the future of work including entrepreneurship and leadership-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.
- Several AIM interventions are in place, designed to enhance work readiness:
However:
 - youth unemployment continues to be rampant despite the interventions
 - Low uptake especially by women
 - Limited empirical evidence on the effectiveness of the programs

Rationale of the project: To enhance employability for women, there is need for interventions that work

Project Approach – Qualitative and quantitative data collection.

- Beneficiaries, supervisors and policy implementers and policy makers were interviewed.
- 74 respondents: Apprenticeship and Internship- half women half men; STEM Kenya: All women; the total sample size for the pilot was 74, where 66 percent were females and 34 per cent were males.

Preliminary findings of the Pilot Study

- Education at the degree level gave young women a better chance of employment compared to diploma or secondary. This is not the case for the young men.
- Engagement in co-curricular activities in school helps to nurture talent and build confidence and interpersonal skills
- The programs help the youth to make informed career choices, provide valuable skills and knowledge, open new horizons including, entrepreneurship opportunities.
- The practical experience gives the youth an edge in accessing employment.
- Exposure to role models is a key motivation to pursue particular careers.

Lessons learned & and 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

Issues raised

- Why are girls still left out even after the interventions?
- Diversity of skills -this will affect the education system
- Mentorship at an early age yet teachers have a heavy work load
- Kenya does not consider the investment already incurred educating the youths at all levels
- What should we do with the frustrated youths who have gone thru the programs without getting jobs or without entrepreneurship skills?
- Any capacity building on the same? Or online jobs?

The day's program

Quarterly Meeting- Thursday March 10th, 2022
Theme: Skillset development for young women: Bridging gendered gaps on employability and entrepreneurship.
3:00 – 5:00 pm EAT, 7:00-9:00 am EDT, 12:00-2:00 pm

Moderated by: Ms. Terryanne Chebet, Communications Expert, Entrepreneur, CEO of Pink Foundry Communications Agency

3:00 - 3:05 pm

Welcome and Agenda Setting

- **Ms. Terryanne Chebet**, Communications Expert, Entrepreneur, CEO of Pink Foundry Communications Agency

3:05 - 4:05 pm

Partner Insights on Skilling Young Women

- **Mr. Martin Kiyeng**, Partnerships Manager, Kidogo
- **Alex Dye**, Development Manager, Kidogo
- **Mr. John Ochieng**, Policy Manager, Innovations for Poverty Action-IPA Kenya
- **Ms. Sally Kahiu**, Head of Corporate Communications & Marketing, Kenya Association of Manufacturers (KAM)
- **Ms. Mary Mwangi**, Researcher & Lecturer, Kenyatta University (KU WEE Hub)
- **Dr. Purity Muthima**, PI & Lecturer - Kenyatta University (KU WEE Hub)
- **Ms. Judith Apondo**, Union of Kenya President, Soroptimist International
- **Ms. Anne Karimi**, Country Director- East Africa, Timeless Women of Wonder, Africa

4:05 - 4:35 pm

Breakout Sessions

- **Dr. Phanice Wangila Fedha**, Director Gender and Development & Senior Lecturer University of Kabianga
- Session 1: What are the experiences learnt in the public sector that Kenya can adopt
- **Ms. Nyakan June**, CEO & Founder, Timeless Women of Wonder
- Session 2: What are the experiences learnt in the private sector that Kenya can adopt.

4:35 - 4:50 pm

Feedback from Breakout Sessions

- Session Moderators

4:50 - 5:00 pm

Update on WEE CoP Website & Next Steps

• **Mr. Chryspin Afifu**, Gender and Women Economic Empowerment Specialist, ICRW Africa

