

ANNEX VI INTERIM NARRATIVE REPORT

Description

- 1.1. Name of Coordinator of the grant contract: **Plan International UK**
- 1.2. Name and title of the Contact person:
Valentina Girotto – Technical Coordinator – Plan International UK
Jorgen Hardosen – Country Director – Plan International Tanzania
- 1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action:
 - Plan International UK;
 - Community Development and Relief Trust (CODERT);
 - Uhamasishaji Hifadhi Kisarawe (UHIKI);
 - Vocational Education and Training Authority (VETA);
 - Voluntary Service Overseas (VSO).
- 1.4. Title of the Action: **Partnership to enhance livelihoods and social inclusion of marginalised young people dependent on the informal economy**
- 1.5. Contract number: **DCI-HUM/2014/751**
- 1.6. Start date and end date of the reporting period: **1st April 2015 to 30th June 2016**
- 1.7. Target country(ies) or region(s): **Tanzania (Mtwara, Lindi, Dar es Salaam, Morogoro and Pwani)**
- 1.8. Final beneficiaries &/or target groups (if different) (including numbers of women and men): **9,100 marginalised youth (53% female, 47% male) from which 10% are youth with disabilities**
- 1.9. Country(ies) in which the activities take place (if different from 1.7): N/A

List of acronyms used in the report and Annex attached

VSO:	Voluntary Services Oversea
VETA:	Vocational Education Training Authority
CODERT:	Community Development and Relief Trust
CCBRT:	Comprehensive Community Based Rehabilitation in Tanzania
UHIKI:	Uhamasisha Hifadhi Kisarawe
MoLE:	Ministry of Labour and Employment
MoLYCS:	Ministry of Information, Youth, Culture and Sports
MoEVT:	Ministry of Education and Vocational Training
EEVT	Enhancing, Economic Vocational Training
FDC	Folk Development College
WEO	Ward Executive Officer
YSLA	Youth Savings and Loans Associations
IMA	Intermediary Market Associations
CRP	Community Resource Person

2. Assessment of implementation of Action activities

2.1. Executive summary of the Action

The Youth Economic Empowerment project started its operations on the 1st April 2015 by recruiting staff, conducting a start-up workshop and purchasing office equipment. The project implementation began with the start-up workshop which was attended by all project partners and associates. This was followed by engagement meetings with government leaders at national, district and ward level to introduce the project to them as well as gaining their buy-in. The project was officially launched on the 30th September 2015 by the former Vice President of the United Republic of Tanzania, Hon Mohammed Ghalib Bilali, who thanked the EC for funding the project and the co applicants for supporting to address the challenge of youth unemployment in Tanzania. This report focuses on the activities implemented in the first year as well as those implemented in April, May and June 2016 due to the report submission extension kindly granted by the EC. Where activities have been implemented in April, May and June 2016 the text is in *italics* for your ease.

In order to ensure that the youth in the target areas acquire market relevant skills, a labour market scan and analysis exercise was conducted in all five regions. It identified skills gaps which then structured the development of curriculums for courses that can provide greater chances of employment for youth. Before the enrolment of project beneficiaries into vocational courses, VETA instructors and project partners were trained on gender and disability inclusion, in order to ensure that the project promotes inclusion as much as possible. Youth identification was done through roadshows whereby, in year one and the first quarter of year two, 5,108 youths have been identified (2,399 men, 2,557 women and 64 men and 88 women living with disabilities). Of these, 2,583 through the outreach program and 2,525 through the apprenticeship program have been enrolled in the first, second and third batches. While in training, youths have been trained on vocational skills of their choices, financial literacy, entrepreneurship and life skills. On financial literacy, youths have been supported and formed 99 Youth Savings and Loans Associations (YSLA) which enable them to save and acquire soft loans.

Youth livelihood forums have also been established from the district to the national level. The forums offer an excellent opportunity for the youth to meet with key decision makers in their communities, private sector employers and government officials who have the power to implement changes. Government officials support youth to register their groups in order to access funds from the National Youth Development Fund. At the district level, youth livelihood forums meet with government officials every quarter to discuss various youth livelihood matters.

It is worth noting that we are implementing activities in 10 districts instead of the previously mentioned 9 districts as for Kibaha we have two administrative districts – Kibaha Town Council and Kibaha District council.

Please see table below for beneficiaries reached from 1st April 2015-30th June 2016. Please note 1,518 (803 female, 715 male) are currently being supported through outreach while 1,478 (785 female, 693 male) are under the apprenticeship program in the first quarter of year two as part of batch three.

	Total	People not living with disabilities		People living with disabilities	
		Male	Female	Male	Female
Outreach	2,583	1,265	1,250	17	51
Apprenticeship	2,525	1,134	1,307	47	37
YSLA's	99 formed	640	716	12	22
Total value of savings	Tsh 32,115,000 (approximately € 14,166)				

Total value of loans	Tsh 18,984,000 (approximately € 8,374)				
10 District youth forums	200	94	92	6	8
Leaders in district engagement meetings	272	169	103		
Stakeholder meetings	471	301	170		
District officials invited in district youth livelihood forums	35	21	14		

2.2. Results and Activities

Start-up and monitoring activities:

0.1 Recruitment of staff

Plan International, VSO, UHIKI and CODERT have recruited 17 staff members who have been assigned full time to the project. This includes; a Project Manager, Project Coordinators (x2) for Plan and VSO, an Accountant, M&E Officer, Governance and Advocacy Officer, Communications Officer, Field Officers (x8) for UHIKI and CODERT, and drivers (x2) for Plan and VSO. Additionally, VSO has managed to recruit 2, instead of the 8 planned technical experts, as volunteers to fulfil various technical support roles in project implementation at a low cost. The remaining balance is being used to employ local staff.

0.2 Staff orientation and start-up workshop

A three day induction and orientation workshop was conducted for 47 members of the project team and associated staff, in April 2015. The workshop provided an overview of the project and was very useful in ensuring we started the project well and that everyone involved was aware of EC guidelines and compliances.

0.3 Staff training

Staff training on gender and disability inclusion was conducted from the 3rd to 5th August 2015 at VETA KIPAWA conference hall. The gender and disability inclusion training was for project staff and was attended by 37 people (16 female, 21 male) from VETA, Plan International Tanzania, VSO, UHIKI, CODERT and CCBRT. It was facilitated by CCBRT and Plan's gender advisor, with the major focus being to improve the skills of the project key staff on the aspects of gender and disability inclusion.

Since there are staff from Plan and co-applicants who have joined the team after the training on gender, disability, inclusion and child rights, we are planning to conduct a three day refresher training for all staff in the middle of year two (September 2016) to reinforce the understanding and application of the concepts. The refresher training will be funded by savings made in the first year from the same budget line.

0.4 Project Launch and engagement with Local Government Authorities

The project launch was successfully done on 30th September 2015 with the former Vice President of the United Republic of Tanzania Hon. Dr. Gharib as the guest of honour. The Vice President spoke of his appreciation to the EU for funding the project and supporting the government's efforts on poverty alleviation through empowering marginalised youths with vocational skills. He blessed the project by calling it an Opportunity for Youth Economic Empowerment and emphasised that youth employment can be enhanced by young people themselves through the skills that they will acquire through the project. The EU delegation in Tanzania, Ministry of Labour and Employment (MoLE), Ministry of Information, Youth, Sports and Culture, marginalised youth beneficiaries and all co-applicants participated in the event. The event took place at VETA Kipawa Collage in Dar es Salaam. *Kindly refer to annex 1 for the project launch media report.*

In order to inform the government officials at district level about the project and their role, district engagement meetings were conducted in all of the locations of Kibaha, Kilombero, Kisarawe, Mtwara district and Mtwara municipal, Lindi district and Lindi municipal as well as Ilala and Temeke municipals. At district level, all heads of departments were invited, at ward level, community development and ward executive officers were invited while from each ward, one village choose a representative to participate in the meetings. The meetings were very successful as they enhanced the commitment of government officers to support the project, for example it was agreed during the meeting that they would ensure availability of secondary or primary schools as classrooms for VETA outreach centres.

0.5 Rolling Baseline survey

The baseline for batch one was conducted in all regions/districts for respective centres where marginalised youths were enrolled. Being a cohort study for all enrolled youths, the main methodology used was through distributing questionnaires to all enrolled marginalised youths who filled them out. To those who were not able to read and write (two marginalised youths), face to face interviews were conducted with them. Data collected was analysed and used to fill in the M&E framework. *Kindly refer to annex 2, the YEE baseline report.*

0.7 Quarterly and annual review meetings for project team

We conducted three quarterly and one annual review meeting for the project team with objectives of tracking project progress, coordinating activities, capturing learning, joint planning and problem solving. The first quarterly project team review meeting was held on the 1st-2nd October 2015 at VETA Pwani college and was attended by 12 (11 male, 1 female) project team members from VETA, Plan, VSO, UHIKI and CODERT. From this meeting VETA Headquarters proposed that all 5 college principals should be part of the project team review meeting rather than just being represented and they should attend under the cost of VETA.

The second quarterly review meeting was held on the 7th- 8th December 2015 at VETA Pwani College. During this meeting, the 5 VETA college principals attended and presented the status from each of the colleges, challenges and shared learning. The meeting was attended by representatives from the co-applicants and associates. A total of 19 (17 male and 2 female) people attended the meeting.

The third quarterly and first annual review meeting was conducted at Ifakara – Kilombero District on the 21st-22nd March 2016. A total of 19 (17 male and 2 female) project team members attended the meeting. The meeting was used as a platform for reviewing implementation and achievements for year one and planning for year two. The meeting agreed on training all (3,030) outreach targets in two batches in year two and 2,956 trainees for the apprenticeship program in two batches in year two. Only 1,002 youth will be trained in year three under the apprenticeship program and in just one batch. Members agreed with this plan to allow adequate time for monitoring and post graduate support in the third year.

The fourth quarterly review meeting was held on 21st June 2016 at VETA Mtwara College. During this meeting 4 VETA college principals and VETA HQ representative attended and presented the status for each of the colleges, challenges and shared learning. Challenges shared include lack of teaching materials for the master crafts people, such as food for teaching youths about catering. We have agreed with Veta that they will provide these materials to ensure the youths have the best chance of learning. It has also been noted that it is difficult for youths living with disabilities to attend training and this is something Plan is looking to address. Learnings include the success of ensuring the government officers are on board with the project and taking the time to meet with them and communicate the project to them. The communication strategy developed for the project has ensured we are as effective in this as possible. UHIKI and CODERT shared the status of their implementation and learning from the first quarter of year 2. The meeting was attended by the YEE project team (Co applicants representative and project staff), with a total of 15 (1 female, 14 male) people attended the meeting.

0.8 Half-yearly steering committee meetings:

This meeting is made up of representatives from senior management at Plan International and each co-applicant, along with the project managers. They provide a semi-independent governance structure for the project to monitor management and progress at result and objective level and provide support on escalated issues. The first steering committee meeting was held on the 5th October 2015 at Plan International Country Office Conference room. The meeting was attended by 12 people (3 female and

9 male) and was chaired by the Plan International Country Director. The committee discussed strategies to deal with the delays caused by VETA taking a long time to finalise contracts. They collectively decided the best approach to catch up with delayed activities was to begin batch two after three months of training for batch one. As batch one trainees went for practical training, batch two started and we also started roadshows for batch two before the end of batch one classroom trainings. Members also agreed to host the meeting quarterly so that they could ensure close follow up on project progress and provide timely advice where there was a challenge.

The second steering committee meeting was held on the 15th December 2015 at Plan International Country Office Conference rooms chaired by the Plan International Tanzania Deputy Country Director, from which a total number of 13 (3 female and 10 Male) people attended. Steering committee members and project coordinators attended the meeting. Actions agreed by the committee include linking the program graduates with another VSO project to share learning and allow the project team to proceed with implementation of advocacy activities while waiting for the delayed signing of the Memorandum of Understanding (MoU) with the Ministry of Labour and Employment and Ministry of Information, Youth, Sports and Culture. The delay was caused because of a range of campaigns government officials were involved in for the elections. The committee made the decision as the delay of signing the MoUs was affecting the project implementation of the advocacy activities, therefore the advocacy activities were implemented as planned for the particular quarter.

The third steering committee meeting was held on the 29th March 2016 at the Plan International Country Office Conference room and chaired by Plan International Tanzania's Deputy Country Director. This meeting was attended by 12 (2 female and 10 male) members and invited project staff. Actions include; producing project communication materials in Swahili and to keep conducting steering committee meetings on a quarterly basis for close project monitoring and decision making, especially as in the second year we have an ambitious target of youth to reach.

The fourth steering committee group was held on 28th June 2016 at the Plan International Country Office Conference room and chaired by Plan International Tanzania's Deputy Country Director. The meeting was attended by 13 (3 female, 10 male) members. Actions including the graduation schedule for batch 1 trainees were approved at the meeting. These have all been agreed for July 2016.

0.9 Half-yearly review meetings with LGAs, private sector, community and youth representatives

Half-yearly review meetings with Local Government Authorities (LGA's), representatives from the private sector, community and youth representatives were successfully organised and conducted from the 10th to 31st March 2016 for Dar es Salaam, Pwani, Mtwara, Lindi and Morogoro regions. The agenda of the meetings included (i) Overview of the project and implementation status (ii) Discussion from presentations of the implementation status and (iii) Joint planning for year two. In total 521 people (195 female and 326 male) stakeholders participated in the meetings.

The meetings enhanced the project by getting feedback, understanding grassroots challenges, as well as reinforcing commitments of the stakeholders. This was the first meeting which involved political leaders at ward level (councillors) and members of parliament in Mtwara, Temeke and Kibaha. They have made classrooms available for the project and promised to sensitise communities and marginalised youths on opportunities through the project. They came up with an agreement that they were going to follow up on the progress to ensure there is no absenteeism among the enrolled marginalised youths, as was being reported. The master craftspeople promised to collaborate and continue working with VETA's instructors to improve trainings.

The government has been very supportive by providing classrooms for outreach programs free of charge. Through government district youth development officers, the government have started supporting the registration of youth income generating groups. Three groups in Kisarawe are at the completion stage of registration. Kisarawe district, through the Youth Development Fund, has already provided a loan of TZS 3,000,000 (€1,320) to support a catering and decoration group composed of 23 YEE project youth. Likewise, the district council of Kisarawe has provided one room which will have to be renovated by the youths and turned into an office for the registered catering and decoration group.

Government officers have also committed to use the YEE project Youth Livelihood Forums as a starting point for the formation of Youth Councils in particular districts. Political leaders (councillors and members of parliament) have promised to support VETA to find practical placements for youths.

The umbrella organisation for associations of people with disabilities (Shirikisho la Vyama vya Watu wenye Ulemavu Tanzania-SHIVYAWATA) has committed itself to participate in the project effectively through its branches in the project areas and increase the participation of youth living with disabilities in the project. It has, for example, promised to participate in roadshows in order to facilitate the enrolment of young people with disabilities.

Result 1: 9,100 marginalised young men and women have improved market-relevant skills and knowledge

In collaboration with project co applicants we have managed to train a total of 5,108 (2,583 through outreach, 2,525 through apprenticeship) youths on market relevant vocational skills, financial literacy and mobilise them to form 99 YSLA's. *This includes training 2,996 (1,588 female, 1,408 male) young people and establishing 9 more YSLA's in the months of April, May and June 2016.* We also have managed to conduct a market and skills analysis exercise in five project regions. In all ten districts two roadshows were conducted. Likewise, five private sector and youth advisory boards have been formed - one in each of the project regions made up of ten private sector employers and seven youth representatives. The first meeting focused on reviewing curriculums.

A total of ten curriculums on vocational trainings for the outreach program have been developed on the following courses; tailoring, motor vehicle mechanics, motorcycle mechanics, motor vehicle driving, welding and metal fabrication, catering and decoration, carpentry, masonry, mobile phone repair and domestic electrical installation. For apprenticeship programs a total of seven course curriculums have been developed; tailoring, catering and decoration, motor vehicle mechanics, motor cycle mechanics, welding and metal fabrication, masonry and domestic electrical installation. Training over four days has been carried out for 90 (82 male, 8 female) VETA instructors on teaching methodologies for new curriculums, gender and disability inclusion. In all 10 districts, a total of 20 community based vocational centres have been established. A total of 177 (64 female and 113 male) master craftspeople have been identified and trained on the curriculum, gender, disability inclusion and child rights – *74 of these during April, May and June 2016.* A total of 54 young mothers with children under 5 have been supported with the child care service while they were in classrooms – *7 additional young mothers in April, May and June 2016.*

As this reporting period has focused on establishing a solid foundation for the project and all training has not been completed, indicators can not yet be measured.

Key outputs:

- **Five regional market and skills analysis reports produced**
The study was conducted in all five regions and reports have been submitted to all stakeholders.
- **54 community roadshows to raise awareness on youth livelihood issues and identify 9,100 young people to participate in the action (53% female and at least 10% with disabilities)**
20 Community roadshows have been conducted in 10 districts and 2,112 youth have been identified (1,029 male, 1,019 female, 26 men living with disabilities and 38 women living with disabilities). The strategy that will be employed to increase the number of female youth is to organise gender awareness creation meetings led by Plan's gender advisor in all project wards. The meetings will involve parents, youth, local leaders and government officials. We are collaborating with SHIVYAWATA (umbrella organisation for association of people with Disability) to sensitise youth living with disabilities in the respective districts. *During April, May and June 2016, an additional 2,996 youths have been identified through 10 more roadshows, bringing the total identified to 5,108.*
- **5 private sector and youth advisory boards established**
5 private sector and youth advisory boards have been established in all 5 project regions. The boards have already met in each region.
- **5-10 training guides produced for vocational courses and 5-10 learning programmes for apprenticeships**
10 curriculums on vocational trainings on outreach program have been developed, for apprenticeship programs a total of 7 courses curriculums have been developed. 90 VETA instructors have been trained to deliver adapted courses.
- **Community-based vocational centres established in 40 locations**
40 community based vocational centres have been established in 10 districts instead of 9 Districts as for Kibaha we have two administrative districts – Kibaha Town Council and Kibaha District

council (2 centres in each of the district for year 1, *and 2 centres in each district for year 2: April-June 2016*).

- **270 master craftspeople identified, trained and certified to deliver VETA certified apprenticeships**
In year one a total of 103 (39 female and 64 male) master craftspeople have been identified and trained on curriculum, gender, disability inclusion and child rights. *From April – June 2016 a further 74 were trained, so now a total of 177 have been trained (64 women and 113 men).*
- **150 employers identified and MoUs signed to agree to work placements**
46 employers have been identified and they have agreed verbally to do work placements for our youth.
- **4,095 young women and men enrolled in community-based vocational courses**
1,065 (558 male, 477 female, 9 men living with disabilities and 21 women living with disabilities) have been enrolled in year 1. *During April, May and June, 1,518 youths were enrolled, bringing the total to 2,583 youths (1,265 women, 1,250 men and 17 women and 51 men living with disabilities).*
- **5,005 young women and men enrolled in apprenticeships**
1,047 (471 male, 542 female, 17 men living with disabilities and 17 women living with disabilities) have been enrolled in year 1. *During April, May and June 2016 a total of 1,478 youths were trained, bringing the total to 2,525 youths throughout the project duration.*
- **9,100 young women and men enrolled in life-skills, employability, employment rights, business, and financial literacy skills training**
2,112 (1,055 male, 1,057 female) youth have been trained on life skills, employability, employment rights, business and financial literacy in the first year. *In the months of April, May and June 2016, 2,996 (1,538 female, 1,370 male, 38 male and 50 female living with disabilities) from batch 3 have been trained. Therefore in total 5,108 (2,399 male, 2,557 female, 64 men and 83 women living with disabilities) have been trained during the project until the end of the reporting period.*
- **Start-up kits provided to all who complete their vocational course or apprenticeship**
Enrolled trainees for batch 1 have completed trainings in April 2016, while batch 2 will complete training in July 2016. Start –up kits will be provided to all those who have completed training at the start of year 2.
- **All those with children under-5 selected to participate in the action and in need of childcare support are linked with a low-cost childcare options**
47 young mothers have been supported with child care services and meals (milk, porridge and fruit) for children in year one. *Another 7 have been supported in April, May and June 2016.*

Activity 1.1 - Update/review market and skills analysis

The market and skills analysis was the first activity which was conducted. The analysis was led by VSO volunteers working closely with VETA Labour Market Analysts, with representatives from Plan International Tanzania and the district government providing input. The market scan analysis was scheduled to start in April 2015 but due to the delay in the volunteer recruitment process it started in June and ended in August 2015. The major focus was to identify employment opportunities and skills in demand (particularly at entry level) and skills gaps among marginalised young people. The exercise involved marginalised young people, potential employers, government authority representatives and master craftspeople in all project areas.

The number and kind of employers and master craftspeople identified differed from one region to another based on the job opportunities available in the areas. Despite all differences in job opportunities available in all project areas, the participants in the exercise were able to identify the top 10 job sectors namely; driving, tailoring, livestock and poultry keeping, construction, food production, masonry, horticulture, motor vehicle and cycle mechanics, service sector (salons, tourism and art) and Iron and metal fabrication (welding). Youth in each district had to select the skill that they would like to be trained in and whether to be trained through the hands-on master crafts system (apprenticeship system) or through the outreach system (3 months theoretical and 3 months practical). *Kindly refer to the Labour Market and Skills Analysis report attached as annex 3.*

Activity 1.2 - Identify 9,100 young women and men to participate in the project and run community campaigns to promote equal opportunities for youth

Working with village and wards executive committees, we have managed to refine the selection criteria for youths and used them to select beneficiaries. The refined criteria for selection included; age of the

applicants (female or male youths aged 15-35), youth living with disabilities who were given priority, youth registered in the village, marginalised/vulnerable children/youth as approved by the vulnerable children/youth committee at street/ward level, orphans, adolescent mothers and youth working in risky jobs (including commercial sex working youth). *Kindly refer to annex 4 - the selection criteria analysis.*

1.2.1 Roadshows

Two roadshows were conducted per each district where the project is being implemented, making a total of 20 roadshows for the first and second batch. For the first roadshows (first batch) conducted in August - September 2015, a total number of 4,670 youths from which 1,603 were female and 3,067 were male, attended in all project regions/districts. During the roadshows, 2,619 youth (818 female, 1,801 male) applied for different courses to be trained in. There was a disproportionate number of men apply, which we believe is down to women being less likely and free to attend roadshows. Out of these, 1,040 youth (531 female, 509 male) have been selected for vocational trainings through apprenticeship master crafts and outreach programs commencing in October 2015, from which 19 (12 female and 7 male) are youth living with disabilities. On the other hand 1,579 youth (480 female, 1,099 male) have been reserved for subsequent batches. From batch 1, a total of 1,012 youth successful managed to attend trainings.

For the second batch of year one, special roadshows with an emphasis on increasing the participation of girls and youth living with disabilities were conducted in all 10 districts while giving priority for the reserved youth (male and female). In the second batch, a total of 1,100 youth were selected and enrolled for vocational courses including 581 youths (307 female, 274 male and among them 27 (13 female and 14 male) are youth with disabilities) enrolled under the apprenticeship program through master crafts and 519 (235 female and 284 male, among them 14 (11 female and 3 male youth living with disabilities) who have been selected and enrolled under the outreach program. Therefore for the first year, a total of 2,070 youth were planned to be reached and we have managed to reach a total of 2,112 youth.

The roadshows in year one were jeopardised by the National General Election campaigns of 2015 as youth were involved in the election campaigns. At some places like Mikindani in Mtwara Municipal, the exercise was postponed due to political campaigns that were taking place. The community members believed that as the roadshows were taking place at the same time as election campaigns, they were connected. We created awareness on the project and emphasised that the project is neither political nor religiously motivated and now that the members of Mikindani have seen that the project is not political and the good work that is happening in neighbouring locations, they have invited us to carry on working there.

For the third batch (first batch of year two), roadshows were conducted in all 10 district councils in April 2016 for Kilombero and May-June 2016 for the other 9 districts, A total of 7,719 (2,818 female and 4,901 male) youth participated. A total of 5,224 (2,710 female and 3,767 male) youth applied for opportunities. A total of 2,996 youths (1,538 female, 1,370 male, 38 male and 50 female living with disabilities) were enrolled.

Activity 1.3 - Establish private sector and youth advisory boards

Five regional private sector and youth advisory boards have been established, comprised of a total of 144 members (98 male and 46 female). Participants that attended the meetings were people from the private sector/employers enterprises and as most enterprises are led and or owned by men, there were a disproportionate number of men in attendance. Guided by the labour market scan, VETA identified private sector representatives based on the developed courses. For youth, representatives from the youth forums in different courses were selected as board members. The first forum, private sector and youth advisory regional boards meetings were conducted from the 26th February to 9th March 2016 as follows; 9th March 2016 for Dar es Salaam, 3rd March 2016 for Mtwara, 4th March 2016 for Lindi and 5th March 2016 for reviewing the VETA curriculum and refining it.

Private sector employers have also committed themselves to open doors for youths who will be seeking field assignments as well as apprenticeships. They have likewise committed themselves to be guest speakers for inspiring the youth to capitalise on the available opportunities in their areas. Employers who were invited to the meetings promised to convince other employers to open doors for YEE project beneficiaries at times they will be needed to do so.

1.4 Adapt VETA learning programmes for marginalised groups and market-relevance

Based on the results of the labour market and skills analysis, VETA, with experts from VSO and inputs from CCBRT on disability inclusion, have developed a total of ten curriculums on vocational trainings for outreach program on the following courses; tailoring, motor vehicle mechanics, motorcycle mechanics, motor vehicle driving, welding and metal fabrication, catering and decoration, carpentry, masonry, mobile phone repair and domestic electrical installation. For apprenticeship programs a total of seven course curriculums have been developed on the following courses; tailoring, catering and decoration, motor vehicle mechanics, motor cycle mechanics, welding and metal fabrication, masonry and domestic electrical installation. Vocational skills course curriculums and a training programme for master craftspeople to deliver VETA-certified apprenticeships covered 10 trades. Course plans, content, methods of delivery, examinations and accreditation procedures have also been set for the program.

1.5 Establish VETA community-based vocational courses and enrol 4,095 marginalised young women and men

During the district engagement meetings, district leaders have directed ward executive committees to identify and liaise with Plan International/VSO and VETA for verification of identified premises, including; primary and secondary schools and Focal Development Colleges (FDC's). For the first batch, in Ilala Municipality, the ward committee proposed VETA Kipawa (Dar es Salaam annex) was used as an outreach centre, in Temeke Municipality, VETA Chang'ombe was selected, in Kibaha Town Visiga secondary school was selected, in Kibaha District Kwala secondary school, in Kisarawe (Kisarawe FDC) and in Kilombero (Ifakara FDC). For Lindi district Mtua primary school was used, in Lindi municipal Stadium primary school was used while in Mtwara municipal RahaLeo primary school was used. In Mtwara district – Libobe and Nanguruwe primary schools were used for batch two. Committees identified the following places; Ilala municipal (Nguvu Mpya Secondary School – Chanika), Temeke municipal (Kizuiani primary School), Kibaha Town (Visiga Secondary), Kibaha District (Kilangalanga Secondary) and Kilombero (Mchombe). Lindi town used the same school while Lindi district used Mchinga primary school. Mtwara also remains in the same centres as batch one. A total of 1,065 (498 female, 567 male and among them 21 females and 9 males living with disabilities) youth have been enrolled in the outreach centres for year 1.

After developing the curriculum, VETA has trained 90 (82 male and 8 female) instructors on methodology based on the new curriculum. Instructors have been trained for three days. During the training, instructors were also trained on disability inclusion, gender and child protection concepts.

For batch 3, 20 Outreach Centres have been identified,,: Shangani Primary and Educade hall for Mtwara MC, Mbawala Ps and Ndumbwe division hall for Mtwara DC, Kitomanga,Mtama,Msiyahili and Mwenge primary schools for Lindi. Manerumango and Msimbu sec for Kisarawe, Magindu and Gwata primary for Kibaha DC, Mwendapole and Mbwawa primary for Kibaha TC, Kivule and Kitunda sec for Ilala and Tandika and Juhudi primary for Ilala Municipality. A total of 2,996 youths (1,538 female,1,370 male, 38 male and 50 female living with disabilities) have been enrolled in the outreach centres for batch 3 - the first batch of year 2.

1.6 Establish community-based apprenticeship schemes with master craftspeople and enrol 5,005 marginalised young people

VETA, by using the set criteria, have identified and trained 103 (39 female, 64 male) master craftspeople on training skills and methodology for them to be able to deliver VETA certified apprenticeship programs. Master craftspeople were also trained on child rights, protection and inclusive learning for three days. *For batch 3, a total of 74 (25 female and 49 male) master craftspeople have been trained on both topics as well.* VETA have signed contracts whereby the master craftspeople commit to deliver quality training to the standard of VETA. In Year 1, a total of 1,047 youths (559 female, 488 male and among them 17 female and 17 male living with disabilities) have been enrolled through apprenticeship programs and attached to master crafts for trainings. *For batch 3 (first batch year 2) 1,478 (779 female, 699 male) youths are enrolled under the apprenticeship program.*

1.7 Life-skills and employability skills training, employment rights and motivational talks for 9,100 marginalised young women and men

In the first year a total of 2,112 marginalised youth have undergone life skills and employability trainings for two weeks. During the two weeks, the trainees were trained on life skills and employability skills to improve their motivation, with employment rights advice and motivational talks. A total of 1,065 outreach and 1,047 apprenticeship youth have already been sensitised. VETA, UHIKI and CODERT are conducting the trainings on Life and employability skills trainings at each of the outreach centre during the first two weeks of orientation. *For batch 3, a total of 2,996 youths (1,538 female, 1,370 male, 38 male and 50 female living with disabilities) have been trained, among them 1,518 (803 female, 715 male) under outreach while 1,478 (785 female, 693 male) are under apprenticeship program.*

All youth (apprenticeship and outreach) are receiving these trainings during orientation weeks at their particular centres. Motivational talks and employment rights are being conducted as they are finishing the program during the last two weeks along with career guidance. Also the employment rights are being shared to all youth through the youth forum where labour officers from the Ministry train youth on employment rights and laws, as well as leadership and advocacy skills.

1.8 Financial literacy and business skills training for 9,100 marginalised young women and men

A total of 2,112 youth have been and are being trained on financial literacy and business skills through their formed YSLA groups. Financial literacy and business skills trainings are conducted during YSLA weekly meetings. The trainings are delivered by UHIKI and CODERT field officers as well as trained CRPs. This is done throughout the YSLA cycle which is one year. While still on the induction weeks, trainees are sensitised on the importance of YSLA and by using YSLA methodology youth are mobilised and sensitised to formulate YSLA groups. Through the groups, UHIKI and CODERT field officers, accompanied by identified and trained Community Resource Person's (CRPs) conduct the financial and business skills trainings.

In the months of April, May and June 2016, for batch 3, a total of 2,996 youths (1,538 female, 1,370 male, 38 male and 50 female living with disabilities) have been trained.

1.10 Link guardians with children under five to early childhood care and education options

Trainees with children who have to provide child care roles were supported using the available options in particular areas. It was anticipated that we could link VETA outreach centres with ECCD centres. We realised that this was not practically possible as the timings with the programme and ECCD differed. ECCD run from the morning while the program starts in the afternoon. Therefore the project managed to use the available resources (Trained ECCD teachers, Community Volunteers and Nursery teachers to serve as care givers in or near the set VETA outreach centres. In the first year a total of 47 young mothers' were supported with child care and children's food (milk, porridge and fruit) during their training/class hours. *During April, May and June an additional 7 young mother's have been supported.*

Result 2: Marginalised young women and men access financial services and employment opportunities

In the first year, with CODERT and UHIKI, we managed to form a total of 90 Youth Savings and Loans Associations (YSLA's). *During April, May and June an additional 9 have been formed – bringing the total to 99. A total of 1,453 (652 male, 801 female) members are now being reached. The 99 formed groups have a total of Tsh 32,115,000 (approximately €14,166) as their savings, a total of Tsh 18,984,000 (approximately €8,374) as a total value of loans that members have taken and Tsh 4,756,723 (approximately 2,098) which has been put towards their own social funds.* These are funds the YSLA's contribute to in case youths get sick, as back up. As members of the YSLA's, 46 (23 male, 23 female) Community Resource Persons (CRP's) have been identified and trained on YSLA methodology, financial literacy and IMA methodology. UHIKI and CODERT have managed to train YSLA's on constitution development and the groups have constructed their group constitutions. UHIKI and CODERT are liaising with District Community Development Officers for registration of youth businesses.

As this reporting period has focused on establishing a solid foundation for the project and all training has not been completed, these indicators can not yet be measured.

Key outputs:

2013.1

Y1 Annual report - including April, May and June 2016

- *455 YSLAs established with 9,100 members.*
In year one 90 YSLA's have been established with 1,283 members. *During April, May and June 9 more YSLA's have been established, bringing the total to 99 and 1.453 members.*
- *45 IMA's established and registered as CSO's (9 district level, with 4 sub-district IMAs per district)*
To start in year 2.
- *46 CRPs trained in YSLA formation and support and delivering business and financial literacy skills training*
46 (23 male, 23 female) CRPs have been identified and trained on YSLA methodology, financial literacy and IMA methodology.
- *Database of potential employers and employment opportunities developed*
To start in year 2.
- *50% of graduates secure employment through job linking within six months of graduation*
Trainees for batch 1 have just finished and trainees for batch 2 will finish in July 2016.
- *Policy developed with key commitments for Plan, co-applicants and private sector employers to sign-up to, to promote equal opportunities for youth in key business processes*
to start in year 2.

Activity 2.1 Establish 455 YSLAs with community-based social protection fund

In year one through UHIKI and CODERT, we formed a total of 90 YSLA groups (about 84%) out of 108 targeted for Year 1. 44 out of 53 YSLA has been formed by batch 1 trainees while 46 out of 54 YSLA have been formed by trainees of batch 2. The 90 formed YSLA have 1,283 (714 female, 569 Male) members with a total saving value of Tsh 9,071,50 (€400) and outstanding loans of Tsh 2,110,000 (€930).

The target could not be reached because some of the YSLA groups are made up of more than 20 members, although the maximum recommended was 20 members. We are adjusting this to 23-25 members per YSLA group. According to the YSLA methodology, the maximum number of members is 30 per group as well as according to YSLA monitoring tools. The group is considered healthy if made up of more than 20 members who participate effectively. This increases the value of the group saving as well as ability to loan to members.

A total of 9 YSLA additional groups were formed during April, May and June with 170 (87 female, 83 male) members. By the end of 30th June 2016, the 99 formed groups have a total of Tsh 32,115,000 (approximately €14,166) as their savings, a total of Tsh 18,984,000 (approximately €8,374) as a total value of loans that members have taken and Tsh 4,756,723 (approximately 2,098) which has been put towards their own social funds.

2.2 Train and support Community Resource Persons (CRPs)

A total of 46 (23 female and 23 male) CRP's have been identified from members of the 90 YSLAs. They have been selected by YSLA members guided by UHIKI and CODERT. CRP's are selected among members of YSLA groups because they are committed and have shown an ability to cascade knowledge to others as well as an ability to provide technical support to YSLA groups. CRPs are working on a voluntary basis and according to the agreement of YSLA members they can provide transport allowance to CRP's once they have received their services and support to their group.

The Identified CRP'S have been trained in the YSLA methodology using the YSLA methodology guide, mobilisation skills, group leadership, constitution making, maintenance of group records, savings and loan management and monitoring records. Also the CRP's have been trained on coaching skills and youth business skills using Enterprise Your Life Curriculum. Out of 46 CRPs, 24 were from UHIKI (12 female and 12 male) and 22 from CODERT (11 male and 11 female). Identified and trained CRPs are expected to form more YSLA's in their areas. In February 2016 12 (6 male and 6 female) from batch 1 received three days of refresher training on YSLA methodology and financial literacy. The refresher trainings will be conducted on a quarterly basis. CRPs have also conducted exchange visits in Kibaha District to Town council as well as Kisarawe for learning purposes along with having regular meetings organised by UHIKI and CODERT for learning.

Regular CRP meetings and exchange visits were conducted in all project areas. During the CRP meetings in the first quarter of year 2, district youth forum members were also invited to share the progress of their YSLA's as well as challenges around collection for improvement of YSLA groups. The challenges with collection have improved greatly now the youths have seen others benefitting from the

project, which has encouraged them to make their contributions. The awareness raising activities have really helped overcome this challenge.

2.3 Establish 45 savings and loans apex associations and register them as CSOs

The identified 46 (23 female, 23 male) CRP's have been trained on Intermediary Market Association methodology and management for 3 days in March 2016. Training of CRP's is preparation for formations of IMAs that will begin in year 2. Currently the CRP's are cascading the knowledge about IMA to members of 99 YSLA's to sensitise them to form and join IMAs. YSLA groups are yet to complete their saving cycle ready for joining IMAs. This will start at the end of quarter two of year two.

2.6 Support youth business registration

UHIKI and CODERT are supporting youth business registration by training all YSLA groups on constitution development. Following the training, the groups have managed to construct their constitutions. Currently UHIKI and CODERT are liaising with Ward and District Community Development Officers for the registration of YSLA groups and youth businesses. *During April, May and June 2016 a total of 4 youth businesses have been registered and linked to Youth Development funds of the particular District council for loans. Another 8 are on progress for registrations.*

2.7 Promote contracting to youth businesses within the action

Due to meaningful participation of stakeholders in the project, the awarding of contracts to YEE youth groups has been promoted. As an example, Kisarawe District Council contracted a youth group of YEE graduates to offer catering and decoration services on the 22nd May 2016 during UHURU national touch race in the district and they have been paid 400,000 Tsh (€176) for the service. *On 16th June 2016 the same group was contracted to offer decoration service during commemoration of the Day of African child in the District.* VSO and Plan, will set minimum tender qualifications in order for YEE youth to meet and qualify for the tenders to be able to contract business to them. The same youth group have also qualified for a loan from the National Youth Development Fund through Kisarawe District council. In Lindi District Council, three youth groups are also expecting to receive loans of TZS1,000,000 (€440) for each group from the National Youth Development Fund after qualifying.

Result 3: Increased knowledge among young men, women, and employers of government policies and services, and of labour market information

Lack of access to appropriate job and employment information and lack of knowledge about employment rights, are significant problems the majority of the youth in the country face. The youth unfortunately do not have access to information to make informed decisions about how to target their job search or to build their skills in the direction of labour market demand. Employers also do not know whether there are many potential employees out there. Under this section, we are ensuring that there is increased knowledge among the youth, employers and government on the issues highlighted above.

We have been providing young people with information to support them in successful wage and self-employment searches so that they can make informed decisions about employment and training opportunities. Representatives from Youth Livelihood Forums (established in result 4), the MoLYCS and MoLE and CCBRT worked with Plan and VSO to develop information packages on employment rights and services (including specific information for marginalised groups, for instance, on law relating to employment of people with disabilities), and on labour market information.

Project leaflets with the background and expectations were developed. They have throughout the year been distributed in VETA centres and other locations (such as of partners and wherever meetings takes place).

A communication work plan was developed and agreed upon with project staff and implementing partners for strategic implementation. *Kindly refer to it in annex 5.*

Key outputs:

- **30,000 leaflets printed and distributed, including in braille**

In year one 500 posters and 400 stickers and 1,000 fliers were produced and distributed to VETA centres and all other co-applicants. We also produced visibility designs/templates which were

approved by the national steering committee; they include; YEE Logo, headed paper and other visibility materials designs, such as t-shirts won by youth.

In year 2 (April-June), 1,000 brochures and 3,000 folders have been produced and distributed to VETA centres and other co-applicants. Also 39 rollup banners have been produced and distributed to expected destinations; the first 9 were used during the launching of the project in September 2015. 30 have been supplied since April –June 2016 to all VETA and partners centres.

- **Production of 54 signs boards;**

In year 1,15 sign boards were produced and distributed to all project districts and in April, May and June an additional 10 signboards were produced and distributed thus totalling 25.

- **One website created and linked to social media sites**

During the YEE national steering committee meeting on June 28,2016, it was resolved that the website budget be reallocated to having more Radio programmes that are listened by many youth and instead of it all YEE information materials be hosted on Plan Website and a link be share with partners. Also that all information materials should be share with partners to use in their various media outlets. The hosting of the project on the website is to be finalised by the end of July.

- **Pre-recorded TV and radio shows developed and live radio shows hosted.**

5 pre-recorded TV and 12 radio shows developed and hosted-This was carried out in Mtwara and Lindi in June, 2016, and other regions follow in Q2.

- **Visibility actions;**

There was a media field visit in Mtwara and Lindi project regions; 12 newspapers stories were published, got 10 TV/Radio newscasts and visibility on various Plan social media platforms. This include over 5 case studies/success stories published on various social media platforms including Capacity for Development

- **Forum between MoLE and employers established, and charter developed and signed.**

This activity will be carried out hand in hand with other forum related activities between the months of July and August 2016.

3.1 Develop youth-friendly versions of government policy and services

A task team was established made up of members of Plan, VSO, VETA, MoLE and MoIYCS, CCBRT and SHIVYAWATA, together with youth representatives (youth forums). Lead by the communications officer during a three days workshop, the team undertook desktop research on social protection schemes, basic labour rights and laws (with details, for example, of disability law), and services for young people such as the Youth Development Fund. The team collated information and developed the CCBRT guide on the content on rights for people with disabilities and how to make information accessible. *Artworks and designs have been approved and delivery is expected by mid-July 2016 and their distribution starts forthwith to VETA centres where distribution to individual youth centres will be done.*

3.2. Develop youth-friendly labour market information packages

The same task team in a three day workshop also worked with youth representatives to develop short labour market information guides (handbooks) about skills, including general information on self-employment and how to conduct job searches.

NOTE: the workshops in 3.1 and 3.2 were done at the same round with the same participants. The content was given to the consultant to design and produce a user friendly handbook. *Artworks and designs have been approved and delivery is expected by mid-July 2016 and their distribution starts forthwith to VETA centres where distribution to individual youth centres will be done.*

A consultant was hired to design and print the final materials. The final products in large print and braille will be distributed to different communities where the youth come from, partners, and other relevant authorities through VETA centres located in the project areas. The resources and key messages developed as part of also online content.

Below is a Log frame of all the communications located in different Results (1, 3 and 4)**Result: Increased knowledge among young men, women, and employers of government policies and services, and of labour market information**

	Description	Output	Status	Remarks
1.	Developing of visibility materials and costing of youth on friendly versions of government policy and services and labour market information packages	Three workshops/meeting	Done	Three in one workshops/meetings were held where materials were developed, youth consulted and designs proposed
2.	Getting the services of a consultant to design the material	Designed materials	Done	Have been approved
3.	Designing and printing of materials	30,000 leaflets(Handbooks)	In process during this financial year	To be completed
4.	Project visibility and publicity	One website created and linked to social media sites, where YEE materials and information are posted	On track	Instead of creating an independent website, all YEE materials are put on Plan and partners' websites and other social media.
		5 pre-recorded TV and radio shows developed and 12 live radio shows hosted	<i>Completed in Mtwara and Lindi FY2 Q1</i>	<i>Done in two regions of Mtwara and Lindi and continues to other regions FY2 Q2</i>
		12 newspapers stories published 10 TV/Radio newscasts	<i>Completed in Mtwara and Lindi FY2 Q1</i>	<i>Done in two regions of Mtwara and Lindi and continues to other regions FY2 Q2</i>
		Production of 54 sign boards	<i>25 done in total</i>	These are already distributed to VETA centres
		Posters and equipment stickers and fliers	500 posters and 400 stickers and 1,000 fliers have been produced. <i>In year 2: 1,000 brochures, 3,000 folders and 30,000 youth user friendly versions have been produced.</i>	These are already distributed to VETA centres
		Banners; (36 Rollup, 1 backdrop and 2 tear drops	Produced	The first 6 were used during the launching of the project. 30 have been supplied to all VETA and partners centres during April, May and June 2016.
		YEE templates of materials	Produced and approved	They include YEE Logo, PPT, headed paper and other visibility materials, such as t-shirts won by youth.

Result 4: Marginalised young women and men are empowered to represent their interests in the labour market and government decision making processes

With the support from the project partners and associates, the project team has been able to support the youth to form youth livelihood forums in ten districts and the national forum. After the formation of the forums, training on communication, leadership, lobbying and advocacy skills was conducted for the interest of building the capacity for the youth to become their own advocates. As a result, the youth have been able to know their rights, government policies and services that have a stake in youth's livelihood development.

Key outputs:

- **Ten district and one national youth livelihood forums have already been established.**
We have ten district forums because there are ten districts. We therefore thought it was wiser to have a district forum in each district because every district has its own administration.
- **180 forum members have been trained on leadership, communication lobbying and advocacy skills.**
The number has increased to 197 because there are 10 district youth forums and not 9 as mentioned in the project document.
- **10 youth led advocacy plans developed.**
The youth use the plans on undertaking their advocacy activities.
- **90 quarterly interface meetings held at district level and three at national level**
10 quarterly interface meetings have been held at the district level. 30 meetings were supposed to have been conducted but since the implementation of the project was delayed only the mentioned number was reached.
- **Forums held between private sector and youth representatives**
These were not held in the first year because youth had not yet been trained on advocacy skills. Therefore the meeting are scheduled to be conducted in July in the second year (2016).

Activity 4.1 Establish and Support National and District Youth Livelihood Forums

10 District Youth Livelihood Forums with a total of 200 members have been established. The criteria for the formation were centred on:

1. **Location:** In order to make sure there is a wider representation of the youth, members of the forums were selected by YEE project beneficiaries based in the areas (streets/villages) they were coming from.
2. **Disability:** Since disability is one of the key components that the project is focusing on, youth with disabilities were also given a priority of joining the forum based on their willingness.
3. **Pro-activeness:** Members were also selected on the basis of pro-activeness in and outside classes. Members who were a bit slack even on attending their classes were not included.
4. **Behaviour:** Voters had to screen the aspirants by looking at the behaviour of each aspirant in terms of dressing, speaking and the way the aspirant interacts with other colleagues.
5. **Secret Ballot:** Since there were many youths who wanted to join the forums, the youth decided to cast votes in order to get suitable representatives. In most cases this was after a brief introduction of the aspirant.

After the formation of district forums, training on communication, leadership, lobbying and advocacy skills was conducted to 197 youth. 3 youths were unable to attend the training because they had gone for field practical training outside the districts they had been selected. The training was facilitated by the Communication Officer and the Governance and Advocacy Officer in collaboration with government officials from the Prime Minister's Office Policy, Parliamentary Affairs, Labour, Employment, Youth and the Disabled. Government officers oriented youth on government policies, labour rights, social securities, and Employment rights. Each district forum developed its Advocacy Work Plan which they are now following as they progress on advocating for their rights.

The National Youth Forum with 20 members has already been formed and each district is represented by two youths. The national forum is fed by what takes place in the district youth livelihood forums. The role of the forums is to provide an open platform where the youths can have an opportunity to meet

with key government officials and other stakeholders to discuss youth livelihood matters. During the communication, leadership and advocacy skills training, each individual district developed its own advocacy work plan which is essentially guiding youth advocacy activities at the district level. The work plans have been consolidated into one matrix which we have annexed to this report. The matrix guides the groups' work at the moment while we are in the process of developing a fully-fledged strategy which should be ready by mid July.

Activity 4.2 National and District Youth Livelihood Forums to engage ministries and LGAs on youth livelihood issues

After completing training on communication, leadership, lobbying and advocacy skills to the youth forum members, district quarterly meetings are now being conducted. Each of the forums has already conducted one quarterly meeting, which enabled the youth to come into contact with 35 district government officials from the departments of Youth, Labour, Employment, Trade and Community Development. In the meetings youth discussed various matters relating to youth livelihood which included how to access the National Youth Development Fund. In this particular matter, government officials oriented the youth on how to access the funds. They introduced to them the general requirements that they have to adhere to in order to qualify for the funds. Trade officers oriented the youth on how to acquire business licences as well as the importance of acquiring a Tax Identification Number for them to operate their businesses in a legal framework.

In Lindi district, forum members met with 6 government officials whereby 2 of them were from the Prevention and Combating of Corruption Bureau (PCCB). The officials from PCCB oriented the youth on the effects of corruption in the economy of the country and how to combat corruption.

The National Youth Livelihood Forum was finally conducted in May 2016 as it was planned. The meeting brought together 20 (10 male and 10 female) national youth livelihood members from across the project area. Each district was represented by two youths. The meeting was also attended by 10 youth development officers from the project area. The reason behind their invitation was hinged on the fact that some of the youth development officers had not yet embraced the project, there was a big gap between some of the officers who were actually doing well by supporting youths to register their income generating groups and others who weren't. The officers who had shown great support to the YEE youths were from Kisarawe and Lindi districts. We therefore thought there was a need to bring all the youth development officers together and share experiences on how they can support the youths in their respective areas to access the National Youth Development Fund and other government services for youths. During the forum, youths met with Mrs Ester Riwa (Deputy Director for youth development) from the Prime minister's office, Parliamentary affairs, policy, Labour, employment, youths and people with disability. The deputy director had engaged in discussion with the youths and acknowledged that YEE is an exceptional project which has provided the youths with employability skills which in turn will help them to employ themselves or acquire wage employment. By recognising that the government has not supported youths to have their youth's councils, she promised that the government was going to start using YEE forums as platforms where youths can voice their concerns as well as meeting with key decision makers. She also urged the youths to form income generating groups which will facilitate them to access funds from the government. She was hereby referring to the national youth development fund and the women's development fund. The women's development fund is the fund similar to the youth development fund; only that, this one targets women entrepreneurs. Men are not included in this. Therefore young women from YEE project, can also access this fund. All district councils, are supposed to allocate 5% of their annual revenue for women's development fund. She also urged the youth development officers to make sure they support YEE youth to access government services in their respective districts.

The youth forum members have already undergone a communication, leadership, lobbying and advocacy skills training. The training has equipped them with skills that can enable them to interact with anyone who has the power to positively change their livelihood. This has been evidenced by the way on how the youths have used their quarterly meetings to interact and positively influenced district government officials to start supporting their efforts in searching for employment and other government services.

Activity 4.3 Collation of evidence and learning for advocacy activities

In order to make sure we are connected with the youth for information collecting, we have started to communicate with project beneficiaries using an online platform which allows us to send bulk small messages. Through this means of information collection we are able to send and receive feedback directly from the youths via their mobile phones. The youths are now able to communicate directly to us and receive feedback; they tell their success stories as well as the challenges they face in the course of their learning journey. We started this exercise in April 2016 where we sent a message asking about the progress of 787 first batch project beneficiaries recently graduated. 486 messages were delivered while the rest were rejected. The rejected messages were partly caused by the fact that some of the project beneficiaries keep changing phone numbers from time to time. To overcome this challenge, we are creating awareness to the youths to know the negative effects of not maintaining a single number for communication. During this communication, 79 youths had reported to have started earning income through their vocational skills.

The other means we are using for collation of evidence is through WhatsApp. By using their mobile phones, youths are sharing their stories and pictures through this means. We already have a couple of pictures from the youths which are taken at their working stations by themselves.

We also have been conducting physical visits to the project beneficiaries in their respective working areas in order to witness what they are doing and for documentation. This has also helped us to know the challenges youths face as they continue with their trainings.

Likewise, after the training, most of the youth in the forums, together with other YEE project youth, have started the process of forming themselves in income generating groups in order to access funds from the National Youth Development Fund. One of the requirements to access the National Youth Development Fund is to have the groups registered with the government. In the process of registration, youth development officers, UHIKI and CODERT field officers facilitate the youth groups to be registered. Three groups of the youth in Kisarawe district in Pwani region have already been registered ready to start pursuing loans from the Youth Development Fund. The groups already registered include; YEE Catering and Decoration Group; Uaminifu and Power. The baseline survey shows that 97.4 % of the youth responded to be unaware of the existence of the National Youth Development Fund. Following this finding, the necessity of having government officials to orient youths on youth development policies, labour rights, social services and how to access the Fund has been crucial to improve awareness.

Through our field visits, we have come to realise that most of the youths who attended the training were so inspired that they started looking for opportunities in their areas and outside. For instance two youths in Kibaha District in Pwani Region went back to their home place and convinced other youths who are actually not the beneficiaries of the project to form a group with them and register their group for accessing loans and other opportunities which may arise for youths in registered groups. They have also acquired three acres of land with an intention of cultivating watermelons during the summer just to make sure they also engage in entrepreneurship as they continue tapping other opportunities through their vocational skills they have acquired.

Other youths especially from Kisarawe district are also attending motivational talk meetings in different areas. For instance, five youths from Kisarawe under the leadership of Kisarawe District Youth Livelihood Forum Ms Gift Mbaraka attended a women entrepreneurs' gathering in Dar es Salaam city which is a distance of about 60 kms. The gathering brought 300 people. Ms Gift Mbaraka (a divorced young mother of three children) also attended the Women's International Day in Dar es Salaam just to continue being inspired for development.

Activities planned but not implemented:

- **Activity 1.9** We were supposed to provide start-up kits to graduates in year 1. Unfortunately we did not manage to provide start up kits due to the delays in enrolling youth in year 1. Indeed, the first batch was enrolled in October and will complete trainings in April 2016, while for those of batch 2 will complete training in July 2016. Start-up kits tailored to the course attended will be provided to all graduated youth starting from July 2016. *A few meetings with graduates from the first batch have already been convened.*

- **Activity 2.4.** We were supposed to conduct alumni meeting for the first batch of graduates during this first year of implementation. However, since batch 1 could not start until October due to the delay of signing contracts by VETA, the training finished in April 2016, which is already year 2 of implementation. The alumni meetings will involve both batches and are scheduled to take place immediately after graduation ceremonies for the second batch in the respective districts.
 - **Activity 4.4** The regional forums could also not be conducted. Nevertheless preparations are now underway to hold regional meetings which will link Youth Livelihood Forums with private sector at the regional level. This activity is scheduled to take place in July 2016 in all the regions.
- 2.3. If relevant, submit a revised logframe, highlighting the changes.

There have been no changes to the logframe which forms part of the original contract.

Please list all contracts (works, supplies, services) above €60000 awarded for the implementation of the action during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor.

Not applicable

3. Please provide an updated action plan¹. *Attached as Annex 6.*

4. Beneficiaries/affiliated entities and other Cooperation

- 4.1. How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator)? Please provide specific information for each Beneficiary/affiliated entity.

The relationship between all parties has started off very positively. The inception workshop was useful in orienting everyone to the project and to ensure we all started on the same page. We have experienced delays with VETA in getting official documents signed, but the strategies we have come up with ensured that we were able to minimise the impact of these minor issues on the project. It has been really encouraging the amount of support we have been getting from the ministries and local authorities, through the provision of classrooms, active participation, etc. Local government ministers are providing support when needed, to the point that they even agreed to give youth's practical placements at government run businesses, if/as needed. The YEE steering committee is very useful in bringing together all partners in the project and coming up with solutions together where challenges are raised. The formal and informal meetings of associate partners and individual applicants have been taking place as well on progress reports, work plans and on challenges faced during implementation. Also they provide inputs on the reports and work plans shared with the YEE group steering committee, for instance involvement of SHIVYAWATA (Umbrella organisation of people with disability in Tanzania) in community awareness creation meetings was after advice from CCBRT, this has increased awareness and availability of more youth disability youth.

- **VSO:** In the first year of implementation, VSO managed to work closely with Plan in the project implementation. As part of our partnership, VSO, Plan international and other partners have all been working together, discussing and coming up with a common solutions whenever challenges appeared.

¹ This plan will cover the financial period between the interim report and the next report.

- **VETA:** VETA is responsible for the provision of the vocational skills to the marginalised youth enrolled. In the first year of project implementation, VETA has managed to work hard in all centres in meeting the planned targets despite some challenges encountered in implementation. These challenges included notably transport allowance to female youth who walk long distances and those youth with disability to be able to attend training and lack sufficient training materials for the apprenticeship due to low budgets.
- **CODERT:** In this reporting period CODERT has managed to use their efforts in making sure that the enrolled marginalised youths are imparted with YSLA modules in their trainings, which has enabled the formation of YSLAs in Lindi, Mtwara and Kilombero as part of the assigned project areas.
- **UHIKI:** Similarly to CODERT, UHIKI has also managed to work with other partners in Dar es Salaam and Pwani regions in supporting youth groups formation and training them on YSLA modules in their project areas.

4.2. How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

In the first year of the project implementation Plan International and the state have worked together well and complemented each other's skills and areas of expertise. The government officials from the local authority (ward, district and regional level) as well as the national level, through MoLE, MoEVT, MoYCS and other local government officials, have participated well in the implementation of the project from the start-up workshop to field implementation as well as providing necessary support when needed in order to enhance implementation. Evidencing the good relationship with government/state authority, during the national launching of the project, the Vice President of the United Republic of Tanzania was the guest of honour to this event.

4.3. Where applicable, describe your relationship with any other organisations involved in implementing the action:

Name of organisation/Associate	Relationship
Associate name: CCBRT	Has shown good relation and full participation in implementation process including project staff training on disability inclusion. They also attended the program review meetings.
Associate name: MoLE	The Ministry of Labour and Employment has also shown a good relationship with Plan International and it has provided 60 copies of the simplified, vulgarised version on employment and labour policy.
Associate name: MoIYSC	Throughout this first year of implementation we also had a very positive relationship with the Ministry of Information, Youth, Sports and Culture. The Ministry has provided a few copies of Youth development policy and government officials regularly attend various project meetings.
Target group: Youth	The relationship between the project coordinator and its partners and the targeted youth has been very strong in the whole first year of implementation. Youth are looking at Plan International and other partners engaged in the project as the main agents in helping them to realise their dreams. The youth are keen to participate and demonstrated a lot of enthusiasm for the proposed activities, which ensured high commitment and minimised any dropouts. We really aim at a relationship that is not tokenistic, but on the contrary really meaningful for the targeted youth, allowing them to decide their own priorities and express their voices.

- Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc.)

- SHIVYAWATA

Due to difficulties in targeting and working with people living with disabilities, Plan International managed to contact and have meetings with SHIVYAWATA (the umbrella organisation for all local organisations supporting people with disability) in supporting, identifying and working with marginalized youth living with disabilities. For example, we have been working together on strategies to ensure people living with disabilities can access and attend centres for training.

4.4. Where applicable, outline any links and synergies you have developed with other actions.

- Dar es Salaam YEE

This project was funded by the national bank and implemented by Plan International. It uses the same methodology like vocational training combined with life skill and entrepreneurship training. We have used almost the same government connections, companies and employers to facilitate the project implementation in terms of community mobilisations and practical and job placements. What we have learned is that youth with disability were not emphasised in this of which this one has given a priority. This project was implemented in the same districts (Temeke and Ilala) in Dar es Salaam region, but operated in different wards.

- Banking on change

This project focused on VSLA and YSLA for both adults and children. This project that ended in December 2015 was funded by Barclay's Bank. We are using the same methodology and approach on YSLA such as formations, management, financial literacy, enterprise your life and the same partners –CODERT and UHIKI.

- PAGES

This was a five year project funded by the Canadian Government through CNO and used methodologies like BEST (Basic employability Skills Training) MODEL implemented in Dar es Salaam (Ilala) and Ifakara. We are also using the same model in our project and implement in the same areas but different wards. We use the same methodology like vocational training combined with life skill and entrepreneurship training. We have use almost the same government connections, companies and employers to facilitate the project implementation in terms of community mobilisations and practical and job placements. What we have learned is that youth with disability were not emphasised of which this one has given a priority.

- VSO - EVT

This ongoing project is implemented by our coppticant VSO in Mtwara and Lindi. This uses long courses of post secondary school graduated using VETA CENTRES. We have the same partner VETA in our YEE project on outreach centres, but the focus differs, as we target semi illiterate and the most marginalised youth.

- TIGO/Biashara

Mobile company that funded online entrepreneurship training. An agreement that they will support our youth with online training has been reached.

- Airtel Fursa

Same as above.

4.5. If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants).

Not applicable

5. Visibility and Publicity

In collaboration with all implementing partners, a project Logo was composed and shared with the Project national steering committee which approved it. Having gotten the project Logo, it was used on all publications and prints alongside the ones of partners. Visibility materials such as T-shirts, Rollup banners, posters and equipment stickers were produced for day to day visibility and media publicity. In all materials developed through this project the donor (European Union) and all implementing partners were given due visibility by mention and through their logos.

The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on the EuropeAid website? If so, please state your objections here.

We don't have any objections.

Name of the contact person for the Action:

Valentina Girotto
Technical Coordinator – Youth and Women Economic Empowerment

Signature:



Location: London

Date report due: 15/07/2016

Date report sent: 15/07/2016

ANNEXES

The financial report covering the same reporting period and the related payment request are submitted alongside this narrative report. The following documents are attached:

- Annex 1: Project launch media report
- Annex 2: The YEE baseline report
- Annex 3: Labour market and skills analysis report
- Annex 4: Analysis report for selection criteria
- Annex 5: Communications plan
- Annex 6: Year 2 work plan
- Annex 7: Success stories.