



**OFFICE OF THE VICE PRESIDENT  
AND  
MINISTRY OF STATE FOR YOUTH AFFAIRS**

**STRATEGIC PLAN**

**2007 - 2012**

**MARCH, 2007**

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**FROM THE DESK OF THE MINISTER**

The Youth sub-sector belongs to the general economic services sector of the Kenyan economy. The sub sector has strong linkages with other sectors of the economy and contributes towards the employment and wealth creation targets of the country. In a rapidly changing global environment and social systems, the youth are an integral stakeholder in the development process.

This Strategic Plan outlines the issues, concerns and challenges affecting the youth. These issues are Youth and Employment; Youth Empowerment and Participation; Youth Education and Training; Youth and Information Communication Technology; Youth and Health; Youth, Crime and Drugs; Youth and Environment; Youth, Leisure, Recreation and Community Service.

The Strategic Plan further outlines the objectives and strategies that my Ministry will pursue to enable the youth of this country fully participate and hence contribute to the achievement of vision 2030. This will enable Kenya to become globally competitive and an emerging economy.

Our overall goal therefore is to empower the youth of this country, so that they can make right choices in life, become aware of the implications of those choices, make informed decisions freely, take action based on those decisions and accept responsibility for the consequences of those actions.

It is to be noted that this Strategic Plan builds on the national aspirations already stipulated in the *Economic Recovery Strategy for Wealth and Employment Creation (2003-2007)*. Under my watch, the Ministry of State for Youth Affairs remains committed to the full realization of the objectives of this *Strategic Plan*. With the assured commitment of the entire staff of the Ministry, I believe that the *plan* that we have prepared will be implemented. Indeed, I undertake to provide periodical briefings and feedback to the Kenyan public.

**Hon. (Dr.) Mohammed Abdi Kuti, EGH, MP**

**Minister of State for Youth Affairs**

## **PREFACE**

This Strategic Plan articulates the strategic vision and mandate of the Ministry of State for Youth Affairs until the year 2012. It articulates the shared Vision, Mission and core functions; policy priorities, strategic objectives, and resource requirements that will be required between 2007 and 2012.

In developing this Strategic Plan, we have recognized the Ministry's strengths, weaknesses, opportunities and threats. Similarly the Ministry has been able to fully appreciate some of the underlying challenges facing the youth.

Whilst many challenges face young people, undoubtedly the most acute is the inability to access employment – the lack of opportunities to earn a decent and honest living. It is this that drives young people into crime and drugs, and into a general state of hopelessness and despair. The issue of creating employment opportunities for the youth (formal, informal and self employment) needs therefore to be addressed urgently and with the kind of resources, focus and commitment as has been directed at HIV/AIDS. There is need for a “Marshal” plan as was used to re-settle landless people after independence. In fact, an investment in building the capacity of Kenyan youth by targeted interventions and in addressing their specific needs in terms of education, skills training and gainful employment is seen as imperative for national development and the realization of the Millennium Development Goals in Kenya by 2015. This Strategic Plan offers a coherent, ambitious but realizable road map to address this and other challenges facing young people

Finally, it is our anticipation that just as the Ministry engaged key stakeholders in the preparatory process of this Strategic Plan, it will continue to solicit the full engagement of all relevant stakeholders as we move on to actualize the strategies and activities outlined in this document. Indeed, our collective undertaking as a Ministry is to re-dedicate ourselves to the important task of successfully implementing this Strategic Plan. Towards this end, the *Implementation Matrix* becomes a critical component of the *Plan*, and all identified activities will be translated into the day-to-day assignments of the Ministry and its departments. The Ministry will continuously review its operational processes to facilitate the smooth implementation of this Strategic Plan. We are confident that implementing this plan will address in a holistic manner the entire spectrum of youth development.

**Kinuthia N. Murugu, CBS, HSC**  
**Permanent Secretary**  
**Ministry of State for Youth Affairs**

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### **ACRONYMS**

AIDS	Acquired Immuno-Deficiency Syndrome
ARV	Antiretroviral
CBO	Community Based Organization
CDF	Constituency Development Fund
COTU	Central Organization of Trade Unions
CYP	Community Youth Polytechnics
DD	Development Department
DDC	District Development Committee
DFID	Department for International Development
FBO	Faith Based Organization
FIs	Financial Institutions
FKE	Federation of Kenyan Employers
GOK	Government of Kenya
HIV	Human Immuno-Deficiency Virus
HQ	Headquarters
HR	Human Resource
ICT	Information Communication and Technology
IEC	Information Education and Communication
ILO	International Labour Organization
JICA	Japan International Cooperation
KEFRI	Kenya Forest Research Institute
KNAYRC	Kenya National Association of Youth Resource Centres
MDGs	Millennium Development Goals
MOYA	Ministry of State for Youth Affairs
MTEF	Medium Term Expenditure Framework
NACC	National Aids Control Council
NCCK	National Council of Churches of Kenya
NEMA	National Environmental Management Authority
NYC	National Youth Council
NYP	National Youth Policy
NYS	National Youth Service
PAS	Performance Appraisal System
PS	Permanent Secretary
PTAs	Parents Teachers Associations

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STD	Sexually Transmitted Diseases
SWOT	Strength, Weaknesses, Opportunities and Threats
UN	United Nations
UNDP	United Nations Development Programme
UNEP	United Nations Environmental Programme
UNFPA	United Nations Fund for Population Assistance
UNICEF	United Nations Children's Fund
VCT	Voluntary Counseling and Testing
VSO	Volunteer Service Organization
WPAY	World Programme of Action for Youth
YSO	Youth Serving Organizations
YPs	Youth Polytechnics
YEDF	Youth Development Enterprise Fund

## **EXECUTIVE SUMMARY**

The Strategic Plan (2007-2012) is a positive step by the Ministry of Youth Affairs (MOYA) in addressing the many underlying challenges facing the youth in Kenya. Youth issues are multifaceted and this calls for coherent and comprehensive Strategic Planning by the Ministry. The term “Youth” is used to describe young women and men aged 15 to 30 years, moving between childhood and adulthood.

This Strategic Plan therefore, sets out the road map that will direct the future course of the Ministry. It articulates the mission, vision and strategic goals and objectives as well as the strategies that the Ministry intends to follow in the next five years. The goal of the Ministry is to help develop a country where young people grow up knowing that they have opportunities and can make positive contribution to society.

The Strategic Plan is presented in six chapters. Chapter 1 provides background information about the youth in Kenya. Chapter 2 gives an institutional review detailing the mandate, core functions, vision, mission, policy priorities and core values. Chapter 3 presents a situational analysis of the prevailing global, social, economic, political, technological and natural environment. It also details the key stakeholders, challenges facing the youth and provides an analysis of the Ministry’s strengths, weaknesses, opportunities and threats (SWOT). The chapter further elaborates the eight strategic themes to be addressed and the ministerial organization. Strategic objectives, specific activities and outputs to be pursued during the implementation period, are addressed in Chapter 4 while Chapter 5 focuses on the resources required as well as the its mobilization. Chapter 6 presents the monitoring and evaluation processes.

The current mandate of the Ministry is derived from Presidential Circular No. 1/2007 on Organization of the Government of the Republic of Kenya. According to the Circular, the Ministry is responsible for the National Youth Policy, National Youth Service, Youth Resource Centres, Youth Development, Youth Polytechnics and the Youth Enterprise Development Fund.

The core functions include:

- Formulating, implementing, coordinating, reviewing and monitoring youth development policies;
- Facilitating youth participation in the development processes;
- Coordinating and monitoring youth led initiatives;
- Advocating and promoting youth led initiatives;
- Developing youth resource centers; and
- Facilitating leadership, entrepreneurship and life skills training.

In order to execute its mandate and core functions, the Ministry is currently organized into three core departments namely:

- Department of Youth Development
- Department of Youth Training
- National Youth Service

The departments are supported by General Administration and Planning.

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The Ministry has also developed eight thematic areas to guide its effort towards the achievement of its mission and vision. The strategic themes include: *Youth and Employment; Youth Empowerment and Participation; Youth, Education and Training; Youth and Information Communication Technology; Youth and Health; Youth, Crime and Drugs; Youth and Environment; and Youth, Leisure, Recreation and Community Service*. In each of the eight areas, the Ministry will be implementing a number of activities, projects and programmes over the plan period.

Resource mobilization is critical to the implementation of the Strategic Plan. Estimates of the resources required to implement the Plan have been provided after costing activities, projects and programmes. It emerges that close to Kshs. 111.4 billion is required. The Gok budgetary provisions have been projected at Kshs. 49.7 billion over the period. This gives rise to a deficit of approximately Kshs. 61.7 billion that will have to be raised through other sources including fundraising from development partners.

To ensure value for money, the Ministry will put in place an effective Monitoring and Evaluation (M&E) System to monitor and evaluate the implementation progress of all its projects and programs. The M&E will provide the review and control element necessary for the achievement of strategic objectives. An implementation matrix has also been developed to assist in tracking the progress.

## CHAPTER 1

### 1.0 INTRODUCTION

#### 1.1 Background

Young people in Kenya today live in complex and challenging times. The political and social turmoil of the 1990s left scars that today are being borne disproportionately by young people. By 2000, Kenya's economy was at its lowest point since independence, with 56 percent of the population living in poverty and a negative growth rate of 0.2 percent. This economic environment inevitably had a destructive impact on the social fabric of the country. Despite this gloomy picture however, developments in more recent years have given grounds for optimism. One such development has been the creation of a Ministry of State for Youth Affairs.

Seventy-five percent of Kenya's population is under 30 years of age. Young people – using the term to include those between 15 and 30 years of age – number 10.8million or about 32 percent of the 2005 population projection. Of these, 57% are female and they form about 60% of the total active labour force in the country. However due to high levels of unemployment, most of them have not been absorbed in the job market. Table 1.1 provides the population distribution among age groups of the youth.

**Table 1.1: Kenya's Youth Population by Age and Sex, in 1999 and 2005 (Population in thousands)**

1999*				2005**				
Age	Male	Female	% Female	Total	Male	Female	% Female	Total
15-19	1,682	1,721	50.6	3,403	2,149	2,143	49.9	4,292
20-24	1,329	1,504	53.1	2,833	1,850	1,866	50.2	3,716
25-29	1,095	1,165	51.5	2,260	1,434	1,451	50.3	2,885

Sources: \*Central Bureau of Statistics Census, 1999

\*\*UN Population Division of the Department of Economic and Social Affairs

A further breakdown of Kenya's population by province is shown in Table 1.2. The patterns of distribution of Kenya's youth closely follow those of the national population, with majority of young people living in the Rift Valley, which is Kenya's largest and most densely populated province. The lowest concentration of young people is found in North Eastern Province, an arid area and Kenya's least populated province.

**Table 1.2: Regional Distribution of Kenya's Youth by Province, 1999**

Age	Nairobi	Central	Coast	Eastern	North Eastern	Nyanza	Rift Valley	Western
15-19	215,566	445,891	275,355	571,473	125,355	556,971	811,003	401,564
20-24	338,034	371,878	261,108	409,375	82,714	401,114	679,965	288,730
25-29	299,569	312,458	222,220	321,720	62,755	290,493	542,077	208,211
<b>Total</b>	<b>853,169</b>	<b>1,130,227</b>	<b>758,683</b>	<b>1,302,568</b>	<b>270,824</b>	<b>1,248,578</b>	<b>2,033,045</b>	<b>898,505</b>

Source: Central Bureau of Statistics Census, 1999

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Existing data further shows that young people engaged in entrepreneurship are setting up informal micro-enterprises as an alternative to formal employment and as a way to achieve their independence. However, other information suggests that young people still regard the formal sector as their main employment option. Despite efforts over the last decade to create an entrepreneurial culture, the impression is that self-employment is the second or third choice for those who cannot find wage employment.

The manner in which we address youth related issues is too important to be left to chance. A healthy and vibrant youth population is a valuable asset to our nation for both what it offers now and in the future. This Strategic Plan for the Ministry of Youth Affairs (MOYA) was prepared to help develop a country where young people grow up knowing that they have opportunities and can make positive contribution to society. The youth should be facilitated to know that they can influence their own lives through choices they make and skills they possess. They should feel good about who they are and what they can offer.

To address youth problems and more specifically unemployment and empowerment, efforts have been made by the Government to initiate youth development programmes through policy documents such as: Sessional Paper Number 4 of 2005, Sessional Paper Number 2 of 1992 on Small Scale and Jua Kali Enterprises, Development Plan 1997-2001, and the Poverty Eradication Plan 1999-2015, among others.

Despite the above, there are a number of challenges faced while implementing youth policies. These include:

- High population growth rate among the youth which exerts pressure on available resources.
- Low economic growth rate.
- An education system in the country that produces graduates who are neither properly equipped for entry to the job market nor possess the necessary life skills.
- Government Ministries, youth organizations and international agencies that have their own individual youth programmes and policies which are not harmonized. This leads to duplication of efforts and limited impact
- Lack of adequate resources to run youth programmes.
- Existing structures within public and private sectors and the prevailing attitudes that do not provide an enabling environment for the youth to participate in decision-making, planning and implementation processes.

### **1.2 How the Strategy was developed**

This Strategic Plan was developed by the Ministry of State for Youth Affairs in close consultation with the youth and agencies working with young people and other stakeholders.

## **CHAPTER 2**

### **2.0 INSTITUTIONAL REVIEW**

#### **2.1 Background**

The Ministry of State for Youth Affairs was established on 7<sup>th</sup> December, 2005 to represent and address youth concerns in Kenya. This was found necessary against the backdrop that despite the numerical strength of young people, they are not well represented in the national, political, socioeconomic and development processes. As such, the Ministry was to coordinate and mainstream youth issues in the National Development agenda.

#### **2.2 Mandate**

The Ministry's mandate is to:

- Promote youth development by designing policies and programmes that build young people's capacity to resist risk factors and enhance protective factors;
- Develop a National Youth Policy (NYP) to ensure Kenyan youth participation in the development of the country;
- Facilitate establishment of a National Youth Council (NYC) to popularize the youth agenda;
- Coordinate youth organizations in the country to ensure youth development through structured organizations, collaborations and networking;
- Develop youth resource centers;
- Rehabilitate and expand youth polytechnics and the National Youth Service (NYS); and
- Facilitate training and preparation of the youth for Nation building.

#### **2.3 Vision Statement**

"A responsible and empowered youth, building a better Kenya"

#### **2.4 Mission Statement**

"To maximize the full potential of the youth through participatory engagements that serves their needs and aspirations in building a better Kenya."

#### **2.5 Core functions**

Core functions are a set of activities that are central to the existence of the Ministry. They have been derived from the Ministry's mandate and mission. MOYA's core functions involve Empowerment; Co-ordination; Training and Mainstreaming of youth affairs. Specifically, the Ministry's core functions embrace:

- Formulating, implementing, coordinating, reviewing and monitoring youth development policies;
- Facilitating youth participation in the development processes;

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- Coordinating and monitoring youth led initiatives;
- Advocating and promoting youth led initiatives;
- Developing youth resource centers; and
- Facilitating leadership, entrepreneurship and life skills training.

### **2.6 Policy Priorities**

Policy priorities are based on eight strategic themes that form the basis for the Strategic Plan. These are:

- Youth and Employment
- Youth Empowerment and Participation
- Youth Education and Training
- Youth and Information Communication Technology
- Youth and Health
- Youth Crime and Drugs
- Youth and Environment
- Youth Leisure, Recreation and Community Service

### **2.7 Core values**

The core values guiding the conduct of MOYA business include:

- (a) **Integrity and patriotism** – MOYA will endeavor to guarantee citizens the best quality products, fast and efficient services. Its staff shall give their best to nation building by exhibiting high standards of integrity.
- (b) **Innovativeness and creativity**– this is the basis of the future success of MOYA. Our commitment to service excellence will be demonstrated by our continuous improvement through creativity and innovations.
- (c) **Professionalism, Teamwork, and Excellence** – MOYA values effective teamwork, networking and collaboration when delivering services. The Ministry will support and facilitate teamwork by recognizing both team and individual effort, output, continuous learning, accepting change and serving citizens professionally. We strive to attain the highest standards in all that we do.
- (d) **Inclusiveness** – We strive to ensure effective youth participation and representation at all levels of decision making so that young people can gain sense of contributing something of value to the society, feeling connected to others and to society, believe that they have choices about their future and feeling of being positive and comfortable with their own destiny.
- (e) **Equity and equality**: We strive to ensure equity and equality and advocate for structures, systems and processes that facilitate achievement of youth parity.
- (f) **Honesty and accountability**: We will integrate good governance at all levels. We strive to serve Kenyan citizens in an honest, trustworthy and transparent manner.

## **CHAPTER 3**

### **3.0 SITUATIONAL ANALYSIS**

#### **3.1 Environmental Analysis**

##### **3.1.1 Globalization**

Globalization, new technologies, and associated economic and social changes are challenging and continue to alter all aspects of the society. For example Kenyan youth continue to experience the impact of globalization on local cultures and values. In urban areas, the influence of foreign cultures is rapidly destroying local cultural ties and affiliations, generational ties, and imposing sets of values which are destructive and unattainable. As the youth try to adjust to these changes to harness opportunities presented, they need to have positive attitudes, a creative approach to issues and resilience to endure change. The challenge for MOYA therefore, is to support youth with programmes and policies that empower them to partake of the benefits offered by globalization and the spread of ICTs, while protecting them from negative consequences of a globalized economy.

##### **3.1.2 Social Environment**

The new millennium presents a picture of hopelessness to millions of youth in many African countries including Kenya. An increasing number of them suffer from poverty, drug abuse, unemployment, armed conflicts, human-rights violations and HIV/AIDS.

Young people represent a very high percentage of the populations in developing countries. In many Kenya, more than 50% of the population is under the age of 30. They are affected by growing the poverty, high levels of unemployment, changing family patterns, and deteriorating environmental and health conditions. The frequency of contact, and the population density in both rural and urban areas, further promotes the transmission of infections to which young people are vulnerable, especially HIV/AIDS.

HIV/AIDS has had a devastating impact on family units, health and education services as well as deepening impoverishment and social inequality. As a group, young people are the most vulnerable segment of the population in relation to the disease. It is estimated that the youth make up 33% of Kenyans infected with HIV/AIDS

### **3.1.3 Economic Environment**

Too many youth arrive at adulthood unprepared to contribute productively either as employees or productive citizens, yet they are the most heavily affected by the absence of sustainable employment. Generations of youth on the streets, attempting to generate an income for their families or themselves, have become a familiar sight in rural and urban areas. The lack of employment opportunities, even for school and university graduates, has placed many young people at risk, and contributes to rising levels of youth delinquency.

While the number of youth in secondary and tertiary institutions has increased, the labour market in Kenya is not able to accommodate this large group of skilled young graduates because there is minimal link between the education system and the labour market needs. In the absence of opportunities in the formal labour market, young people turn to self-employment in the informal sector, working in often hazardous conditions for low payment and with few prospects for the future. Young people also form a very significant group that migrates to other countries in search for jobs, thereby promoting brain drain.

Although the Government has encouraged the concepts of entrepreneurship and self-employment among the youth, there are relatively few micro financing initiatives specifically targeted at youth. Most of these initiatives are implemented by NGOs or other lending institutions. Many NGOs have provided youth training programmes aimed at enhancing life skills, job training and entrepreneurial skills. However, these initiatives appear too small in scale and resources to tackle the full scope of the youth unemployment problem. In order to have a real impact on youth unemployment therefore, there is need to increase financial commitments to youth employment initiatives. This fact has guided the creation of the Youth Enterprise Development Fund (YEDF).

### **3.1.4 Political Environment**

Kenyan youth are the majority, yet their numbers do not translate into tangible access to power. With the opening of democratic space in the country, and demand for good governance, it was expected that youth would be included in decision making at all levels. However, they remain politically marginalized as they are often excluded from top leadership positions and access to political power. The creation of MOYA is likely to nurture youths into leadership and include them in decision making at all levels.

### **3.1.5 Technological Environment**

Information and communication technology (ICT) is changing the lifestyles of youth in the global economy. ICT has affected leisure time habits, as larger portions of socializing among the youths will continue to take place through mobile phones and internet. The increasing use of ICT presents both opportunities and challenges in terms of the social development and inclusion of youth. It can empower young people and improve their lives through access to education and employment. As ICT has become a significant factor of development, it has a profound impact on political, economic and social life of young people. MOYA therefore faces major challenges that include introducing new information and communication technologies among the youth to promote social action and community development through electronic communications, e-learning, e-commerce, “cyber-participation” and “e-citizenship”.

### **3.1.6 Natural Environment**

Increasing the participation of youth in environmental protection depends on strengthening opportunities for young people to participate in the decision making of government-supported organizations and NGOs. Attempts should be made to strengthen youth engagement together with youth organizations in the protection, prevention, and improvement of the environment by disseminating environmental information to enhance their involvement and participation in environmental justice and governance.

## **3.2 STAKEHOLDER ANALYSIS**

Stakeholders are individuals or organizations that may either be affected by strategic choices made or can affect the outcome of the proposed strategies. Key stakeholders include:

- Leisure Associations
- Non-Governmental Organizations
- Ministry of Finance
- Development Partners
- Ministry Of Education
- Scouts And Girl Guides
- Ministry Of Health
- Medical Service Providers
- Directorate Of Personnel Management
- Public Service Commission
- Universities
- Religious Organizations
- Youth Serving Organizations.

### **3.3 CHALLENGES FACING KENYAN YOUTHS**

#### **3.3.1 Employment creation**

There are about 500,000 youth who graduate from various tertiary institutions ready to enter the job market every year. However, due to the slow economic growth, corruption, nepotism and demand for experience by potential employers, 75% remain unemployed. There is need for MOYA to develop policies that will address unemployment problems and create an environment where the youth can exploit their potential through value adding initiatives.

#### **3.3.2 Empowerment and Participation**

One of the greatest challenges in Youth Empowerment and participation is how to ensure that young people are passionate about causing transformation in Kenya. Youth Empowerment and Participation is the quintessential force for causing such transformation. Young people need a youth branded platform from where they can speak powerfully, take appropriate action, and inspire belief that will have a catalytic impact all over the country through youth-led development initiatives. Youth empowerment and participation is a dynamic cycle. Overall, it is anticipated that the outcome of Youth Empowerment and participation is strong contribution to National prosperity, economic competition and reduced unemployment. When empowered, young people can contribute greatly towards good governance and democracy with a passionate desire to be catalyst for National Development. MOYA will be a catalyst for youth empowerment and participation.

#### **3.3.3 Health**

The uneven distribution of health facilities in the country continues to widen disparities in affordability and access to medical care. Statistics indicate that only 42% of the population has access to medical facilities within four kilometers and 75% within eight kilometers. Medical personnel are also too few to sufficiently address the health needs of the population, let alone those of the youth. Currently there is one doctor for every 33,000 people in the rural areas and 1,700 in the urban areas and it is estimated that only 12% of the health facilities are youth friendly.

Health has become a major issue among the youth. Apart from the traditional health problems like malaria, tuberculosis and the more conservative sexually transmitted diseases, the exponential spread of HIV/AIDS and drug abuse have become issues of major concern. Mental health is increasingly becoming a common problem among the youth. Depression, anxiety, eating disorders, psychosis and substance abuse are also becoming leading mental problems among the youth.

Furthermore, reproductive health is one of the issues with the greatest impact on the youth. Some related problems and side effects include teenage pregnancies and abortion. Other common health problems are malaria and acute respiratory infections,

which account for about one half of out patient cases. Other diseases the youth grapple with include skin infections, intestinal worms and diarrhea.

Current health facilities are also not youth-friendly. As such, there is a need for facilities that offer preventive and curative health services for the youth. Information on health should be made available to the youth too.

### **3.3.4 Education and training**

The 8-4-4 system of education was geared to imparting appropriate skills to enhance self-employment. However, due to the high costs, poverty and lack of facilities, there have been high school dropout rates. Most of the youth either drop out of school or graduate without necessary skills for self-employment. Many girls drop out of school due to pregnancy.

The country's training institutions are also either inadequate or lack the essential facilities and technology to prepare students for the challenging market demands. Recently, sub-standard training institutions have come up to take advantage of shortage of training opportunities to exploit desperate youth. In most cases, there is no linkage between the training institutions and either the formal or informal (jua kali) sector. The youth trained in these institutions cannot, therefore, be immediately absorbed into the job market. Besides this, society's attitude towards the Jua kali sector discourages many youth from venturing into it, as they do not want to be regarded as failures in life.

### **3.3.5 Crime and Drugs**

The early mid 1980's saw a rapid growth in crime, drug and substance abuse among the youth in Kenya. Alcohol, cigarettes, khat (miraa), and cannabis sativa have remained the most popular abused substances. There is a fast emerging trend of injecting drug use especially narcotic. Moreover, abuse of drugs is highly associated with the risks of contracting HIV/Aids and other sexually transmitted diseases especially among the youth.

Violent criminal attacks, including rape, mugging, armed carjacking and home invasions are increasingly being associated with the youth these days. Over 50% of all the convicted criminals are young people aged between 16 and 25 years.

Despite that above trends, there are no studies done to confirm any relationship between the increased drug and substance abuse among the youth and the increasing rate of the crimes. MOYA must therefore collaborate with other stakeholders to research and come up with policies that would assist youth in this country overcome the challenge.

### **3.3.6 Leisure, recreation, and community service**

Leisure, recreation and community service are important for the psychological and physical development of the youth. It contributes to their personal development by promoting good health, personal discipline, leadership and team building skills. It also provides opportunity for appreciation, participation and creative experience in leisure, music, art, dance, drama crafts, novelty events service and cultural activities. This helps engaging the youth to make good use of their leisure time, express their beliefs and values as well as promote and preserve local art and culture for the benefit of the future youth.

However, current investment in leisure and recreation has not reflected its importance. The sector suffers from inadequate funds and facilities while the talented youth lack motivation and are often exploited by organizations. Due to these constraints, it has not been possible to tap fully the talents of many youth.

### **3.3.7 Youth and Environment**

Degradation of the environment, through pollution, poor waste management and deforestation, is a major challenge for Kenya. With the ensuing destruction of water catchments, depletion of fish and other marine stock, pollution of rivers and destruction of plants and animals, the youth cannot be assured of quality life in the future. The need to conserve the environment has become increasingly important and many youth organizations are engaged in activities to protect the environment such as tree planting, clean-up campaigns, bio-diversity conservation, wildlife preservation campaigns and agro-forestry.

### **3.3.8 Information and Communication Technology**

Information and Communication Technology (ICT) may arguably be the most powerful tool for social and economic change. Rapid and continuing growth and development in ICT is transforming the ways in which youth live and work. Using internet for example, youth can get access to both domestic and international education and job opportunities on line. They can also share interests with peers and with the YEDF, can even advertise their products and get market information on any business of their choice.

Due to lack of access to information and communication technology (ICT) especially in rural areas, youth cannot exploit their career, business and education opportunities. There is need for MOYA to take advantage of benefits associated with ICT to foster youth development.

### **3.3.9 Youth with Special Needs**

The categories of youths with special needs have been identified as the: Unemployed youth; Out of school youth; Female youth; Youth infected and affected by HIV/Aids; Street youth; Physically, and Mentally challenged youth; and Youth in difficult circumstances. The Ministry will adopt an affirmative action of 10 percent in its programmes in favour of youth with special needs.

### **3.3.10 Access to Financial Resources**

Traditional financial institutions have avoided lending to youth due to their relative inability to comply with the high transaction costs, difficulty in assessing and managing their risk profile, and lack of the required financial documentation as well as collateral.

The Ministry of State for Youth Affairs in partnership with various private Financial Intermediaries is administering the Youth Enterprise Development Fund to the youth. This fund has been specifically tailored to enhance the youth to develop with focus on self employment via entrepreneurship initiatives.

Youth can access these funds either as individuals or as groups and the collateral to secure the monies borrowed have been made affordable in the sense that they can be in form of group guarantee, guarantee by parents, relatives or and even community leaders..

With these eased regulations, MOYA hopes that youth in the country will be able to work towards the realisation of their life goals that were hindered by the tough regulations that have in the past barred them from accessing credit facilities.

**3.4 SWOT ANALYSIS**

A SWOT analysis of MOYA identified the following strengths, weaknesses, opportunities and threats.

<p><u>Strengths</u></p> <ul style="list-style-type: none"> <li>▪ The numerical strength of the Youth – They form a large percentage of the population;</li> <li>▪ Goodwill from Government and Development Partners;</li> <li>▪ Dynamism and creative energy of the Youth who are likely to support strategies for youth development;</li> <li>▪ The Ministry is fresh-without baggage from the past, and hence has chances of creating impact in youth development and leadership.</li> </ul>	<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> <li>▪ Lack of institutional / legal policy framework on youth affairs;</li> <li>▪ Limited resources, (infrastructure, budget allocation);</li> <li>▪ Lack of adequate data on existing youth organizations;</li> <li>▪ Inadequate training and development capacity within MOYA;</li> <li>▪ Limited publicity and information on MOYA.</li> </ul>
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> <li>▪ Linkage with international and regional youth institutions;</li> <li>▪ Tapping unutilized resources from development partners;</li> <li>▪ Engagement of services of young people in development;</li> <li>▪ Partner with private sector to promote internship program;</li> <li>▪ Tapping the expertise of young Kenyans in Diaspora;</li> <li>▪ Creation of a focal point to address youth issues;</li> <li>▪ Utilize sector wide approaches (SWAPs) to advance youth programs;</li> <li>▪ Existence of vibrant youth organizations which MOYA can work with;</li> <li>▪ Opportunity to develop legal framework for youth development;</li> <li>▪ General goodwill from the political class on youth development;</li> <li>▪ Exploiting ICT technology – website, forums to promote youth agenda;</li> <li>▪ Globalization of youth issues</li> <li>▪ Support from the Cabinet Office.</li> </ul>	<p><u>Threats</u></p> <ul style="list-style-type: none"> <li>▪ Without clear understanding of the role of MOYA, some youth may reject its programs;</li> <li>▪ Inadequate funding of MOYA activities may limit impact and scope of youth programmes;</li> <li>▪ Lack of political goodwill may limit the output and impact of youth programmes;</li> <li>▪ Political interference in youth programmes may influence achievement of MOYA objectives;</li> <li>▪ Negative perceptions about the youth by the Government may limit its influence in the creation of an enabling environment for youth development;</li> <li>▪ Change of funding priorities by partners and donors can impact negatively on achievement of MOYA objectives;</li> <li>▪ In the past youth affairs have been handled by other Ministries. These ministries may not be willing to fully release this docket to MOYA;</li> <li>▪ Impact of unemployment, HIV/AIDS and drug abuse that mostly affect the youth.</li> <li>▪ Negative impact of brain drain among the youth;</li> <li>▪ Cultural practices among different Kenyan tribes may influence youth programmes.</li> </ul>

### **3.5 STRATEGIC THEMES**

The SWOT analysis enabled the identification of strategic issues that must be initiated to guide MOYA towards its vision. The strategic themes that will form the basis for concerted action in the next five years include:-Youth and Employment; Youth Empowerment and participation; Youth Education and Training; Youth and Information Communication Technology; Youth and Health; Youth Crime and Drugs; Youth and Environment; and Leisure, Recreation and Community service.

#### **3.5.1 Youth and Employment**

Slow economic growth, rapid increase in the number of youth graduating from secondary and tertiary education institutions, and inability of both public and private sectors to accommodate this large group of skilled young graduates, accounts for youth unemployment in the country.

The Government has attempted to address youth unemployment in several policy documents such as Poverty Reduction Strategy Paper which extensively elaborates on youth employment strategies through youth entrepreneurial training, micro credit schemes, vocational training and career guidance service development, youth leadership training, and ICT skills training. During this Strategic Plan period, MOYA will collaborate with other stakeholders to implement these strategies with emphasis on increasing financial commitments to youth employment initiatives.

#### **3.5.2 Youth Empowerment and Participation**

MOYA recognizes the importance of youth participation in decision-making at all levels because this will lead to better policy formulation, implementation and evaluation. Youth inclusion strengthens their commitment to leadership, governance, understanding of human rights and democracy. In view of this, MOYA will encourage creation of opportunities for youth to participate in homes, schools and community developments.

Effective youth participation however, requires changes in how societies perceive views of young people, innovative ways to spread information in training to facilitate intergenerational collaboration, and in organizational structures that welcome new voices. MOYA will facilitate efforts undertaken to foster intergenerational relationships and support the capacity of young people to participate meaningfully in programmes and activities that affect them.

### **3.5.3 Youth Education And Training**

To enhance education and training for the youth, strategies that will be applied include developing a curriculum for use in youth polytechnics, identifying, supporting and partnering efforts of communities, groups, non-profit organizations, places of worship, especially in technical, education and training. Similarly, promoting of exchange of information knowledge and human resources between the public and the private institutions as well as increasing bursary provision for needy students in Youth Polytechnics will be done.

Provision and improvement of existing training facilities for the youth and mainstreaming youth with special needs in youth training as well as vocational training and imparting life skills are among other strategies. Other strategies will be involving the youth in formulating and reviewing of the education and training policy as well as creating linkages between training institutions and the private sector through research internship opportunities and finance and encouraging the private sector to get involved in technical education and training.

### **3.5.4 Youth and Information Communication Technology**

ICT has become a significant factor of development, having a profound impact on political, economic and social life of youth. Young people are using ICT to access knowledge, employment opportunities, entertainment, meetings and poverty eradication strategies. To take advantage of the benefits created by ICT, MOYA will create opportunities for youth participation through use of ICT for youth development.

### **3.5.5 Youth and Health**

Progressive nations rely on healthy youth who can engage in nation building. However, youth who are the most productive people in the society have been greatly affected by various health problems especially HIV/AIDS.

MOYA will facilitate intervention policies and programmes at the national and local levels that include life skills-based HIV/AIDS information and education that would empower young people to make choices and decisions about their health. In addition, MOYA will liaise with other stakeholders to develop accessible, available and affordable primary health care services of high quality, including sexual and reproductive health care.

### **3.5.6 Youth, Crime and drugs**

As a result of unemployment and the shortage of opportunities for gainful employment, some young people are drawn to a life of crime. A crime survey conducted in Nairobi by UN Habitat and the City Council in 2002 found that youth

delinquency and crime is a major problem. Society's reaction to youth crime also varies. Young people (who are also victims of crime) recognize the pressures that drive their peers to a life of crime. Adult victims are less sympathetic and call for harsh punishment for offenders. On the other hand, the justice system is largely perceived as being slow and corrupt, and many offenders are released after being arrested much to the frustration of the police. This also leads to repeat of offences.

Growing crime and drug abuse among the Kenyan youth contribute to high mortality and the risk of contracting HIV infection. MOYA will collaborate with other stakeholders to enforce preventive and treatment intervention policies such as minimum age drinking laws. However, all initiatives to address crime and drug use must take place within the overall strategy to reduce poverty, increase social inclusion across all sectors in society and allow the benefits of economic growth to be accessible to all.

### **3.5.7 Youth and Environment**

The numerical strength of the young people offers a great resource for not only the care of the environment but also provides the potential to re-afforest Kenya. In recognition of this fact, strategies that will address the problem of environmental degradation will be commended. MOYA will facilitate and promote the formation of environmental clubs for the youth, strengthen the involvement of the youth in environmental conservation programmes and encourage the use of alternative sources of energy to protect forests from destruction.

### **3.5.8 Youth, Leisure, recreation, and community service**

Leisure, recreation, and community service are important activities in the life of youth as they contribute to their personal development. These activities positively engage youth and are particularly important in promoting social skills and values such as teamwork, tolerance, physical skills and exploitation of natural talents. Although some young people undertake recreation activities for pure enjoyment, recreation and community service can be used to build networks that could lead to job opportunities. MOYA will focus on leisure and recreation needs of the youth by collaborating with stakeholders to include youth activities in their planning processes.

### **3.6 Mainstreaming Youth Issues**

MOYA will facilitate mainstreaming of youth issues in all Ministries and sectors of the economy. This will provide a youth perspective at all stages of the development and implementation of policies, plans, programmes and projects.

It is evident that Kenya has lagged behind in formulating and implementing youth development policy and programmes. As such, key issues relating to youth are not being adequately addressed, and hence Kenya risk not attaining the millennium development goals of mainstreaming, promoting and empowering youth. Over the

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next 5 years therefore, MOYA will focus on mainstreaming formulation of policies that address youth development issues and concerns.

### ***3.7 Gender Mainstreaming***

Gender parity is pertinent in ensuring a responsible and empowered youth. Engendered development programmes and policies create a level field for both young men and women to participate in National Development. This calls for targeted actions aimed at empowering both female youth and the male youth.

Gender mainstreaming strategies are aimed at making young women's and young men's concerns and experience to be an integral dimension of design, implementation, monitoring and evaluation of policies and programmes in MOYA. This will facilitate all youth to benefit equally and ensure that gender inequity is not perpetrated.

## ***MINISTERIAL ORGANIZATION***

The Ministry of Youth Affairs has three core departments. These are; Department of Youth Development, Department of Youth Training, and National Youth Service.

### **3.8.1 Department of Youth Development**

The department of Youth Development was established with the mandate to develop interventions to address strategic issues in the areas of employment, empowerment; youth crime and drugs; leisure, recreation and community service; youth and health; youth and environment, and human resource development. The department promotes youth development by designing various policies and programs that build the young people's capacity to resist risk factors and enhance protective factors.

### **3.8.2 Department of Youth Training**

The youth training department was carved out from the industrial training unit in the Ministry of Labour and Human Resource Development to offer opportunities for the youth to gain relevant skills, knowledge and attitudes for the labour market.

Its mandate is to:

- Review and develop curriculum for Youth Polytechnics(YPs)
- Develop national policy for YPs
- Develop YPs infrastructure
- Facilitate equipping YPs
- Offer youth leadership training
- Empower youth with ICT skills, and
- Equip youth with entrepreneurship skills

### **3.8.3 National Youth Service**

The National Youth Service was established on 1<sup>st</sup> September, 1964 through an act of parliament as a department charged with the function of "training of young citizens to serve the nation and the employment of its members in tasks of national importance and otherwise in the service of the nation". This mandate is covered in Section 17 of NYS Act Cap 208 Laws of Kenya.

Specifically, the NYS is responsible for;

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- Providing training of Kenyan Youth for discipline and vocational skills development;
- Service to the nation in tasks of national importance;
- Coordination, Monitoring and Evaluation of Youth training programs for National development;
- Reserve force of the Kenya Armed Forces – Section 17 NYS Act Cap 208; and
- Rehabilitation and training of disadvantaged youth.

### **3.8.4 General Administration and Planning**

Administration and planning services are provided through a number of semi autonomous units. The units are Planning Unit; Administration; Human resource development; Procurement; Public relations, Information Communication and Technology; Finance; Accounts and Audit.

## **CHAPTER 4**

### **4.0 STRATEGIC OBJECTIVES AND ACTIVITIES**

#### **4.1 Employment**

##### **Objective 1**

Develop resource centers to assist youth on employment issues.

##### **Activity**

- Establish and revitalize youth resource centers and disseminate information about these centers;
- Provide information and documentation on the labor market, job search and job match;
- Provide career guidance and counseling to the youth.

##### **Output**

- Resource centers established;
- Valuable information on the job market provided;
- Career guidance and counseling procedures formulated.

##### **Objective 2**

Reduce the level of unemployment among the youth.

##### **Activity**

- Carry out a baseline survey on unemployment levels including reports on skills and competencies of unemployed youth;
- Train and encourage youth to develop entrepreneurial skills for self employment;
- Create linkages between training institutions and the private and public sector to absorb youth into employment;
- Partner with Public sector, private sector and other stakeholders and develop internship, attachment and placement programs for the youth;
- Develop policy and guidelines and establish mechanism to strengthen international placements of youth;
- Establish Youth Enterprise Development Fund.

##### **Output**

- Report on youth unemployment;
- Youth empowered and equipped to take up self employment;
- Youth acquire relevant work experience to be absorbed into the job market;

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- Unemployment reduced;
- More youth businesses started.

### ***Objective 3***

Review existing youth employment programmes.

#### ***Activity***

- Review and develop policies and guidelines on youth internships, volunteerism and employment;
- Establish and support youth volunteerism program;
- Sensitize the youth, employers and stakeholders on the value of internships;
- Create awareness on labor laws and worker rights among the youth;
- Call donor round table meeting to discuss programmes for employment.

#### ***Output***

- Policy and guidelines on youth employment programmes developed;
- Informed and empowered youth workers;
- Exploitation of youth by employers minimized.

### ***Objective 4***

Avail financial services to young entrepreneurs through the Youth Enterprise Development Fund.

#### ***Activity***

- Implement the operations of the Youth Enterprise Development Fund;
- Monitor and consolidate fund disbursement;
- Identify lessons learned from the Fund and discuss with stakeholders;
- Develop guidelines for youth officers on loan repayment;
- Train youth in entrepreneurship skills;
- Hold workshop/seminars to disseminate the information on franchise to youth, conduct training/marketing needs assessment for the youth.

#### ***Output***

- Highly sensitized youth officers on the YEDF;
- Funds disbursed to qualified applicants;
- Informed youth on various enterprise options;
- Training needs of the youth articulated well in government policy;
- Number of business enterprises started by the youth increased;
- More youth self-employed.

**4.2 Empowerment and Participation**

**Objectives 1**

Coordinate and increase support to youth development initiatives.

**Activity**

- Conduct base line survey to profile youth groups and disseminate results;
- Develop a database and integrate information system on youth groups;
- Promote best practices among all Youth Support Organizations and youth groups;
- Organize joint fairs for all youth groups.

**Output**

- Baseline report on Youth Groups;
- Integrative information system on youth issues;
- Increased support for activities of youth groups.

**Objective 2**

Facilitate opportunities for youth to participate in all processes of National Development.

**Activity**

- Design and carry out systematic and proactive training that enhances youth participation and empowerment;
- Support workshops for stakeholders on youth issues.

**Output**

- Equal and equitable opportunities for youth empowerment;
- Society that appreciates the role and status of youth in development.

**Objective 3**

Improved effective youth participation in all structures of decision making.

**Activity**

- Create awareness on existing structures on decision making;
- Lobby for the enactment of the National Youth Policy (NYP);
- Disseminate the Youth Policy to create awareness of the NYC among the youth;
- Mobilize youth to join the NYC;
- Coordinate and monitor the implementation of the Youth Policy.

***Output***

- Increased youth involvement in decision making;
- National Youth Policy enacted;
- Youth represented in NYC.

***Objective 4***

Develop and strengthen leadership and life skills among the youth.

***Activity***

- Identify key stakeholders to structure a training curriculum program on leadership and life skills;
- Design youth training programs on leadership and life skills;
- Organize leadership and life skills development training forums;
- Incorporate Life Skills training in training institutions;
- Partner with Private sector, media and key stakeholders to support programs and articles on life skills and leadership development.

***Output***

- Empowered youth;
- Curriculum on leadership and life skills developed;
- Enhanced leadership skills on attitudes, behaviour and communication;
- Youth equipped with life skills.

***Objective 5***

Increase opportunities for civic participation and community service amongst the youth.

***Activity***

- Structure a program to create a platform for Youth involvement in community service;
- Lobby for enactment of a National Policy on youth volunteerism;
- Organize Youth forums on civic participation and community service;
- Review of NYS to accommodate new Programs;
- Partner with stakeholders to upgrade facilities at NYS.

***Output***

- NYS programs reviewed and updated;
- NYS facilities upgraded;
- Increased Youth volunteers;
- Civic awareness enhanced.

**Objective 6**

Strengthen objective oriented networking amongst the youth.

**Activity**

- Organize forums that enhance networking among the youths;
- Train youths on networking skills;
- Organize exchange programs that enhance networking;
- Partner with Private sector, media and key stakeholders to support programs and articles on networking among the youth.

**Output**

- Kenya National Association of Youth Resource Centers (KNAYRC) revived;
- Kenya National Youth Council offices (Identify and equip offices, Staffing) established;
- Exchange visits organized;
- Youth forums organized.

**Objective 7**

To mainstream and sustain youth issues in all relevant policies and policy documents.

**Activity**

- Sensitize political community and administrative leaders on youth issues;
- Conduct stakeholder workshops to Review existing policies to include mainstreaming of youth issues;
- Disseminate information on the reviewed policy.

**Output**

- Youth issues mainstreamed in all sectors of national development.

**Objective 8**

Implement and disseminate the Youth Policies.

**Activity**

- Lobby for the enactment of the National Youth Policy (NYP);
- Partner with stakeholders including media to involve the youth in dissemination.

**Output**

- National Youth Policy enacted.

**Objective 9**

Mainstreaming Kenyan youth participation in Millennium Development Goals and the World Programme of Action for Youth (WPAY);

**Activity**

- Launch generation 2015 Kenyan youth and MDGs advocacy and awareness campaigns;
- Support and facilitate youth participation in the world programme of action for youth activities;
- Training and recruitment of youth for Generation 2015 Campaign;
- Development of campaign tool kits and resources on MDGs and the world programme of action.

**Output**

- Youth ambassadors recruited and trained;
- Youth participation programmes initiated;
- Youth training and recruitment done;
- Campaign materials and tool kits produced and profiled on Kenyan youths and MDGs.

**Objective 10**

Establish and issue youth awards on thematic areas of concern.

**Activity**

- Identify key stakeholders in all thematic areas;
- Organize stakeholders' workshops for the awards;
- Identify eminent professionals from each thematic area;
- Disseminate information on award scheme;
- Select winners and award;
- Identify sponsors for awards;
- Design and develop award criteria.

**Output**

- Stakeholders identified;
- Eminent professionals identified;

- Youth award stakeholders workshop held;
- Award criteria designed;
- Sponsors identified;
- Information reaching youth;
- Youth selected for awards;
- Role models for youth achievers.

### **4.3 Education and Training**

#### **Objective 1**

Improve the quality of training programs.

##### **Activity**

- Conduct a baseline survey to audit programs offered by training institutions;
- Design programs to bridge gaps identified by matching them to needs of current market;
- Create database of all training and learning institutions and the programs they offer;
- Incorporate training on basic job skills and entrepreneurial skills in training.

##### **Output**

- Youth trained on areas relevant to the current job market;
- Youth have access to information on programs available;
- Enhanced capacity of independent youth.

#### **Objective 2**

Enhance the capacity of young people to engage in meaningful activities.

##### **Activity**

- Train youth on active citizenship and good governance and life skills;
- Incorporate training on active citizenship and good governance in training institutions;
- Organize capacity building workshops, and forums on how youth can be involved in national development.

##### **Output**

- Increased opportunity for young people to access training on meaningful participation in development.

**Objective 3**

Improve transition within the education and training system and address needs of marginalized young people.

**Activity**

- Build transitional structures between formal and non-formal education and training system to minimize drop out rate;
- Develop schemes of training youth drop-outs or late beginners;
- Establish vocational rehabilitation centers in every district.

**Output**

- Equal and equitable opportunities for youth to pursue their education provided;
- Educational and training needs of youth in special circumstances addressed.

**Objective 4**

Provide quality, affordable and accessible formal and non-formal education and training.

**Activity**

- Expand the loan and bursary scheme to cover students in tertiary institutions;
- Improve facilities and build capacity of existing schools and training institutions;
- Advocate for establishment of more training institutions and maximize utility of existing facilities.

**Output**

- Loan and bursary scheme implemented;
- Facilities in schools improved to accommodate more youth.

**Objective 5**

Support and strengthen alternative learning systems.

**Activity**

- Develop a structure for alternative learning systems;
- Provide opportunity for youth falling out of formal systems to register and sit national exams;
- Partner with stakeholders to foster community based interventions where youth fall out of school or cannot access education;
  
- Use alternative education facilities like the Kenya National Libraries as education centers;
- Structure education programs for youths in prison.

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### **Output**

- Structures for alternative learning put in place;
- Increased opportunity for disadvantaged youth to access education and training.

### **Objective 6**

Equip youth with relevant skills, knowledge and attitudes for the labor market.

### **Activity**

- Identify and support key stakeholders and partners for these programs;
- Review of the current training curricular within technical institutions, Youth Polytechnics and NYS to suit the current labour market;
- Build the capacity of trainers to teach entrepreneurship skills;
- Support the purchase or rehabilitation of training equipments in NYS, Polytechnics, technical institutions in collaboration with partners;
- Enhance the capacity of technical institution personnel by organizing upgrading training programmes for teaching staff.

### **Output**

- Framework for partnership developed;
- Use of up to date and relevant training materials and equipment enhanced.

### **Objective 7**

To review the education training policy and practices.

### **Activity**

- Identify gaps in the education and training system in order to strengthen curriculum coverage;
- Strengthen reproductive health education and character modeling in training institutions;
- Incorporate training on leadership skills and life skills development including critical thinking, attitudes, and behavior change communication;
- Harmonize the training curricular within youth polytechnics.

### **Output**

- Uninterrupted, quality and interactive education system;
- Improved youth access to knowledge on reproductive health & life skills.

**Objective 8**

Enhance the capacity of MOYA.

**Activity**

- Carry out a needs assessment survey;
- Develop a program to train Ministry staff on Youth Development;
- Train staff on youth friendly service delivery.

**Output**

- Needs assessment survey report;
- Trainings conducted.

**4.4 Information Communication Technology**

**Objective 1**

Improve access to information by youth and provide opportunities for them to advance their participation in Society.

**Activity**

- Provide youth with easy access to relevant information to enable them make informed decisions;
- Partner with private sector and stakeholders to develop youth information centers in every district;
- Integration of ICT into programs in learning institutions.

**Output**

- Improved access to information by the youth;
- Youth empowered with skills in information and communication.

**Objective 2**

Establish communication and information channels for youth.

**Activity**

- Establish information office/help desk;

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- Establish website on youth development and encourage youth to participate in interactive forums, chat room, to discuss youth issues;
- Establish youth research centers in every district like libraries with online facilities.

### ***Output***

- Information desks established;
- Functional website;
- Research centers established in every district.

### ***Objective 3***

Create a vibrant information culture among the youth.

### ***Activity***

- Develop Information Education and Communication tools and disseminate information to the youth;
- Carry out capacity building for members of youth serving organizations, technical institutions, Polytechnics and other learning institutions;
- Create information reliant networks among the youth;
- Lobby and advocate for the enactment of relevant information policies for youth inclusion.

### ***Output***

- Enlightened and sensitized youth;
- Existence of a culture of easy flow of information among the youth;
- Strengthened youth information base.

## ***4.5 Health***

### ***Objective 1***

Improve access to comprehensive health information and services by the youth.

### ***Activity***

- Support research on youth health issues and disseminate findings;
- Support peer youth education programs in and out of training institutions;
- Support the establishment of networks, partnerships and consultative forums between the government and stakeholders on issues related to youth health;
- Support capacity building for family life education in schools and other learning institutions;
- Support the creation of linkages through exchange programmes and mentorship on youth health;
- Support the establishment and utilization of youth friendly health services.

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### ***Output***

- Increased level of awareness on health issues among youth;
- Enhanced mental and physical health;
- Mainstreaming of youth health issues done;
- Improved participation of peer educators on guidance and counseling in schools;
- Creation and strengthening of effective partnerships;
- Improved youth friendly health services.

### ***Objective 2***

Contribute to the reduction of the rate of HIV/AIDS and STD infections among the youth.

### ***Activity***

- Establish and enhance the utilization of youth friendly VCT centers in every location;
- Provide access to ARVs for youth living with HIV/AIDS;
- Train peer educators on Counseling Skills on HIV/AIDS to educate the youth;
- Promote responsible sexual behaviour;
- Conduct community based campaigns and support programmes to sensitize and destigmatise youth on HIV/AIDS;
- Lobby for involvement of youth in HIV/AIDS Programs including care for affected and infected Youth.

### ***Output***

- Reduced rate of HIV/AIDS and STDs among the youth;
- Increased utilization of VCTs by the Youth;
- Reduction in stigmatization of youth with HIV/AIDS;
- Active participation by youth in HIV/AIDS programs;
- Care and support services for HIV/AIDS and STDs infected and affected youth.

### ***Objective 3***

Improve mental and psychological health among the youth.

### ***Activity***

- Train peer educators on basic Counseling Skills on Mental Health;
- Encourage socialization, peer counseling and guidance on matters of mental health;
- Conduct community based campaigns to sensitize and de-stigmatize on mental health among youth;
- Facilitate establishment of sporting and other youth clubs;
- Establish/rehabilitate recreation centre for the youth;

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- Make adolescent health clinics more youth friendly and encourage youth to seek guidance;
- Facilitate clinical treatment for mentally unstable youth.

### ***Output***

- Improved socialization among youth;
- Improved access to information on mental health;
- Increased utilization of recreational and leisure facilities;
- Care and support services for infected and affected youth.

### ***Objective 4***

Improve youth participation in the provision of community health services.

### ***Activity***

- Train the youth in basic health;
- Incorporate the youth in sensitizing the community on public health issues;
- Incorporate the youth in community health campaigns.

### ***Output***

- Increased information and knowledge on health among the youth
- Improved youth participation in community health.

### ***Objective 5***

Contribute to the reduction of teenage pregnancies, abortion and early marriages.

### ***Activity***

- Educate the youth on family health and encourage responsible sexual behaviour.
- Improve access to information on family health by the youth;
- Train peer counselors and educators on basic skills on handling issues of teenage pregnancies and abortion;
- Sensitize clinics to be more youth friendly to stigmatized youth and on teenage pregnancies;
- Improve access to maternal health and counseling for youth already pregnant;
- Sensitize the community on effects of early marriages.

***Output***

- Reduced rate of teenage pregnancies and abortion among the youth;
- Care and support for teenage parents;
- Delay of early marriages;
- Increased access to maternal health;
- Reduced stigmatization on teenage pregnancies and early marriages.

***Objective 6***

To promote youth/parents/adults/guardian communication on youth health issues.

***Activity***

- Support capacity building programs on health issues for parents/guardians/ adults;
- Support youth-parent forums on youth issues to enhance intergenerational dialogue;
- Support community sensitization on youth health through Barazas, media and religious forums.

***Output***

- Enhanced communication between young people and parents/adults.

**4.6 *Crime and Drugs***

***Objective 1***

Promote research in crime, drug and substance abuse among the youth.

***Activity***

- Conduct baseline surveys in crime, drugs and substance abuse among the youth.

***Output***

- Data on crimes, drugs and substance abuse.

***Objective 2***

Promote and support youth campaigns aimed at reducing crime and drugs.

***Activity***

- Networking with relevant agencies/stakeholders;
- Initiate and support capacity building for parents/caregivers;
- Capacity building for crime and drug youth officers.

***Output***

- Campaigns organised;
- Networks and linkages established;
- Programs integrated;
- Counselling of drugs and substance addicts.

**Objective 3**

Promote and establish home and community based welfare programmes to address the needs of youth addicted to drugs.

***Activity***

- Initiate and establish programs and projects that reduce drug and substance abuse;
- Build capacity of parents and care givers;
- Involve relevant agencies and stakeholders;

***Output***

- Guidance and counselling units established;
- Rehabilitation centres established;
- Empowerment programs initiated.

***Objective 4***

To promote justice, security and safety of the youth.

**Activities**

- Providing relevant information on rights, safety and security to the youth;
- Establishing/identifying centres of advocacy;
- Liaise with relevant organisations that will promote support systems.

***Output***

- Areas mapped;
- Centres established;
- Support systems realised.

**4.7 Environment**

**Objective 1**

To increase participation of the youth in the protection, preservation /conservation and improvement of the environment.

**Activity**

- To collaborate with the stakeholders in the integration of environmental education in training and education programmes.
- Conduct training and workshops on the use of alternative sources of energy.
- Tree planting exercises as demonstrations.
- Mass cleaning of towns and the environment with emphasis on the community awareness of cleanliness and participation in Environmental day.
- Formation of 4K and Young Farmers Club and out of school youth environmental organization.
- To collaborate with NEMA and other stakeholders to promote youth participation, forestry improvement, waste reduction and recycling.
- Collaborate with the Ministry of Agriculture to engage the youth in environmentally friendly farming practices.

**Output**

- Increased awareness on environmental conservation amongst youth.
- Increase innovation in environmental management.
- Improved quality of environment and reduce environmental degradation.
- Improved youth participation in environment management.
- Number of projects undertaken to mobilize youth in environmentally friendly farming practices.

**Objective 2**

Increase awareness amongst the youth on environmental issues.

**Activities**

- Carry out, awareness campaigns on environmental issues.
- Mobilize sensitize, register youth organizations and network them for effective participation.
- Promotion of Youth organizations in environmental action through advocacy, research and data collection
- Enhancing the role of youth in media advocacy for widespread dissemination of environmental issues and actions

***Output***

- Better informed youth on environmental issues and legislations.

**4.8 *Leisure, Recreation and Community Service***

**Objective 1**

To increase the participation of youth in recreation and leisure activities and community service

***Activity***

- Conduct a baseline survey on youth participation in these activities
- Mobilize youth to form leisure groups and participate in community service
- Facilitate talent search shows
- Sensitize youth on value of leisure and proper use of leisure time
- Liaise with stake holders and other institutions in promotion of leisure
- Encourage the community to reserve space for recreation and leisure
- Equip leisure resource centers with materials and equipment
- Support the expansion of value based youth organizations

***Output***

- Data collected, analyzed and disseminated to relevant stakeholders
- Youth mobilized and sensitized
- Youth leisure groups formed
- Talent search shows held
- Tournaments held
- Community sensitized and space for recreation set aside
- Leisure centers equipped

***Objective 2***

To preserve and promote culture and art to enhance national heritage

***Activity***

- Conduct a baseline survey
- Facilitate and organize workshops and forums for the youth to exchange ideas and views
- Collaborate with other stake holders to organize art and cultural festivals
- Liaise with media houses to produce youth programs
- Liaise with the Ministry of Information and other relevant Government ministries to enact and enforce appropriate laws and regulations concerning pornographic materials

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- Encourage, facilitate youth group to register with the department of wildlife and cultural theatres and others to enjoy the benefits accruing

### ***Output***

- Youth Cultural centers and performing art centers identified and improved
- Youth benefiting and participating in art and cultural activities and event
- Development partners identified
- Workshops held
- Programs initiated
- Youth accessing centers more easily
- Centers more affordable for the youth

### ***Objective 3***

To promote positive character change among the youth through participation in leisure, art and culture, and community service

### ***Activity***

- Organize activities which can be used as forums for sanitization on various thematic concerns
- Identify and contact role models and mentors
- Link youth with leadership skills with relevant institutions
- Liaise with media and organize programmes in conjunction with role models and mentors
- Organize workshops for exchange of ideas and views
- Facilitate forums for adults and youth to exchange ideas and views

### ***Output***

- Activities held
- Role models and mentors identified
- Youth identified and linked with the relevant institutions
- Programs organized by media houses
- Workshops held
- Forums organized

## CHAPTER 5

### 5.0 RESOURCE MOBILIZATION

#### 5.1 Resource Requirements and Mobilization

The resources that the Ministry will require to implement the Strategic Plan were also estimated. Funding for the Strategic Plan will be partly met through the Medium Term Expenditure Framework (MTEF) budget. However, given that the Ministry will be operating within tight a budgetary framework, full realization of the strategic objectives will largely depend on the goodwill of other development partners. Table 5.1 provides the Ministry's costing of its activities and programmes to be funded over the plan period.

**Table 5.1 Resource Requirement for the Implementation of MOYA's Strategic Plan 2007/8 – 2011/12 by Departments**

Objective		FINANCIAL YEAR Cost in Kshs. million (000,000)				
		2007/8	2008/9	2009/10	2010/11	2011/12
<b>GENERAL ADMINISTRATION, PLANNING AND SUPPORT SERVICES</b>						
1	Improving service delivery	298	407	373	386	405
2	Purchase of new vehicles and motor cycles	120	537	200	-	-
3	Establishment of new field offices	8.4	9.5	9	8.4	10
4	Refurbishing of offices	200	150	-	-	-
<b>NATIONAL YOUTH SERVICE</b>						
1	NYS Administrative Services	986	1,271	1,306	1,335	1,401
2	Equipping the youth with life skills through Technical & Vocational Training and Street youth rehabilitation.	764	1,062	1,097	1,132	1,1882
3	Emergency Response Services	18	48	65	62	64
4	Construction of Roads and Maintenance Services	111	497	501	506	531
5	Farming and Livestock Production	390	507	528	550	577
<b>YOUTH TRAINING DEPARTMENT</b>						
1	Rehabilitation of Youth Polytechnics through Grants, infrastructure and policy support	2,000	2,000	2,000	2,000	2,000
2	Upgrading and integrating technical programs to link with higher education programs as a national progression.	1,000	1,000	1,000	1,000	1,000
3	Introducing ICT programs in youth polytechnics	1,000	1,000	1,000	1,000	1,000
4	Developing team building and leadership training programs to encourage the culture of innovation and creativity among the youth.	500	500	500	500	500
5	Preparation of specific technical education and training programs for the youth	300	250	250	100	100
6	Launching, piloting and testing the reviewed curriculum.	1,000	750	500	250	250
7	Assessment and certification of training programs.	500	500	500	500	500
8	Continuously reviewing and updating the curriculum to make it relevant.	250	-	-	-	300
9	Developing operational manuals for instructors.	500	200	100	100	100
10	Developing programs for guidance and counseling.	300	300	300	300	300
11	Monitoring and evaluation of the implementation of training programs and YPs to ensure compliance with set standards.	500	500	500	500	500
12	Monitoring and evaluation of the implementation of Quality Assurance and Standards systems.	500	500	500	500	500
13	Facilitate provision of loans and bursaries to enhance access to YPs by vulnerable groups.	750	500	500	500	500

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Objective		FINANCIAL YEAR				
		Cost in Kshs. million (000,000)				
		2007/8	2008/9	2009/10	2010/11	2011/12
14.	Undertaking research in all Youth training issues.	250	250	250	250	250
15.	Coordinating internship programs and community service through community capacity building and mobilization.	200	200	200	200	200
16.	Providing incentives and other merit awards for staff and students in YPs to promote excellence in creativity and innovation through drama, sports and trade exhibitions.	500	500	500	500	500
17	Developing flexible delivery mechanisms (part- time, evening and holiday programs) to accommodate diversity of learners and stakeholders.	500	300	250	200	200
18	Equipping the youth with skills to enable them utilize the Youth Enterprise Development Fund.	40	20	20	20	20
19.	Initiating and supervising the development of Income Generating Activities.	200	150	100	100	100
<b>YOUTH DEVELOPMENT DEPARTMENT</b>						
1	Development of resource centers to assist youth on employment issues	2B	1,000	1,000	500	500
2	Reduce the level of unemployment among the youth	600	600	600	600	600
3	Operationalize of the Youth Enterprise Development Fund (YEDF)	3B	3.5B	4B	5B	6B
4	Review the existing youth employment programmes	400	400	400	400	400
5	Coordinate and Increase Support to Youth development initiatives	500	500	500	500	500
6	Facilitate opportunities for youth to participate in all processes of national development	60	60	60	60	60
7	Mainstreaming Kenyan youth participation in Millennium Development Goals and the World Programme of Action for Youth (WPAY	15	15	15	15	15
8	Establish and issue youth awards on thematic areas of concern.	50	30	30	30	30
9	Provide opportunities to secondary school youths for informed career choices by conducting careers fair clinics countrywide	3	3	3	3	3
10	To spread information about youth rights and threats	2	2	2	2	2
11	Improved effective youth participation in all structures of decision making	500	500	500	500	500
12	Develop and Strengthen leadership and life skills among the youth	200	200	200	200	200
13	Increase opportunities for civic participation and community service amongst the youth	200	200	200	200	200
14	Strengthen objective oriented networking in the youth	200	200	200	200	200
15	Build the capacity of youth with special needs to resist risk factors and enhance protective factors	60	60	60	60	60
16	To mainstream and sustain youth issues in all relevant policies and policy documents	100	100	100	100	100
17	Integrate youth participation in development of strategies at location, district and national level	100	100	100	100	100
18	Implementation, Dissemination and operationalization of the National Youth Council	800	700	675	546	425
19	Improve access to information by youth and provide opportunities for them to advance their participation in Society	534	650	770	819	922
20	Establish communication and information channels for youth	500	500	500	500	500

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Objective		FINANCIAL YEAR				
		Cost in Kshs. million (000,000)				
		2007/8	2008/9	2009/10	2010/11	2011/12
21	Create a vibrant information culture among the youth	200	200	200	200	200
21	Contribute to reduce the rate of HIV/AIDS and STD infections among the youth	200	200	200	200	200
23	Improve mental and psychological health among the youth	100	100	100	100	100
24	Improve youth participation in provision of community health services	20	25	35	50	60
25	Contribute to the reduction of rate of teenage pregnancies, abortion and early marriages	20	25	35	50	60
26	To promote youth/parents/adults/guardian communication on youth health issues	100	100	100	100	100
27	Promote research in crime, drug and substance abuse among the youth	13	7	3	2	1
28	Promote and support youth campaign aimed at reducing crime and drugs	13	13	13	13	13
29	Promote and establish home and community based welfare programmes to address the needs of youth addicted to drugs	10	10	10	13	13
30	To promote justice, security and safety of the youth	3	3	3	3	3
31	To increase participation of the youth in the protection, preservation /conservation and improvement of the environment	200	200	200	200	200
32	Increase awareness amongst the youth on environmental issues	100	100	100	100	100
33	To increase participation of youth in leisure, recreation ,art, culture and community service	100	100	100	100	100
34	To preserve and promote culture and art to enhance national heritage	150	150	150	150	150
35	To promote positive character change among the youth through participation in leisure, art and culture and community service	200	200	200	200	200
36	To mainstream gender issues in youth in empowerment	60	60	60	60	60
37	Establish scheme of service for youth officers	.5	-	-	-	-
<b>TOTAL</b>		<b>22,649</b>	<b>20,509</b>	<b>19,428</b>	<b>18,830</b>	<b>30,022</b>

It can be noted from the table that a total of Kshs 111.4 billion will be required to implement this Strategic Plan.

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### 5.2 GoK Funding

One source of funding for the Strategic Plan will be the Ministry's MTEF budgetary allocation. **Table 5.2** gives a summary of projected GoK funding from 2007 to 2012.

**Table 5.2: Projected GoK Funding 2007/8 -2011/12**

PROGRAMS	FINANCIAL YEAR Cost in Kshs. million (000,000)				
	2007/8	2008/9	2009/10	2010/11	2011/12
<b>GENERAL ADMINISTRATION, PLANNING AND SUPPORT SERVICES</b>					
General Administration, Planning and Support Services	406	372	385	404	424
<b>NATIONAL YOUTH SERVICE</b>					
NYS Administrative Services	1,270	1,305	1,334	1,400	1,470
Equipping the youth with life skills through Technical & Vocational Training and Street youth rehabilitation.	1,061	1,096	1,131	1,187	1,247
Emergency Response Services	48	60	61	64	67
Construction of Roads and Maintenance Services	497	501	506	531	558
Farming and Livestock Production	507	52	550	577	606
<b>YOUTH TRAINING DEPARTMENT</b>					
Rehabilitation of Youth Polytechnics through Grants, infrastructure and policy support	1,513	1,589	1,669	1,752	1,840
Youth Polytechnics curriculum piloting, evaluation, Development of Training Manuals, and Instructor Training	6	6			
Establishment of resource centres to create a vibrant information culture among the youth.	294	303	314	329	346
Youth empowerment through leadership training, careers fairs, and youth awards	156	164	172	180	189
Youth Entrepreneurship Training	150	155	164	172	180
<b>YOUTH DEVELOPMENT DEPARTMENT</b>					
Implementation of the youth policy and operationalization of the National Youth Council	781	802	833	875	919
Awareness creation on effects of drug and substance abuse amongst the youth	48	50	53	55	58
Operationalization of the Youth Enterprise Development fund	1,500	2,000	2,500	2,625	2,756
Structured foreign labour export scheme	9	9	10	11	12
Creation of employment and economic opportunities for the youth through protection, conservation and improvement of environment ( Trees for jobs programme)	262	275	289	303	318
Promotion of Health Issues (advocacy and education) among the Youth	118	125	113	118	124
<b>TOTAL RESOURCE REQUIREMENTS</b>	<b>8,626</b>	<b>9,341</b>	<b>10,084</b>	<b>10,583</b>	<b>11,114</b>

The total amount that will be available from GoK is estimated at about 49.7 billion. This amount is grossly insufficient and actually less than half the amount required to implement the Strategic Plan. Given this, other sources of funding will be vital for the realization of the stated strategic objectives.

### **5.3 Development Partners**

Drawing from above, it is expected that development partners will be a major source of funding especially for development programmes. Some of the development partners have so far been working with the Ministry. These include; UNDP, JICA, UNICEF, UNFPA, DFID, UNEP. Besides, UN-HABITAT, KEFRI, UNESCO, World Bank, among others have expressed their willingness to work with Ministry.

To attract and facilitate increased collaboration with the development partners, the Ministry of Youth Affairs undertakes to promote transparency and accountability in planning and implementation of projects and programs, and ensure that donor funds are put into good use.

### **5.4 The Private Sector**

The private can be a major source of funding to some Ministry projects and programs. Already the Ministry is in a process of developing a strategy to promote collaboration with the private sector in the implementation of its projects and programs.

Presently, the on going collaboration with the private financial institutions in the operationalization of YEDF is a success story. The Ministry will continue to work closely with the private sector to address other youth related issues. Besides, the private sector will be encouraged to develop and implement programs that are youth friendly.

## **CHAPTER 6**

### **6.0 MONITORING AND EVALUATION**

#### **6.1 Ministry Level**

The implementation of this Strategic Plan will be closely monitored to ensure that the strategic objectives are being realized as planned. The monitoring process will help determine whether the implementation is on course and establish the need for any adjustment in light of the ever-changing socio-economic and political environment.

Monitoring, follow-up and control systems will be emphasized at all levels. These will include progress reports, review meetings and reports, budgets and budgeting control systems and reports from special committees/ task forces among others. The Ministry will conduct surveys to determine the impact of various programmes. Data will be analysed and results disseminated to improve plan implementation.

The plan will also be monitored through monthly and quarterly reports from the various implementing agencies both at headquarter and field level offices. The overall success of the plan will be assessed based on the planned activities.

Quarterly review meetings will be held between the senior staff and the Permanent Secretary (PS). During these meetings, the PS will receive and review progress reports from the directors indicating overall progress made on key strategic objectives. The nature and scope of reporting will include:

- (a) Progress made against plan
- (b) Causes of deviation from plan
- (c) Areas of difficulties and alternative solutions to problems that may adversely affect implementation.

Tracking of specific activities associated with the implementation of the plan will be on regular basis, at least quarterly, so that adjustments can be made where necessary. The Ministry will adopt results-based management and rapid results initiatives to achieve its objectives. Furthermore, a mid term-review will be conducted in the third year of the plan period to assess progress.

The Ministry will also conduct action based research on various youth related issues. The research areas will be determined by the needs assessment exercises carried out on a regular basis in the various thematic areas.

#### **6.2.1 Departmental level**

Strategy alone does not mean the achievement or implementation of the objectives. Monitoring and evaluation provides the back up necessary to ensure that objectives are achieved. During the formulation of strategies, implementation plan indicators and projections were provided. These however may change in the course of the implementation and thus a management control system will be necessary to ensure the plan stays on course.

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In carrying out the management control function, the following measures will be considered.

- performance standards and targets
- performance measurement indicators
- performance evaluation, (midterm and annual), based on the Performance appraisal system (PAS) targets.

The strategic control mechanism will embrace an evaluation of action plans, assessment of performance appraisal targets and change management.

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**APPENDIX 1 – IMPLEMENTATION MATRIX**

**1.2 Youth and Employment**

<b>Objectives</b>	<b>Activities</b>	<b>Outputs</b>	<b>Performance indicator</b>	<b>Responsible</b>	<b>Time Frame</b>	<b>Resources</b>	<b>Budget KSHS</b>
Development of resource centers to assist youth on employment issues	<ul style="list-style-type: none"> <li>▪ Establish and revitalize youth resource centers in every constituency and disseminate information about these centers</li> <li>▪ Provide information and documentation on the labor market, job search and job match</li> <li>▪ Provide Career guidance and counseling to the youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Resource centers established</li> <li>▪ Valuable information on the job market</li> <li>▪ Career guidelines procedures established</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of operational resource centers</li> <li>▪ Number of youth visiting and benefiting from the resource centers</li> </ul>	MOYA, Ministry of Labour, NYC, Ministry of education, NYS, NGOs, Donor Community, UN Agencies, private sector.	From September 2006 Continuous	Finance, Human Resources, Materials/ supplies, Technical Support	5B
Reduce the level of unemployment among the youth	<ul style="list-style-type: none"> <li>▪ Carry out a baseline survey on unemployment levels include report on skills and competencies of unemployed youth</li> <li>▪ Train and encourage youth to develop entrepreneurial skills for self employment.</li> <li>▪ Create linkages between training institutions and the private and public sector to absorb youth into employment</li> <li>▪ Partner with Public sector, private sector and other stakeholders and develop internship, attachment and placement programs for the youth</li> <li>▪ Develop policy and guidelines and establish mechanism to strengthen international placements of youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report on youth unemployment</li> <li>▪ Youth empowered and equipped to take up self employment</li> <li>▪ Youth acquire relevant work experience to be absorbed into the job market</li> </ul>	<ul style="list-style-type: none"> <li>▪ Percentage and number of unemployed youth</li> <li>▪ Percentage reduction in unemployment levels</li> <li>▪ Database on qualifications and competencies of unemployed youth</li> <li>▪ Number/ percentage of youth joining self employment</li> <li>▪ Number of successful youth entrepreneurs</li> <li>▪ Number of youth on internship programs/ attachment</li> </ul>	MOYA, Ministry of Labour, NYC, Ministry of education, NYS, NGOs, Donor Community, UN Agencies, private sector.	From July 2006 Continuous	Finance, Human Resources,	3B

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Review the existing youth employment programmes	<ul style="list-style-type: none"> <li>▪ Review and develop policies and guidelines on youth internships, volunteerism and employment</li> <li>▪ Establish and support youth volunteerism program</li> <li>▪ Sensitize the youth , employers and stakeholders on the value of internships</li> <li>▪ Create awareness on labor laws and worker rights among the youth</li> <li>▪ Calling donor round table meeting to discuss programmes for employment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Policy and guidelines on youth employment programmes</li> <li>▪ Informed and empowered youth workers</li> <li>▪ Minimize exploitation of youth by employers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Existence of policy and guidelines on youth employment</li> </ul>	MOYA, Ministry of Labor, Line ministries, Private Sector, ILO, COTU, FKE, Youth Organizations, Donor Agencies	By November 2007	Finance, Human Resources, Materials/ supplies, Technical Support	2B
Avail financial services to youth entrepreneurs through the Youth Enterprise Development Fund (YEDF)	<ul style="list-style-type: none"> <li>▪ Implement the operations of the Youth Enterprise</li> <li>▪ Monitor and consolidate fund disbursement</li> <li>▪ Identify lessons learned from the fund and discuss with stakeholders</li> <li>▪ Development Fund</li> <li>▪ Develop guidelines for youth officers on loan repayment</li> <li>▪ Train youth in entrepreneurship skills</li> <li>▪ Hold workshop/seminars to disseminate the information on franchise to youth, conduct training/marketing needs assessment for the youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Highly sensitized youth officers on the YEDF</li> <li>▪ Informed youths on various enterprise options</li> <li>▪ Training needs of the youth articulated well in government policy</li> <li>▪ Funds disbursed to qualified applicants</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth accessing the fund</li> <li>▪ Number youth enterprises created</li> <li>▪ Number and types of commercial infrastructures developed</li> <li>▪ No. of youth employed through foreign job search networks</li> </ul>	MOYA, FIs, Youth Organizations, Development partners, Ministry of foreign affairs, Ministry of labour, Local authorities	Feb 2007 to 2012	Finance, Human Resources, Materials/ supplies, Technical Support	5B

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**1.2 Youth Empowerment and Participation**

<b>Objectives</b>	<b>Activity</b>	<b>Output</b>	<b>Performance Indicator</b>	<b>Responsible</b>	<b>Time Frame</b>	<b>Resource</b>	<b>Budget KSHS</b>
Coordinate and Increase Support to Youth development initiatives	<ul style="list-style-type: none"> <li>▪ Conduct base line survey to profile youth groups and disseminate results</li> <li>▪ Develop a database and Integrate information system on youth groups</li> <li>▪ Promote best practices among all YSOs and youth groups</li> <li>▪ Organize joint fairs for all youth groups</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report on Youth Groups</li> <li>▪ Integrative information system on youth issues</li> <li>▪ Increased Support for activities of youth groups</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of Youth benefiting of existing youth groups</li> <li>▪ Up to date database to track youth affairs</li> <li>▪ Number of Youth groups participating in fair</li> </ul>	MOYA, Youth Groups, Private sector, UN Agencies, CBOs, YSOs	Starting July 2006 Continuous	Human Resource, Finances	2B
Facilitate opportunities for youth to participate in all processes of national development	<ul style="list-style-type: none"> <li>▪ Design and carry out systematic and proactive training that enhance youth participation and empowerment</li> <li>▪ Establish youth desks in all ministries</li> <li>▪ Support workshops for stakeholders on youth issues</li> </ul>	<ul style="list-style-type: none"> <li>▪ Equal and equitable opportunities for youth empowerment</li> <li>▪ Society that appreciates the role and status of youth in development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth forums held</li> <li>▪ Number of youth attending forums</li> </ul>	Ministry of Youth Affairs, Inter-ministerial Committee, National Youth Council	July –Dec 2006	Finance, Human Resources, Materials/ supplies	300M
Improved effective youth participation in all structures of decision making	<ul style="list-style-type: none"> <li>▪ Create awareness on existing structures on decision making</li> <li>▪ Lobby for the enactment of the National Youth Council</li> <li>▪ Disseminate the Youth Policy to Create awareness of the NYC among the youth.</li> <li>▪ Mobilize youth to join the NYC</li> <li>▪ Coordinate and monitor the implementation of the Youth Policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased Youth involved in decision making</li> <li>▪ National Youth council enacted</li> <li>▪ Youth represented in NYC</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth representatives in existing structures.</li> <li>▪ Functional National Youth Council</li> <li>▪ Number of youth in NYC</li> <li>▪ Youth Policy effectively implemented</li> <li>▪ Number of youth reached</li> </ul>	Ministry of Youth Affairs, PSRP, National Youth Council, Youth groups, CBOs, FBOs, Learning Institutions, Barazas,	December 2006 continuous	Finance, Human Resources, Materials/ supplies, Technical Support	2.5B

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<p>Develop and Strengthen leadership and life skills among the youth</p>	<ul style="list-style-type: none"> <li>▪ Identify key stakeholders to structure a training curriculum program on leadership and life skills</li> <li>▪ Design youth training programs on leadership and life skills</li> <li>▪ Organize leadership and life skills development training forums</li> <li>▪ Incorporate training on life skills in schools and learning institutions</li> <li>▪ Partner with Private sector, media and Key stakeholders to support programs and articles on life skills and leadership development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Empowered youth</li> <li>▪ Curriculum on leadership and life skills developed</li> <li>▪ Enhanced leadership skills on attitudes, Behaviour and communication</li> <li>▪ Youth equipped with life skills</li> </ul>	<ul style="list-style-type: none"> <li>▪ Implementation of the training curricular</li> <li>▪ Number of institutions supporting the program</li> <li>▪ Number of media and articles on Growing leaders and developing life skills</li> <li>▪ Number of Youth reached</li> </ul>	<p>Ministry of Youth Affairs, PSRP, Youth groups, CBOs, FBOs, Learning Institutions, Youth service organizations, Media, Private Sector, UNICEF, UNDP</p>	<p>Beginning July 2006</p>	<p>Finance, Human Resources, Materials/ supplies, Technical Support</p>	<p>1B</p>
<p>Increase opportunities for civic participation and community service amongst the youth</p>	<ul style="list-style-type: none"> <li>▪ structure a program to create a platform for Youth involvement in community service</li> <li>▪ Lobby for enactment of a national policy on youth volunteer</li> <li>▪ Organize Youth forums on civic participation to</li> <li>▪ Review of NYS to accommodate new Programs</li> <li>▪ Partner with stakeholders to upgrade facilities at NYC and training of staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ NYS programs reviewed and updated</li> <li>▪ Facilities upgraded</li> <li>▪ Increased Youth Volunteers</li> <li>▪ Civic awareness created</li> </ul>	<ul style="list-style-type: none"> <li>▪ Structure on youth involvement in community service in place</li> <li>▪ Number of youth involved in Community Service</li> <li>▪ Number of NYS programs upgraded</li> <li>▪ Number of new programs developed.</li> </ul>	<p>Ministry of Youth Affairs, CBOs, FBOs, NYS, Youth service organizations, Private Sector UN-Agencies, VSO</p>	<p>July 2006 continuous</p>	<p>Finance, Human Resources, Materials/ supplies, Technical Support</p>	<p>1B</p>
<p>Strengthen objective oriented networking in the youth</p>	<ul style="list-style-type: none"> <li>▪ Revival of Kenya National Association of Youth Recourse Centres</li> <li>▪ Establish the Kenya National Youth Council offices</li> </ul>	<ul style="list-style-type: none"> <li>▪ Revived Kenya National Association of Youth</li> <li>▪ Established the Kenya National Youth Council offices</li> </ul>	<ul style="list-style-type: none"> <li>▪ Revived Kenya National Association of Youth</li> <li>▪ Number of offices established</li> </ul>	<p>Ministry of Youth Affairs, Youth Groups, NYS, UN-Habitat</p>	<p>July 2006 continuous</p>		<p>1B</p>

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<p>Build the capacity of youth with special needs to resist risk factors and enhance protective factors</p>	<ul style="list-style-type: none"> <li>▪ Hold sensitization forums</li> <li>▪ Profile youth with special needs</li> <li>▪ Organize environmental activities</li> <li>▪ Organize leisure and recreational activities</li> <li>▪ Organize health camps and HIV/Aids awareness campaigns</li> <li>▪ Develop and disseminate information</li> <li>▪ Setting up resource centres.</li> <li>▪ Initiate and support rehabilitation of youth with special needs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased awareness among youth with special needs</li> <li>▪ Data base for youth with special needs</li> <li>▪ Increased awareness on environmental issues among youth with special needs</li> <li>▪ Increased participation of youth with special in environment conservation</li> <li>▪ Training sessions held</li> <li>▪ Youth trained on entrepreneurship</li> <li>▪ Youth with special needs accessing rehabilitation services and assistive devises</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of sensitization forums held</li> <li>▪ Number of environmental activities carried</li> <li>▪ Number of leisure and recreational activities</li> <li>▪ Number of youth accessing health services</li> <li>▪ Number of programs adopted</li> <li>▪ Number of youth with special needs trained.</li> <li>▪ Number of youth accessing and undergoing rehabilitation</li> </ul>	<p>MOYA, CBO, FBO, NGO Youth groups</p>	<p>By December 2008</p>	<p>Finance, Human Resources, Materials/ supplies, Technical Support</p>	<p>300M</p>
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<i>Objective</i>	<i>Activity</i>	<i>Output</i>	<i>Performance Indicator</i>	<i>Responsibility</i>	<i>Time Frame</i>	<i>Resources</i>	<b>Budget KSHS</b>
To mainstream and sustain youth issues in all relevant policies and policy documents	<ul style="list-style-type: none"> <li>▪ Sensitize political community and administrative leaders on youth issues</li> <li>▪ Conduct stakeholder workshops to review existing policies to include mainstreaming of youth issues</li> <li>▪ Disseminate information on the reviewed policies</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youth Issues Mainstreamed in all sectors of national development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of leaders sensitized</li> <li>▪ Number of Policies reviewed and enacted</li> </ul>	MOYA, and other stakeholders	December 2008	Human Resources, Finance Technical Support	500M
Integrate youth participation in development of strategies at location, district and national level	<ul style="list-style-type: none"> <li>▪ Adjust &amp; harmonize specific policy procedure and practices to facilitate youth mainstreaming</li> <li>▪ Set up a multi-sectoral youth coordinating structures in national and lower level including District</li> <li>▪ Development Committees, Local Authority Transfer Committees</li> </ul>	Youth friendly policies practices and procedures Mainstreamed youth issues <ul style="list-style-type: none"> <li>▪ Functioning Youth desks to address youth issues</li> <li>▪ Functioning Multi-sectoral Structure</li> <li>▪ Resources available</li> <li>▪ Functional Inter-ministerial Committee</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth Policies adjusted</li> <li>▪ Number of youth desks established</li> <li>▪ Multi-sectoral Structure in Place</li> <li>▪ Number of Funded Projects implemented</li> <li>▪ Inter-Ministerial Committee in place</li> </ul>	MOYA, Public Service Reform Programme, all Line Ministries, Private Sector UN Agencies Faith Based Organizations,	December 2006 and continuous	Human Resources, Finance Technical Support	11M
Implementation and Dissemination of the Youth Policy	<ul style="list-style-type: none"> <li>▪ Lobby for the enactment of the National Youth Policy (NYP)</li> <li>▪ Partner with stakeholders including media to involve the youth in dissemination</li> <li>▪ Set up a monitoring and evaluation system</li> <li>▪ Develop thematic indicators for mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>▪ NYP enacted</li> </ul>	<ul style="list-style-type: none"> <li>▪ NYP in Place</li> <li>▪ Events organized</li> <li>▪ Number and articles written and Broadcasts on youth issues</li> <li>▪ Snapshot in time on Ministry performance.</li> </ul>	MOYA Private Sector, NYC	By June 2007	Finance Human Resources, Materials/ supplies, Technical Support	1.7M

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<p>Mainstreaming Kenyan youth participation in Millennium Development Goals and the World Programme of Action for Youth (WPAY)</p>	<ul style="list-style-type: none"> <li>▪ Launch generation 2015 Kenyan youth and MDGs advocacy and awareness campaigns.</li> <li>▪ Support and facilitate youth participation in the world programme of action for youth activities.</li> <li>▪ Training and recruitment of youth for generation 2015 campaign</li> <li>▪ Development of campaign tool kits and resources on MDGs and the world programme of action.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youth ambassadors trained and recruited</li> <li>▪ Youth participation programmes initiated</li> <li>▪ Youth training and recruitment done.</li> <li>▪ Campaign materials and tool kits produced and profiled on Kenyan youths and MDGs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth participating in action programmes initiated.</li> <li>▪ Number of youths trained and recruitment for generation 2015 campaign.</li> </ul>	<p>Ministry of Youth Affairs, PSRP, Youth groups, CBOs, FBOs, Learning Institutions, Youth service organizations, Media, Private Sector, UNICEF,UND</p>	<p>By 2012</p>	<p>Finance Human Resources, Materials/ supplies, Technical Support</p>	<p>250M</p>
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**1.3 Youth Education and Training**

<i>Objective</i>	<i>Activity</i>	<i>Output</i>	<i>Performance Indicators</i>	<i>Responsible</i>	<i>Time Frame</i>	<i>Resources</i>	<b>Budget KSHS</b>
Improve the quality Training Programs	<ul style="list-style-type: none"> <li>▪ Conduct a baseline survey to audit programs offer by training institutions</li> <li>▪ Design program to bridge gaps identified by matching them to needs of current market</li> <li>▪ Create database of all training and learning institutions and the programs they offer</li> <li>▪ Incorporate training on basic job skills and entrepreneurial skills in training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youth are trained on areas relevant to the current job market</li> <li>▪ Youth have access to information on programs available</li> <li>▪ Enhance the capacity of independent youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Programs audit report and recommendations implemented</li> <li>▪ Database on training programs</li> </ul>	MOYA, Ministry of Education, Learning Institutions	July 2006	Finance Human Resources, Materials/ supplies, Technical Support	2B
Enhance the capacity of young people to engage in meaningful activities	<ul style="list-style-type: none"> <li>▪ Train youth on active citizenship and good governance and life skills</li> <li>▪ Incorporate training on active citizenship and good governance in schools and other learning institutions</li> <li>▪ Organize capacity building workshops, and forums on how youth can be involved in national development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased opportunity for young people to access training on meaningful participation in development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth reached and benefiting from the program.</li> </ul>	MOYA, Ministry of Education, CYP.	July 2006 onwards	Finance Human Resources, Materials/ supplies, Technical Support	1B

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<p>Improve Transition within the education system and address needs of marginalized young people</p>	<ul style="list-style-type: none"> <li>▪ Build transitional structures between formal and non formal education system to minimize drop out rate</li> <li>▪ Develop schemes of training youth drop-outs or late beginners</li> <li>▪ Establish vocational rehabilitation centers in every district</li> <li>▪ Establish and strengthen existing special schools in every district to cater for the needs of youth with special circumstances</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide equal and equitable opportunities for youth to pursue their education.</li> <li>▪ Address educational and training needs of youth in special circumstances</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reduced drop out rate within the education system</li> </ul>	<p>MOYA, Ministry of Education, private sector, development partners, FBOs, NGOs</p>	<p>July 2006 onwards</p>	<p>Finance Human Resources, Materials/ supplies, Technical Support</p>	<p>5B</p>
<p>Provide quality , affordable and accessible formal and non-formal education</p>	<ul style="list-style-type: none"> <li>▪ Expand the loan and bursary scheme to cover students in tertiary institutions</li> <li>▪ Improve facilities and build capacity of existing schools and training institutions</li> <li>▪ Advocate for establishment of more training institutions and maximize utility of existing facilities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved access to education</li> <li>▪ Improved standards of education</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of tertiary institutions accessing loans &amp; bursary schemes</li> <li>▪ Number/percentage of needy youth accessing bursaries and loans</li> <li>▪ Number of new and rehabilitated institutions</li> <li>▪ Distribution of training institutions countrywide</li> </ul>	<p>MOYA, Ministry of Education, Ministry of gender, leisure and culture &amp; social services, private sector, FBOs, NGOs</p>	<p>July 2006 onwards</p>	<p>Finance Human Resources, Materials/ supplies, Technical Support</p>	<p>5B</p>

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<p>Support and strengthen alternative learning systems</p>	<ul style="list-style-type: none"> <li>▪ Develop a structure for alternative learning systems e.g. Home study</li> <li>▪ Provide opportunity for youth falling out of formal systems to register and sit national exams</li> <li>▪ Partner with stakeholders to foster community based interventions where youth fall out of school or cannot access education</li> <li>▪ Use alternative education facilities like the Kenya National Libraries can be used as education centers, structure education programs youth in prison</li> </ul>	<ul style="list-style-type: none"> <li>▪ Structures for alternative learning</li> <li>▪ Increased opportunity for disadvantaged youth to access education</li> </ul>	<ul style="list-style-type: none"> <li>▪ Policy on alternative learning structure in place and operational</li> <li>▪ Number of youth benefiting from these alternative education systems</li> </ul>	<p>MOYA, Ministry of Education, Ministry of gender, leisure and culture &amp; social services, private sector, FBOs, NGOs</p>	<p>July 2006 onwards</p>	<p>Finance Human Resources, Materials/ supplies, Technical Support</p>	<p>1B</p>
<p>Equip youth with relevant skills, knowledge and attitudes for labor market</p>	<ul style="list-style-type: none"> <li>▪ Identify and support key stakeholders and partners for these programs</li> <li>▪ Review of the current training curricular within technical institutions, Polytechnics and NYS to suit the current labour market</li> <li>▪ Build capacity on trainers on to teach on entrepreneurship skills</li> <li>▪ Support the purchase or rehabilitation of training equipments in NYS, Polytechnics, technical institutions in collaboration with partners.</li> <li>▪ Enhance the capacity of technical institution.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Framework for partnership</li> <li>▪ Use of up to date and relevant training materials and equipment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of partners and stakeholders identified</li> <li>▪ Up-to-date training curricular</li> <li>▪ Availability of modern and serviceable training equipment</li> </ul>	<p>MOYA, Ministry of Education, Ministry of gender, leisure and culture &amp; social services, private sector, FBOs, NGOs</p>	<p>July 2006 onwards</p>	<p>Finance, Human Resources, Materials/ supplies, Technical Support</p>	<p>10B</p>

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To review the education training policy and practices	<ul style="list-style-type: none"> <li>▪ Identify gaps in the education system in order to strengthen curricular coverage</li> <li>▪ Enforce readmission of girls who fall out of school due to pregnancy</li> <li>▪ Strengthen reproductive health education and character modeling in school</li> <li>▪ Incorporate training on leadership skills and life skills development.</li> <li>▪ Harmonize the training curricular within youth polytechnics</li> </ul>	<ul style="list-style-type: none"> <li>▪ Uninterrupted, quality and interactive education system</li> <li>▪ Improve youth access to knowledge on reproductive health &amp; life skills</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of Updated education and training policies and practices</li> <li>▪ Number/ percentage of girls readmitted to school</li> <li>▪ Number of institutions offering training on leadership and life skills</li> <li>▪ Number of youth equipped</li> </ul>	MOYA, Ministry of Education, Ministry of gender, leisure and culture & social services, private sector, FBOs, NGOs	July 2007	Funds, human resources, Technical support	200M
Enhance the capacity of Ministry staff	<ul style="list-style-type: none"> <li>▪ Carry out a Needs assessment survey</li> <li>▪ Develop a program to train Ministry staff on Youth Development</li> <li>▪ Train staff on youth friendly service delivery</li> </ul>	<ul style="list-style-type: none"> <li>• Report on training needs</li> <li>• Number of trainings conducted</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report recommendations implemented</li> </ul>	MOYA	July 2007	Finance, Human Resources,	1B

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**1.4 Youth and Information**

<i>Objective</i>	<i>Activity</i>	<i>Outputs</i>	<i>Performance Indicator</i>	<i>Responsible</i>	<i>Time-Frame</i>	<i>Resources</i>	<i>Budget KSHS</i>
Improve access to information by youth and provide opportunities for them to advance their participation in Society	<ul style="list-style-type: none"> <li>▪ Provide youth with easy access with relevant information to enable them make informed decisions.</li> <li>▪ Mobilize youth groups to interact with Information, Communication and technology.</li> <li>▪ Partner with private sector and stakeholders to develop youth information centers in every district.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved access to information by the youth</li> <li>▪ Youth empowered with skills in information and communication.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of functional youth information centers</li> </ul>	MOYA, Ministry of education, private sector and other stakeholders	July 2006 Continuous	Finance, Human Resources, Materials/ supplies, Technical Support	2B
Establish communication and information channels for youth	<ul style="list-style-type: none"> <li>▪ Rationalize and establish information office/help desk</li> <li>▪ Establish website on youth development and encourage youth to participate in interactive forums, chart room, to discuss youth issues</li> </ul>	Development partners reached	Effective information, education and communication services to the youth	Ministry Of Youth Affairs	1 <sup>st</sup> June 2006 Continous	Finance Skilled human resource	1B
Create a vibrant information culture among the youth	<ul style="list-style-type: none"> <li>▪ Develop information Education and communication tools and disseminate information to the youth.</li> <li>▪ Capacity building of youth service organizations, technical institutions, polytechnics and other learning institutions</li> <li>▪ Create information reliant networks among the youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Enlighten and sensitized youth</li> <li>▪ Existence of a culture of easy flow of information among the youth</li> <li>▪ Strengthening of the youth information base</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of IEC tools created and implemented</li> <li>▪ Number or percentage of youth reached</li> <li>▪ Number of information , communication and technology policies enacted in favour of youth</li> </ul>	MOYA, Ministry of education, NGOs, Civil Society, private sector and other stakeholders	Continuous starting July 2006	Finance, Human Resources, Materials/ supplies, Technical Support	1B

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**1.5 Youth and Health**

Objective	Activities	Output	Performance Indicators	Responsible	Time Frame	Resources	Budget
Contribute to reduce the rate of HIV/AIDS and STD infections among the youth,	<ul style="list-style-type: none"> <li>▪ Establish and enhance the utilization of youth friendly VCTs centers in every location.</li> <li>▪ Provide HIV/AIDS infected youth, access to ARVs.</li> <li>▪ Train peer educators on Counseling Skills on HIV/AIDS to educate the youth.</li> <li>▪ Promote responsible sexual Behaviour</li> <li>▪ conduct community based campaigns and support programmes to sensitize &amp; destigmatise youth on HIV/AIDS</li> <li>▪ Lobby for involvement of youth in HIV/AIDS Programs including care for affected and infected Youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reduced rate of HIV/AIDS &amp; STDs among the youth</li> <li>▪ Increased utilization of VCTs by the Youth</li> <li>▪ Reduction in stigmatization of youth with HIV/AIDS</li> <li>▪ Active participation by youth in HIV/AIDS programs</li> <li>▪ Care &amp; support services for HIV/AIDS &amp; STDs infected and affected Youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Percentage decrease in rate of HIV/AIDS among Youth</li> <li>▪ Number &amp; Percentage of Youth visiting VCT Centres.</li> <li>▪ Number &amp; percentage of HIV/AIDS infected youth accessing ARVs</li> </ul> <p>-Number of cases treated -Number of youth trained</p>	Ministry of Youth Affairs, Ministry of Health, Ministry of Gender Leisure And Social Services, CBOs, NGOs, FBOs, NACC, Youth Service Organizations, CDF committee,	<p>July 2006 to July 2008</p> <p>July 2006 and continues</p> <p>July 2006 and continues</p>	Finance, Human Resources, Materials/Supplies, Technical Support	1B
Improve mental and psychological health among the youth	<ul style="list-style-type: none"> <li>▪ Train peer educators on basic Counseling Skills on Mental Health</li> <li>▪ Encourage socialization, peer counseling and guidance on matters of mental health</li> <li>▪ Conduct community based campaigns to sensitize &amp; destigmatise on mental health among youth.</li> <li>▪ Facilitate establishment of sporting and other youth clubs</li> <li>▪ Establish/rehabilitate recreation centre for the youth</li> <li>▪ Make adolescent health clinics more youth friendly</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved Socialization among youth</li> <li>▪ Improved access to information on mental health</li> <li>▪ Increased utilization of recreational and leisure facilities</li> <li>▪ Care &amp; support services for infected &amp; affected youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of peer educators trained</li> <li>▪ Number of youth accessing counseling on mental health</li> <li>▪ Number of community based campaigns held and Number of youth in attendance.</li> <li>▪ Number of recreational centres for youth</li> <li>▪ Number. of youth utilizing</li> </ul>	Ministry of Youth Affairs, Ministry of Health, Ministry of Gender Leisure And Social Services, CBOs, NGOs, FBOs, CDF committees, Youth Service Organizations	<p>July 2006 &amp; continuous</p> <p>July 2006 to 2011</p> <p>July 2006 to July 2011</p>	Finance, Human Resources, Materials/Supplies, Technical Support	500M

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	<p>and encourage youth to seek guidance.</p> <ul style="list-style-type: none"> <li>▪ Facilitate clinical treatment for mentally unstable youth</li> </ul>		<p>recreational centers.</p> <ul style="list-style-type: none"> <li>▪ Number of youth attending adolescent clinics.</li> <li>▪ Percentage of mentally ill youth accessing treatment</li> </ul>				
<p>Improve youth participation in provision of community health services</p>	<ul style="list-style-type: none"> <li>▪ Train the youth in basic health</li> <li>▪ Incorporate the youth in sensitizing the community on public health issues</li> <li>▪ Incorporate the youth in community health campaigns</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased information and knowledge on health among the youth</li> <li>▪ Improved youth participation in community health</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth trained on community health service</li> <li>▪ Number or community based health campaigns involving youth.</li> <li>▪ Number of youth actively involved in providing community health services</li> </ul>	<p>Ministry of Youth Affairs, Ministry of Health, CBOs, NGOs, FBOs, CDF committee, YSOs</p>	<p>July 2006 &amp; continuous</p>	<p>Finance, Human Resources, Materials, Technical Support</p>	<p>105M</p>
<p>Contribute to the reduction of rate of teenage pregnancies, abortion and early marriages</p>	<ul style="list-style-type: none"> <li>▪ Educate the youth on family health and encourage responsible sexual Behaviour.</li> <li>▪ Improve access to information on family health by the youth</li> <li>▪ Train peer counselor and educators on basic skills on handling issues of teenage pregnancies and abortion</li> <li>▪ Make clinics more youth friendly to destigmatise youth on teenage pregnancies</li> <li>▪ Improve access to maternal health and counseling for youth already pregnant.</li> <li>▪ Sensitize the community on effects of early marriages</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reduced rate of teenage pregnancies and discourage abortion among the youth</li> <li>▪ Care and support for teenage parents</li> <li>▪ Delay early marriages</li> <li>▪ Increased access to maternal health</li> <li>▪ Reduce stigmatization on teenage pregnancies and early marriages</li> </ul>	<ul style="list-style-type: none"> <li>▪ Percentage reduction of rate of teenage pregnancies.</li> <li>▪ Number of Youth accessing counseling and family health information</li> <li>▪ Number of youth accessing maternal health clinics</li> <li>▪ Percentage Reduction in early marriages.</li> </ul>	<p>Ministry of Youth Affairs, Ministry of Health, CBOs, NGOs, FBOs, YSOs, Family Health Organizations.</p>	<p>July 2006 and Continuous</p>	<p>Finance, Human Resources, Materials and supplies Technical Support</p>	<p>100M</p>
<p>To promote youth/parents/adults/guardian</p>	<ul style="list-style-type: none"> <li>▪ Support capacity building programs on health issues for parents/guardians/ adults</li> </ul>	<ul style="list-style-type: none"> <li>▪ Enhanced communication between young people and parents/adults.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of programs initiated</li> <li>▪ Number of youth</li> </ul>	<p>Ministry of Youth Affairs, Ministry of Health, Ministry of</p>	<p>July 2006</p>	<p>Finance, Human Resources,</p>	<p>500M</p>

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communication on youth health issues	<ul style="list-style-type: none"> <li>▪ Support youth-parent forums on youth issues to enhance intergenerational dialogue</li> <li>▪ Support community sensitization on youth health through Barazas, media and religious forums.</li> </ul>		benefiting.	Education, CBOs, FBOs, YSOs, Media, PTAs.		Materials/supplies	
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**1.6 Youth Crime and Drugs**

Objective	Activities	Output	Performance Indicators	Responsible	Time Frame	Resources	Budget
Promote research in crime, drug and substance abuse among the youth	<ul style="list-style-type: none"> <li>▪ Conducting baseline survey in crime, drugs and substance abuse among the youth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Data on crimes, drugs and substance abuse</li> </ul>	<ul style="list-style-type: none"> <li>▪ Data bank created on crime, drugs and substance abuse among the youth.</li> </ul>	MOYA, Youth Groups, NACADA, USAID, FBO, CBO, NGO	July 2007 to Dec 2007	Human resources Finance Technical experts Materials supplies	100 M
Promote and support youth campaign aimed at reducing crime and drugs	<ul style="list-style-type: none"> <li>▪ Networking with relevant agencies/stakeholders.</li> <li>▪ Initiate and support capacity building for parents/caregivers.</li> <li>▪ Capacity building for crime and drug youth officers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Campaigns organised</li> <li>▪ Networks and linkages established.</li> <li>▪ Programs integrated</li> <li>▪ Counselling of drugs, substance addicts</li> </ul>	<ul style="list-style-type: none"> <li>▪ No. of youths supported</li> <li>▪ No. of campaign meetings held</li> <li>▪ Submitted reports.</li> <li>▪ Data bank established</li> <li>▪ No of youth addicts counselled.</li> </ul>	MOYA, Youth Groups, NACADA, USAID, UNDCP, UNICEF, FBO, CBO, NGO	April 2007 continuous	Human resource Finance Technical Expert Materials supplies	100M
Promote and establish home and community based welfare programmes to	<ul style="list-style-type: none"> <li>▪ Initiate and establish programs and projects that reduce drug and substance abuse.</li> <li>▪ Capacity builds parents and</li> </ul>	<ul style="list-style-type: none"> <li>▪ Guidance and counselling units established</li> <li>▪ Rehabilitation centres established</li> </ul>	<ul style="list-style-type: none"> <li>▪ No. of guidance counselling units established</li> <li>▪ Rehabilitation centres supported</li> </ul>	MOYA, Youth Groups, FBO, CBO, NGO, Rehabilitation Centre	Jan 2008 to June 2012	Human resource Finance Technical Expert	50 M

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address the needs of youth addicted to drugs	<ul style="list-style-type: none"> <li>▪ care givers.</li> <li>▪ Involving relevant agencies and stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Empowerment programs initiated</li> </ul>	<ul style="list-style-type: none"> <li>▪ No. of workshops seminars held</li> <li>▪ No. of empowered programmes enhanced</li> </ul>			Materials supplies	
To promote justice, security and safety of the youth	<ul style="list-style-type: none"> <li>▪ Providing relevant information on rights, safety and security to the youth.</li> <li>▪ Establishing/identifying centres of advocacy</li> <li>▪ Liaise with relevant organisations that will promote support systems</li> </ul>	<ul style="list-style-type: none"> <li>▪ Areas mapped</li> <li>▪ Centres established</li> <li>▪ Support systems realised</li> <li>▪ Workshops/seminars held</li> </ul>	<ul style="list-style-type: none"> <li>▪ No. of areas mapped</li> <li>▪ No of support systems established</li> <li>▪ No. of workshops/seminars held</li> </ul>	MOYA, Youth Groups, FBO, CBO, NGO, Law Enforcers	April 2007 continuous	Human resources Finance Technical experts Materials suppliers	100 M

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**1.7 Youth and Environment**

Objective	Activity	Output	Indicator	Responsible	Time Frame	Resources	Budget
To increase participation of the youth in the protection, preservation /conservation and improvement of the environment	<ul style="list-style-type: none"> <li>▪ To collaborate with the stakeholders in the integration of environmental education in training and education programmes.</li> <li>▪ Conduct training and workshops on the use of alternative sources of energy</li> <li>▪ Tree planting exercises as demonstrations.</li> <li>▪ Mass cleaning of towns and the environment with emphasis on the community awareness of cleanliness and participation in Environmental day</li> <li>▪ formation of 4K and Young Farmers Club and out of school youth environmental organization</li> <li>▪ To collaborate with NEMA and other stakeholders to promote youth participation, forestry improvement,</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased awareness on environmental conservation amongst youth</li> <li>▪ Increase innovation in environmental management.</li> <li>▪ Improved quality of environment and reduce environmental degradation.</li> <li>▪ Improved youth participation in environment management</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth involved in environmental projects.</li> <li>▪ Areas benefiting from environmental cleaning activities of youth</li> <li>▪ Number of Schools actively promoting involved in young farmers clubs and number of youth participating</li> <li>▪ Quantity of solid waste disposed.</li> <li>▪ Number of recycling points initiated by youth and youth garbage collectors</li> <li>▪ Number of promotional activities to create awareness on waster management and</li> </ul>	MOYA, Ministry of Education, Environmental organizations, NEMA, NGOs, CBOs, FBOs, UNEP, UN Habitat, other stakeholders, District environmental committee, Schools and learning Institutions, Barazas	July 2007  July 2006 to June 2007	Finances Materials, technical support Human resources	1B

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	waste reduction and recycling		recycling materials ▪ practices				
Increase awareness amongst the youth on environmental issues	<ul style="list-style-type: none"> <li>▪ Carry out, awareness campaigns on environmental issues.</li> <li>▪ Disseminate the EMCA (1999)</li> <li>▪ Mobilize sensitize, register youth organizations and network them for effective participation.</li> <li>▪ Promotion of Youth organizations in environmental action through advocacy, research and data collection</li> <li>▪ Enhancing the role of youth in media advocacy for widespread dissemination of environmental issues and actions</li> </ul>	Better informed youth on environmental issues and legislations.  -	<ul style="list-style-type: none"> <li>▪ Number of awareness campaigns carried out</li> <li>▪ Number Of youth organizations and groups engaged in environmental management</li> <li>▪ Number of youth organizations engaged in environmental action</li> <li>▪ Number of print advocacy materials by youth in newspapers and other publications</li> <li>▪ Number of media programs on environmental by youth</li> <li>▪ Number of youth involved in media advocacy</li> </ul>	Ministry of youth affairs, local authorities, civil societies. GoK, youth organizations, religious organizations, NEMA, environmental committees.	Continuous starting July 2006	Finances, human resources and materials. Human resources Finance equipment	500M

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**1.8 Youth Leisure, Recreation and Community Service**

<b>OBJECTIVE</b>	<b>Activity</b>	<b>Output</b>	<b>Indicator</b>	<b>Responsible</b>	<b>Time Frame</b>	<b>Resources</b>	<b>Budget KSHS</b>
To increase participation of youth in leisure, recreation ,art, culture and community service	<ul style="list-style-type: none"> <li>▪ Promoting research on leisure, recreation and community service.</li> <li>▪ Promoting appropriate use of leisure, recreational activities.</li> <li>▪ Establishing and supporting community resource centers to serve as information centers.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Data on leisure, and recreational facilities available for use by the youth.</li> <li>▪ Sensitized youth on value and proper use of leisure and recreation</li> <li>▪ Equipped youth resource centers.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Data base on sport, and recreational facilities posted on the MOYA website.</li> <li>▪ Number of Youth groups formed which are concerned with leisure and recreation</li> <li>▪ Number of new resource centers created.</li> <li>▪ Number of youth accessing and using the resource centers</li> </ul>	MOYA, Youth groups, Private sector, Donor agencies, CBOs, NGOs, Ministry of Gender, Leisure, Culture and Social Services, Ministry of Education, Local theatres and cultural clubs, National museums, National Parks and other relevant partners.	2007 - 2012	Finances, human resources and materials. Human resources Finance equipments	500M
To preserve and promote culture and art to enhance national heritage	<ul style="list-style-type: none"> <li>▪ Organizing and promoting various activities with themes on national cohesion.</li> <li>▪ Organizing inter-community exchange programmes.</li> <li>▪ Facilitating the formation of Kenya youth volunteers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Programs on youth cultural activities.</li> <li>▪ Inter-communities exchange programs.</li> <li>▪ Formation of Kenya youth volunteers association.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of youth cultural activities held</li> <li>▪ Number of exchange programs.</li> <li>▪ Number of youth volunteers.</li> </ul>	MOYA, Youth groups, Private sector, Donor agencies, CBOs, NGOs, Ministry of Gender, Leisure, Culture and Social Services.	2007 - 2012	Finances, human resources and materials. Human resources Finance equipments	600M

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<p>3. To promote positive character change among the youth through participation in leisure, art and culture and community service</p>	<ul style="list-style-type: none"> <li>▪ Identifying and nurturing of leadership skills amongst the youth.</li> <li>▪ Identifying leisuremen and leisure women and youth from other spheres to be used as role models.</li> <li>▪ Liaise with other stakeholders to censor programs that promote negative character development.</li> <li>▪ Facilitate forums for adults and youths to exchange ideas and views.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youths trained on leadership skills</li> <li>▪ Data on youth role models from various fields.</li> <li>▪ Programs on positive character formation.</li> <li>▪ Forums for adults and youth initiated.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number trained youths on leadership.</li> <li>▪ Number of youth role models in various fields.</li> <li>▪ Number of new programs initiated.</li> </ul>	<p>MOYA, Youth groups, Private sector, Donor agencies, CBOs, NGOs, Ministry of Gender, Leisure, Culture and Social Services, Ministry of Education, Local theatres and cultural clubs, National museums, National Parks and other relevant partners, Ministry of Information, Media houses</p>	<p>2007 - 2012</p>	<p>Finances, human resources and materials. Human resources Finance equipments</p>	<p>1B</p>
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