

# **ANALYSIS REPORT FOR YOUTH SELECTION PROCESS IN PROJECT AREAS**

**Prepared and submitted by:**

**Ryner F. Linuma**

**YEE Project M&E Officer – December 2015**



## **1. Introduction:**

The Youth Economic Empowerment (YEE) project is currently working in the regions of Morogoro, Pwani, Dar es Salaam, Lindi and Mtwara in Tanzania. This project is funded by the European Commission (EC) and aims to improve and increase access to employment opportunities and promote economic empowerment for particularly marginalised young women and men (aged 15-35). It is being implemented by Plan International as the lead in collaboration with VSO, VETA, UHIKI and CODERT. CCBRT, MoYCS and MoLE are the associates to this action. This project expects to work directly with 9,100 particularly marginalised young women and men to ensure they have market-relevant skills; improved links to services which enhance their ability to access self and wage employment; increased knowledge of government support and social protection services, employment law and the status of the labour market; and improved relationships and interaction with government and the private sector to influence decision making.

This report provides analysis on the marginalised youth selection process which starts from the roadshows up to enrolment.

## **2. Roadshows exercise and application process for youth:**

In order to raise awareness about the project among the marginalised youths in the particular project areas and invite them to apply for different vocational training opportunities (i.e. vocational courses) to be provided through the YEE Project, roadshows were conducted in each of the districts. Of these roadshows, a total number of 4,670 youths from which 1,603 were female and 3,067 were male, attended in all project regions/districts. At the end of the roadshow in every district, youth were invited to apply for vocational courses to be provided within the project.

After giving forms to all youth who attended the roadshows, they were informed to fill in the forms, as well as their parents/guardians, for commitment in supporting them throughout the training period. The forms were then to be checked and recommended by the committees responsible for village/street most vulnerable children/orphans and youth development who say if the applicant is really marginalised in the area and needs to be supported or not. The applicant has to pass the form to the Ward Executive Officer (WEO) who also has to review and recommend by signing and stamping it to prove whether the person is to be targeted or not. Then the form is submitted/ collected on the day of attending either face to face interview/discussion or aptitude test. All these processes are taken into account in order to avoid bias in selection and the particular process takes two days.



### **3. STEPS TOWARDS YOUTH SELECTION:**

#### **3.1 Youth Aptitude test/examination and face to face discussion:**

Prior to selection, the marginalised youth who applied for various courses were either to sit for an hour test (for those who can read and write as well as managed to accomplish at least primary education) or have face to face interview with VETA instructor who had to discuss and get a general overview of the particular youth. In total 2,174 youth (818 female, 1,356 male) attended one written test while 445 (139 female, 306 male) marginalised youth were interviewed through a face to face interview which aimed at assessing their level of understanding as well as advising them about the available opportunities.

In total the written test was conducted by 2,174 marginalised youth as described above from which all who sat the aptitude test which aimed at measuring their ability to interact with others, read and write and computation of simple mathematics were qualified to be selected for vocational trainings. There were 445 face to face interviews for those who can not read and write, as described above, whereby all who participated were also qualified for the project. It should be noted that the aptitude test or face to face interviews were not among the selection criteria, instead the criteria mentioned below were the ones used for selection.

Note; majority of youth who sat the aptitude test passed the test and for the few who scored below 50% - they were instead advised to choose apprenticeship mode of training which involves more practical learning than theoretical.

#### **3.2 Selection team composition:**

Generally on the selection process, Plan International Tanzania and other key implementing partners collaborated with Local Government leaders i.e. Ward Executive Officer's (WEOs), Ward Community Development Officer, Ward Social Welfare officers as well as vulnerable and orphaned children and youth committees at villages/ streets which are local government led with members from Civil society organisations. At district level the project implementation process worked with the office of District Youth Development Officer, District Community Development Officers and District Social Welfare Office as well as Social Welfare Officers who were coordinating this exercise.

The final selection team for Dar es Salaam, Pwani and Morogoro regions composed of the following: a representative from a CBO working with disabled people, VETA staff, Community Development Officer (at ward level), WEO's for the respective ward and Plan International Tanzania staff.

For Lindi and Mtwara, the selection team composed of VETA staff, a representative from a CBO working with disabled people, Community Development Officer (at ward level), WEO for the respective ward, VSO project coordinator and Plan International Tanzania staff.



### 3.3 Criteria for Youth Selection:

Apart from the great consideration of marginalised youth in terms of percentage proposed in the project (i.e. 53% female and 47% male from which 10% are youth living with a disability) there was set criteria developed, shared and agreed by all VETA, CCBRT, Plan International, government staff/officials as well as marginalised youth being prior informed about this criteria during the roadshows. The criteria used were as follows:

1. Female and male youth who are Sponsored Children (SCs) from the selected project wards in Plan working areas, who automatically qualify for enrolment in the project.
2. Youth from vulnerable families who have been identified by either of the following: village/street social committees, school committees, child right committees or if there is an existing list of vulnerable youth/family in the village/street government.
3. Youth (female and male) living with disabilities that can undertake training. This has to consider the type/form of disability in relation to the proposed courses during the market scan exercise.
4. Orphans (female and male) have to be considered in this program so that they may be trained in order to be able to run their own income generating activities. This can reduce the level of dependency of orphans to communities or guardians who are around them.
5. Vulnerable youths (female and male ) from single parent families, since youths from single parent families, especially the marginalised ones, do face a lot of challenges.
6. Young mothers who have a child/children and are below 35years and have no support in their lives including support for taking care of their child/children. The young mothers referred to here are those who were not at school or dropped out from school due to pregnancy and truancy, expelled from school and now they are just at home with nothing to do. It also includes female youths who have completed primary or ordinary level of education and then become young mothers as they did not manage to get any other skills.
7. Youth from risk/hazardous environment - Commercial Sex Workers (CSWs) at the targeted age.

The female youths engaging in Commercial Sex Work will also be included in this project as it will help them to have vocational skills which will then help them to run legal businesses rather their current work.



### 3.4 The final selection process in every district:

Since the aptitude test was not the main criteria rather than the ones stated above, therefore following all these stages in all district/project areas where YEE project is being implemented, 2,619 marginalised youths (818 female, 1801 male) applied and were successful for different courses. To this, it should also be noted that in total the roadshows were attended by 4,670 people (1,603 female, 3,067 male) in all districts where the project background, objectives and process in the implementation as well as criteria for being considered among youths were shared openly. This helped the youth to screen themselves prior to the application process on knowing whether they are marginalised youths or not. Therefore the particular number of marginalised youth who applied and were successful is as shown below in the table below:

Location/District	MALE	Female	Total
KILOMBERO District	415	205	620
KIBAHA Distr.&Town Council	175	110	285
KISARAWA District	245	58	303
ILALA Municipal	263	133	396
TEMEKE Municipal	139	120	259
LINDI Municipal	119	54	173
LINDI District	188	43	231
MTWARA Municipal	44	23	67
MTWARA District	213	72	285
<b>Grand total</b>	<b>1,801</b>	<b>818</b>	<b>2,619</b>

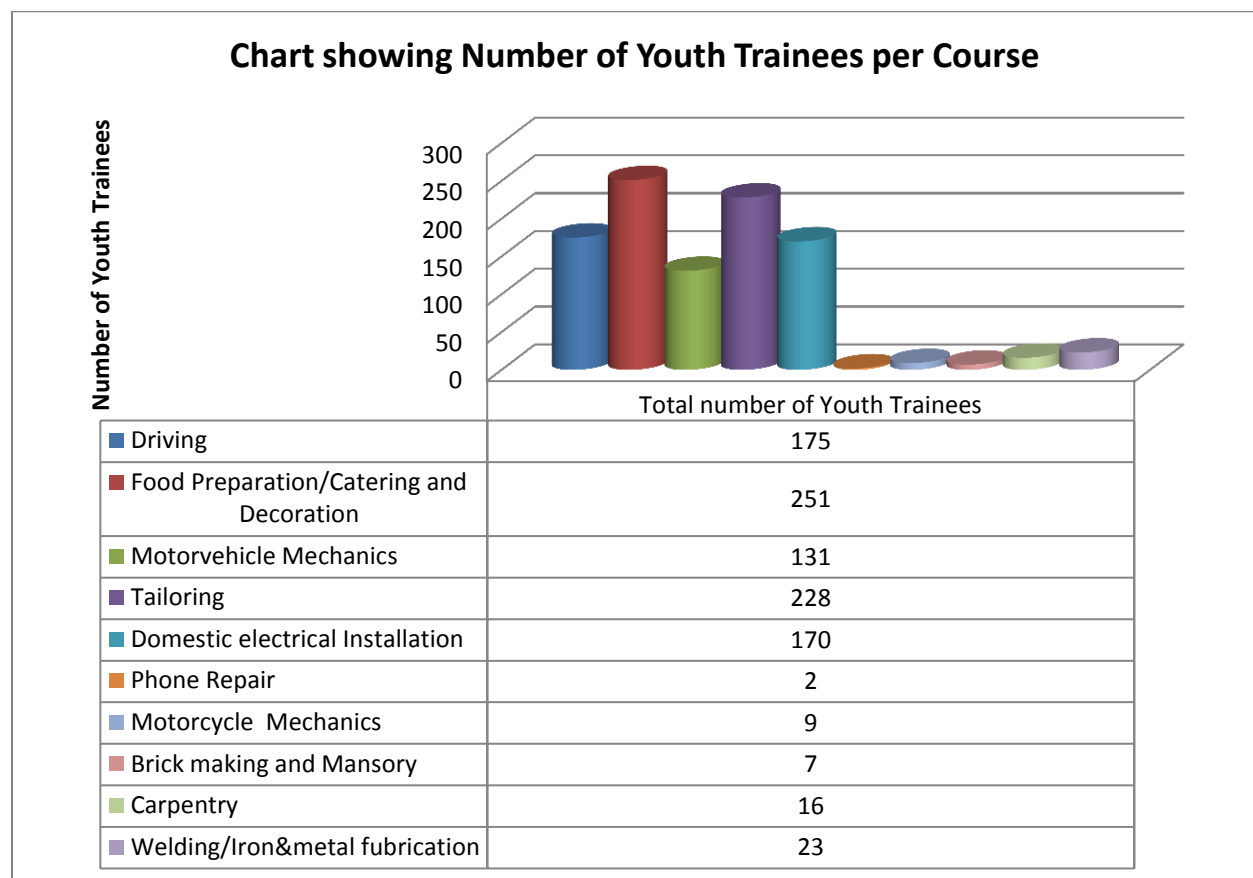
For year two, we are prepared to enrol 5,986 (3,030 outreach, 2,956 apprenticeship) youths in two batches. For year two, we have prepared to operate two outreach centres consecutively at each of the project district per each batch.

### 4. Selection of Marginalised Youth for Batch I

Since it is not possible to take all of the marginalised youth at once due to limited resources including classrooms, financial resources, as well as human resources (instructors), marginalised youth have been enrolled into batches (I&II). Following this, 1,040 marginalised youth (559 female, 481 male) have been enrolled in all districts for batch one and have already started their vocational trainings from which 503 marginalised youth are undertaking vocational trainings through outreach programme while 537 marginalised youth are being trained through apprenticeship programme via master craft people. The other 1,579 marginalised youth (259 female, 1,320 male) have been reserved for the next batch (es)



The distribution of marginalised youths/trainees per each course is as shown below:



From the graph above it can be observed that food preparation/catering and decoration course is having the highest number of marginalised youth reaching 251, followed by tailoring course which is having 228 marginalised youth, driving course 175, domestic electrical installation is having 170 while motor vehicle mechanics is having 131 marginalised youth trainees. On the other hand the courses with the least number of youths is welding having 23 marginalised youth, carpentry with 16 marginalised youth trainees, motorcycle mechanics with 9 trainees, brick making and masonry having 7 marginalised youth while the phone repair course is having the least number of trainees with 2 marginalised youth trainees. This observation is a direct reflection of the results of the market scan conducted, since the major first top five courses appeared in all districts in the top five findings. The major reason on preference leading to marginalised youths' options of the particular courses is due to the high availability of opportunities rise from the particular skills/courses for either self-employment or wage employment.



The table below show the distribution of marginalised youth per mode of training in every district based on gender as of December 2015:

S/ N	REGION/DISTRICT	OUTREACH				MASTER CRAFT PEOPLE			
		TOTAL		WITH DISABILITY		TOTAL		WITH DISABILITY	
		FEMAL E	MAL E	FEMAL E	MAL E	FEMAL E	MAL E	FEMAL E	MAL E
1	KILOMBERO	53	47	3	1	25	25	NIL	NIL
2	ILALA	30	20	2	1	48	34	2	3
3	TEMEKE	27	23	NIL	NIL	35	30	NIL	NIL
4	LINDI DIST.	19	21	1	1	1	9	NIL	NIL
5	LINDI MUNICIPAL	11	15	NIL	NIL	32	16	NIL	NIL
6	MTWARA DIST.	33	57	1	1	25	26	1	0
7	MTWARA MUNIC	17	37	0	0	6	5	NIL	NIL
8	KIBAHA TOWN	27	23	NIL	NIL	40	35	NIL	NIL
9	KIBAHA DIST.	10	13	NIL	NIL	13	14	NIL	NIL
10	KISARAWA	36	27	3	2	27	20	1	NIL
	<b>Grand total</b>	<b>263</b>	<b>283</b>	<b>10</b>	<b>6</b>	<b>252</b>	<b>214</b>	<b>4</b>	<b>3</b>

## 5. Specific analysis of marginalised youths living with disabilities:

In order to make sure that youths living with disabilities are included during the roadshows and the application process, 42 youths (22 female, 20 male) with different forms of disability applied for vocational trainings. Based on difficulties of accommodating all youth with disabilities due to their needs (resources) for training, 19 youth with disability (12 female, 7male) have been selected and enrolled for batch one and 7 youth with disability (4 male, 3 female) have been reserved for the next batch. A total of 16 youth with disability were not selected as shown in the table with the underlined reason.

**Table summarising marginalised youth with disability:**

APPLIED YOUTH WITH DISABILITY		SELECTED YOUTH WITH DISABILITY FOR BATCH I		RESERVED YOUTH WITH DISABILITY FOR BATCH II		YOUTH WITH DISABILITY NOT SELECTED AT ALL	
Female	Male	Female	Male	Female	Male	Female	Male
22	20	12	7	3	4	7	9

The other 16 marginalised youth (9 male, 7 female) were not selected only because of difficulties of meeting their needs due to their forms of disabilities.



The main forms of disabilities which were difficult to meet include those with:

- i) Blindness (5 youth)
- ii) Deafness (10 youth)
- iii) Leprosy for both hands (1 youth)

Despite the above scenario, the presence of marginalised youth with disability was very low as noted above. Among the major reasons include;

- i) Inferiority/self stigmatisation feelings to some of the youths living with disabilities as they take business as usual for them to not be considered in such programmes
- ii) Some people in the communities where youth living with disabilities live use to take into account that 'disability is inability' therefore they do not bring them for the particular opportunities
- iii) General low awareness of people in the communities on supporting youth living with disabilities academically and professionally

In order to increase the participation of youth living with disabilities, in collaboration with CCBRT, we have managed to link the project and association of people with disabilities (SHIVYAWATA). Through SHIVYAWATA leaders in each of the project district, they will participate in awareness meetings with disabled youth as well as motivating disabled youth to take chance in the project.

## **6. Master craft people selection and challenges faced in general:**

### **6.1 Master craft identification and selection:**

The process of identifying master craft people is the responsibility of VETA in every district and they have to be trained on how to deliver the VETA trainings to youth through the apprenticeship programme. In rural areas including Kilombero, Kisarawe and large part of Kibaha district, it has been very difficult to find master craft people who could be trained on how to train youth in their respective working station/centres. This has been due to the nature of the areas having limited opportunities. Despite this challenge, still VETA has managed to identify and select a total number of 103 (39 female, 64 male) master craft people. They are currently working on training 1,047 enrolled marginalised youth but still this is a challenge before getting to the new batch since the particular areas may still face the same problems in the next batches. To mitigate against this, we are proposing enrolling large numbers of apprenticeships in urban areas where there are many enterprises, unlike rural areas.





## 6.2 Challenges faced

- i) There was low general participation of female youth in Lindi and Mtwara. The general participation in the two regions shows that out of 1,253 youth that attended roadshows in Mtwara and Lindi, 814 equal to 65% were male and only 439 equal to 35% were female. Low participation of female youth was considered to be because of socio-cultural factors - in Lindi and Mtwara, girls need to ask permission from their parents for participating in anything, unlike male youths who decide for themselves. Awareness creation meetings with parents are proposed as a measure to increase female youth. During the awareness meetings, Plan's gender advisor will also participate to facilitate discussions on gender equality.
- ii) Many youths opt for outreach programme in rural settings/project areas. However, as mentioned above, due to low availability of master craft people in rural districts many youths have found that the best option is to be enrolled through the programme, which has financial implications.
- iii) Lack of specialised instructors and materials for meeting needs of other disabled youth especially those with blindness and deafness.
- iv) There was low participation of youths living with disabilities in all areas.

## 6.3. Way forward:

- i) Since in rural setting/areas there is low/limited availability of master craft people, it will be great if the larger number of youths to be trained through outreach (i.e apprenticeship approach) is changed/shifted to urban settings where the possibility of getting master craft people is higher
- ii) To review the budget and where possible, to add some budget for enabling more youth to be trained through outreach where apprenticeship has been found to be more challenging especially in rural setting
- iii) In order to raise more awareness on female youth participation especially in the regions/districts where the participation was very low, the project management is planning to work with Plan International Tanzania Gender Advisor to conduct awareness meetings with youth and the parents on gender equality in the areas with low female participation
- iv) To host road shows specific for creating more awareness for female youth participation in the particular regions/districts especially in the next batches.
- v) Plan International and Local government authorities to work very close with CCBRT and CBOs/CSOs working with disabled especially SHIVYAWATA (an apex organisation/association for different disabled associations working for supporting people with disability) so that we are able to identify more youths living with disabilities for the project.