



PARTNERSHIPS FOR DEMAND-DRIVEN SKILLS DEVELOPMENT

A CASE STUDY OF CAP YOUTH EMPOWERMENT INSTUTITE

ABOUT CAPYEI



CAP- YEI started in 2011 and we committed, to train youth out of school in job entry level skills. This training is operationalized using the Basic Employability Skills Training (BEST) model.

Vision:

CAP YEI's vision is to be an end- to-end community based solutions provider in linking quality learning and sustainable livelihood for vulnerable communities of children and young people

Objectives:

- To ensure disadvantaged youth acquire life skills, relevant labor market skills, savings education, and small business development.
- To facilitate disadvantaged youth access internship and job opportunities during through institutionalized public-private partnership.
- To ensure youth receive vital pre and post job placement counseling, support, and services including financial as they transition to work..

Achievement:

- So far, We have trained over 75,000 young persons in Kenya with a transition rate of 75% to wage employment and 10% to entrepreneurship

APPROACH TO PARTNERSHIPS

GOVERNMENT AGENCIES + PRIVATE SECTOR

PRE –
TRAINING

DURING
TRAINING

POST
TRAINING

- The Private Sector is engaged during **Training Needs Assessments** to provide information on sectors with ready opportunities and sectors with skills mismatch
- During the Training needs assessment, the Private sector provides information that guides the curriculum development; **OS**
- During the curriculum development the private sector sits in sector skills advisory committee for **validation** of the curriculum
- Government Agencies are involved in **accreditation** of the curriculum

- **Guest Lectures:** Members of the private sector are invited to offer specific trainings for instance on emerging trends in the sector
- **Field Visits and Exposure visits:** We partner with the private sector for field and exposure visits opportunities
- **Business Mentor Network:** We have created a network comprising of the private sector. Members of this network provide mentorship to the trainees in their field of training
- **Mock interviews/assessments:** The private sector is invite to assess the competency of the trainees before being released to the world of work

- We partner with relevant Government Agencies for **Certification**
- We partner with Private Sector for **internship opportunities**
- **Financial Support:** some trainees choose to start their business and hence we partner with financial institutions for capital funding and credit
- The private sector also provide **job opportunities** to the graduates

CHALLENGES TO PARTNERSHIPS

CHALLENGES

Uncooperative Government Agencies

High Compensation Demands from the Private Sector

Unavailability of the Private Sector

Bureaucratical Challenges

SOLUTIONS

Sign MoU's & MoA's to formalize partnerships

Create a win-win situation

Avoid overreliance on few stakeholders

Involve key decision makers during inception

LESSONS LEARNT



- A demand driven training approach can only be achieved through partnership with key stakeholders (Government, Private Sector, Community and Religious Leaders)
- Every stakeholder in the partnership must have some benefits from the partnership so that there is a sense of ownership
- Avoid approaching a stakeholder for partnership only when needed. The engagement should be at all stages of skills development
- Collection of feedback from partners is important for sustainability of the partnership
- Formalization of the partnerships eliminates conflicts and guides the engagement process



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