Skilling Youth for Employment in Agribusiness (SKY) Project
Case Studies and Models for Youth in Livestock in Uganda

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Contextual Analysis

- **Youth unemployment** remains a serious challenge in many sub-Saharan African countries, including Uganda.

- **Uganda** has the youngest population in the world, with 77% of its population being under 30 years of age. (UBOS Population census report 2014)

- ¾ of the population are below the age of **30 years**, 52% below 15, 12% of all youth in Uganda aged between 12-30 are chronically poor with higher poverty rate.

- 83% of youths in Uganda are **unemployed** – it is the highest in Africa (AfDB).

- Youth getting more educated through access to primary & secondary education but **skills remain a challenge**.

- Training institutions continue to produce graduates whose skills do not match with market needs.

- According to statistics from the ministry of Gender around **40,000 youth** are annually released into the job market to compete for about **8,000 available jobs**.

- Ugandan youth shun the agricultural sector, yet it has biggest potential (73% of population on 3% of annual budget).
Contextual Analysis (2)

- Mismatch between supply and demand of skills: locals youths not skilled & productivity is low
- Poor perception (Stigma) BTVET
- Inadequate funding (mainly government funding)
- Lack of Standards in BTVET
- Lack of Training Effectiveness (outdated training modes, materials & equipment...)
- Lack of Management Effectiveness (over-centralized, absence of Management Information Systems)
- Poor quality students and consequently graduates with no up to date hands on practical skills
- Most of the school farms generally not commercialized
Youth unemployment, underemployment & immigration

Instability, Refugees, Migration

National economic growth is reduced and unstable

Overall economy affected & it aggravates the problem of youth unemployment

Low or no savings & investment at all levels

Reduced purchasing power of youth during their lives

Reduced or low earnings over the whole career of a person due to mismatch

Lack of work experience & skills required by the labor market

Unemployment or underemployment for a longer time at a young age
Contextual Analysis: Impact of the Education System

"Uniqueness basically means lack of duplicity and presence of originality"  Shiv Khera
Some young women are taking jobs overseas only to find themselves forced into prostitution, according to Ugandan police.

Every month, police get reports of over 20 Ugandans (youth) stranded, seeking help to come back home.

50 Ugandan youths committed suicide in Arab countries in 2017.

‘Attitude is what really separates a successful sales person from a mediocre" Shiv Khera
Skilling Youth for Employment in Agri-business (SKY)

SKY is a five year project implemented by AVSI Foundation with support from the Embassy of the Kingdom of the Netherlands. The project seeks to enhance sustainable creation of employment for youths in the agribusiness sector in the areas of Lake Kyoga, Elgon, Lake Victoria Crescent, and South-Western Uganda since December 2015-December 2020. This will be achieved through expanding the number of basic and mid-level market-oriented opportunities, increasing the quality, relevance and efficiency of agro-institutions, and other skills providers.
Focus Areas of the SKY Project

1. Invest in practical training;
Over 14 training institutions; 8,000 young men and women; 40 agri-businesses; 100 trainers; and 40 learning firms receive practical training through public private sector partnerships. Infrastructure development.

2. Employment support for trained youth;
Provide pre and post-training technical and tailored support on enterprise formation to youth through provision of start-ups, technology transfer, mentorship and assistance in agro-financing opportunities; and work with job connection brokers to profile the labor needs of agriculture business employers.
Focus Areas of the SKY Project (2)

3. Skilling centers in strategic agribusinesses;

SKY cost-share training of employees in agribusinesses while supporting a part of them in match-making with the Netherlands through the PUM network. The partnerships contributes to strengthen the Dutch aid and trade policy between Netherlands and Uganda through enhancement of know-how transfer.

4. Partnering with Skilling Uganda Authority;

Support the establishment of an agribusiness office within Skilling Uganda Authority to set procedures and systems that ensure continuity, as well as a Labor Market Information System (LMIS) and tracer mechanism at Skilling Uganda Secretariat for the Agriculture Sectors Skills Council.
Case Study of Youth in Livestock as Implemented by the SKY Project

1. Dairy Sector

National benefits

The labor market has access to skilled labor

580 young people skilled

AVSI & AGDI Dairy Farm Ltd

1. Youths employed by telephone farmers mostly
2. Youths return home and manage their own farms

AGDI sensitizes the communities, mobilizes 560 youths and trains them for 45 days on farm in practical dairy farm management. They are assessed & certified by Directorate of Industrial Training under Ministry of Education as Dairy Farm Managers.

AVSI through the SKY Project identifies and partners with the Private Sector to Provide hands-on practical training for young people to bridge the gap between labor-market desired skills and those taught in school.

National level actors engagement to improve the welfare of dairy farmers by improving policies for competitiveness of the dairy sector.

People for development
2. Poultry Sector

National benefits

Highly skilled labour force
In the job market

600 young people skilled

AVSI & LINDJERI POUlTRY Ltd

1. Youths employed by farmers, feed mills and slaughter facilities
2. Youths return home and manage their own farms and agribusinesses
3. Youths employed as service providers e.g. vaccinators, transporters

Through model farms that mobilize, train youth through apprenticeship and EAYL. Assessed & certified by DIT. Skilled youth market their skills through service delivery and direct on-farm/firm employment.

AVSI through the SKY Project identifies and partners with the Private Sector to provide hands-on practical training for young people to bridge the gap between labor-market desired skills and those taught in school.

National level actors engagement to improve the welfare of poultry farmers by improving policies for competitiveness of the sector.

People for development
Despite this great success, the livestock sector in Uganda is particularly hampered by 3 factors:

**INPUTs**
- Feed
- Veterinary care products
- Genetics

**SKILLS**
- Technical skills
- Job readiness

**TECHNOLOGY**
- Housing
- Water and Feed
- Harvest and product management

**Growth**
Lessons Learnt

• The private sector has enormous potential to change the Skills Development landscape
  - Leveraging the resources for apprenticeship and training
  - Skills, entrepreneurship and talent
  - Embedded roles & commercial relationships
  - Demand for skills and employment etc.

• Human and Entrepreneurial Capital Development is critical. With stronger Skilling Institutions, development projects can be cheap to implement

• Skills Development interventions are more sustainable & can achieve greater scale

• Skills + Youth employment + Minimum Living Wage + Decent work environment = Reduced migration

• Sound private sector actors with functional labor
Is it possible to scale up the approach in other countries? Yes but depending on the context

Focus here

Development agencies

Shared goals

Private/business for profits

To bring change here

“Winners form the habit of doing things that losers don’t like to do”
It is possible to scale up to other countries depending on the context

- Identifying strategic agri-businesses with high expertise (Skills) & willing to transfer their knowledge to youth
- Identifying the development partners with expertise in Public Private Sector Partnership
- Assessing the high interest areas for youth along various agricultural value chains
- Engaging the policy makers to enforce policies that provide for incentives for market actors to stimulate change
- Tasking development workers with being entrepreneurial in order to give them practical and technical expertise
- Appreciating the aspects of working together and subsidiarity
“We are judged by what we finish, not by what we start”  (Anonymous)

“Winners form the habit of doing things that losers don’t like to do.”  (Shiv Khera)

Thank you for listening actively!
AVSI Foundation: Who we are

AVSI Foundation (www.avsi.org) is an international not-for-profit, non-governmental organization (NGO) founded in Italy in 1972. Its mission is to support human development in developing countries according to the social teaching of the Catholic Church: recognizing the uniqueness of each person, who cannot be reduced to a number within an anonymous category such as “the poor, the sick, the disabled”. Furthermore, every person and every community represents a resource, regardless of their vulnerability. This is why AVSI works to help people in becoming aware of their own value and dignity.

AVSI is involved in more than 100 cooperation projects in 37 developing countries throughout Africa, Latin America and the Caribbean, Eastern Europe, Middle East and Asia. AVSI's main activity areas are education and social development, urban upgrading, healthcare, labor, agriculture, food security and water, energy and environment, humanitarian emergency, migrants and refugees, reaching more than 4,000,000 direct beneficiaries.

AVSI staff implementing these activities includes around 1,400 people. A network of about 1,000 volunteers in Italy, engaged in fundraising and awareness-raising activities to support AVSI, involves about 400,000 people in its initiatives each year.

In 2012, AVSI received contributions totaling around 28 million EUR (the funds raised by the international AVSI Network account for about 40 million EUR), both from institutional and private donors. Among its major institutional donors there are the Italian Ministry of Foreign Affairs, the European Union, USAID, FAO, UNICEF, and the World Bank.

AVSI works with 700 local partners all around the world (NGOs, public institutions, local authorities, CBOs, FBOs, informal groups, companies, etc.). More than 60 organizations among them constitute the informal AVSI network, which works systematically on the implementation of projects, sharing methods and experiences, discussing development issues, and enhancing staff organizational, management and technical capacities. The network includes AVSI founding and pioneering members as well as partners linked together by an operative friendship.

The annual financial statements, certified by a major auditing firm, are available on AVSI website. AVSI has been recognized since 1973 by the Italian Ministry of Foreign Affairs as a non-governmental organization for international cooperation (NGO): is registered as a PVO with the United States Agency for International Development (USAID); holds General Consultative status with the UN Economic and Social Council (ECOSOC) in New York, with the UN Children's Fund (UNICEF) in New York and with the UN Industrial Development Organization (UNIDO) in Vienna; is an accredited participant of the UN Global Compact and is recognized on the NGO Special List of the International Labor Organization (ILO).

AVSI is an associated member of the CDO Opere Sociali (www.cdo.it/operesociali) that, with its more than 1,400 not-for-profit organizations throughout Italy, is a source of know-how and expertise for AVSI's projects and partners all around the world. In order to better reflect on and document lessons learned through experience in the field, AVSI has established the Knowledge Center and has started a collaboration with the Fondazione per la Sussidiarietà (http://www.sussidiarieta.net) aimed at carrying out project-related studies taking into account a method and vision based on the centrality of the person and the value of the common good.

AVSI is also recognized as an NGO for international cooperation by the European Union and is authorized by the Italian Government for international adoptions.