

1. PROPOSAL SKILLS EMPOWERMENT CENTRE IN MALILI,

MAKUENI COUNTY KENYA

1.1 Problem description

- Malili is situated in Kenya, 70kms from the capital City of Nairobi along the Nairobi / Mombasa highway and is located in Kiima Kiu / Kalanzoni Ward, Mukaa Subcounty, Kilome Constituency - Makueni County. Over the last few years there has been tremendous growth in the main town attributed to the ongoing construction of the Konza Technopolis City, a flagship project of the Kenya Government Vision 2030 economic development portfolio.
- Whilst there is a lot happening in the town, the rural environment inland has yet to register significant economic change. The approx. 7000 rural folk within the 52km² area are mainly subsistence farmers, manual workers, boda-boda (motorbike) riders and majority are living below the poverty threshold.
- Makueni County Statistical Abstract 2022 showed that youth between the ages of 16-25 constitute 38% of the population in Makueni county and out of the youth population, 25% either do not join high school nor complete their education. In addition, 50% of the high school graduates do not attain the required grades to join formal vocational centres or colleges. Consequently, more than 1000 young people in our rural environment have to join the labor market without the required job skills.
- Majority of these young people get menial jobs as farm helps during planting and harvesting seasons or become animal herders or boda-boda (motorbike) riders and shop attendants in the big town, while majority of the girls become house helps, single mothers or are married off. Many end up engaging in petty crime, drug and alcohol abuse.
- This trend repeats itself every year and hence the need to invest in training programs that help young people gain skills and knowledge they need to succeed and breakoff from the vicious poverty cycle.
- The Empowerment Centre aims to provide an environment for the disadvantaged youth to practically learn new skills and enhance their technical knowledge and make it in the market place rather than remain hopeless, idle and irresponsible. The Centre will offer them skill training and accommodation at subsided costs throughout their study period.

1.2 Objectives of the Empowerment Centre

- Provide practical training to the young people to create a good foundation for success.
- Career development, entrepreneurship to gain employment in the job market or in the informal sector.
- Support career development and skilled work force.
- Support the development of entrepreneurship skills to start own businesses.
- Empower the trainees to believe in themselves and in the ability to grow and in turn support their families.

1.3 Target group

- Youth between 16 – 25yrs

1.4 Target location

- The Empowerment centre will be located in Ngiini Village 10 kms from Malili town to serve the communities with 20 kms as follows:
 - a) Ngiini, Kikongooni, Malili, Kilombo villages located between 0-5km distance
 - b) Kalanzoni, Uini, Kwakea, Kasunguni, Nguluni, Mavivye, Kiima Kiu villages located between 5-10km distance
 - c) Salama, Malili town, Ulu / Konza, Kola, Muumandu, Mbondini, and Kaluli between 10-20km distance
- The Centre location is serviced by an all-weather murram road and is adjacent to a health centre - Ngiini Heath Centre and Schools - AIC Nyayo Girls School &, Ngiini Primary school and Churches - AIC Church and the Salvation Army Church.
- Other public schools within the area includes Malili Primary School, Malili Secondary School, Kikongooni Primary School, Mulumini Secondary School, Malili Township Primary School and other private schools.
- The nearest Vocational Centre is 25kms away.

1.5 Project Activities

- Construction and equipping of the Empowerment centre with all the necessary amenities, materials and equipment to ensure success Centre operations. The Centre will constitute a 3 level training block, a Hostels Block for the trainees, a Kitchen and Dining Block.
- Prepare and provide practical skills training courses in Agriculture, Food Nutrition and Catering, Information Technology, Building and Construction, Hair and Beauty, Fashion, Design and Tailoring, Motorbike and Small Equipment repairs.
- Mentor the trainees to provide guidance and support in the transition to the job market.
- Provide an enabling environment for success through apprenticeship with local business for on-job experience.
- Disseminate farming information to the wider community members for better yields and better farming practices.
- Develop a resource centre for information, knowledge base and community workshops.
- Post implementation review to assess the project and track the progress

1.6 Project methodology

Phase 1

- Identify the project stakeholders and set up a project implementation committee to who will establish the governing policies and procedures to guide the project. This will include the Board and Governance Charter, Financial, Institute Accounting and Audit Management Policies, Procurement Policy, Property and equipment standard and Standard Operating Procedures.
- Implement a sound financial planning and management system to ensure accountability, tracks expenses, plan for future expenses and provide timely financial reports on the project.
- Develop a detailed plan for the construction covering; Architectural design and drawings approval, bill of quantities, engagement of the service providers, clear milestones and timelines monitoring of the construction phases including external works and utility installation, quality checks and certifications.

- Inspection and commissioning of the Centre and resolution of any outstanding concerns.

Timeline: 2yrs

Phase 2

- Develop a detailed plan of the curriculum model and engage the experts on the syllabus, courses and timelines. Engage industry experts, stakeholders as needed in the design and implementation of the curriculum.
- Source and purchase required equipment and materials for the different departments.
- Obtain the required accreditations, regulatory and compliance approvals to run the Centre
- Develop policies and procedures to guide the Empowerment Centre activities.

Timeline: 2yrs (Running concurrently with Phase 1)

Phase 3

- Recruitment of the Centre staff and consultants as needed and instigate a marketing strategy for recruitment of trainees.
- Set up the school Board of Management to support the actualization of the courses, recruitment of Centre Manager and support staff, adherence to governance and compliance requirements, policy roll out and management standards of the Centre.
- The Centre will develop partnerships with formal Vacation Centre for training advancement and certification.

Timeline: 6 months

Phase 4

- Commence phased course roll out to address any challenges and improve the experience for the next enrolment.
- Continuous evaluation of the project key performance indicators, impact and make necessary adjustments as need be.

Timelines: 3 months

1.7 Project Impact and Expected Outcomes

- Trainees will practice the new learned skills to help them in their daily operation.
60% of the trainees within 6 months
- Entrepreneurship and employability; Able to get jobs or own businesses
50% of trainees within 1yr of completion of the training
- Personal development; Improved teamwork, communication, problem solving, critical thinking and confidence
50% of trainees with 6 months
- Economic driver; Grow and support economic activities in community
50% of the participants will have increased their income within 2 years
- Social change from negative behavior to productive transformation.
80% of participants within 1 year

1.8 Evaluation Plan

- Periodic post implementation assessment on intervals of 6 months for the first 3 years and address shortcomings.
- Survey of program participants to assess changes in employability, income and business development.
- Obtain feedback from the participants on the effectiveness of the programs.

1.9 Sustainability Plan

- Establish partnership with the community and organisations to secure ongoing funding and support for the program through fund raisers, love gifts and materials from well-wishers, local community and likeminded partners.
- Engagement of a dedicated Resource mobilization officer to fundraise for the foundation's objectives.
- Initiate an enterprise wing for the departments to generate income as trainees grow skills and experience e.g. Food sales, agri-produce baking bread, mat making, carbro works etc.
- Partner with local businesses to provide the trainees with job and apprenticeship opportunities.

- Marketing strategy for enrolment including working with the surrounding schools, community camps, churches, posters and word of mouth to increase course uptake.
- Scholarships sourcing for the less fortunate and disadvantaged youth.
- Short term paid group training sessions in life skills, financial management, self-improvement initiatives for the local community members, women, farmers and investment groups.
- Efficient use of the Centre grounds to allow activities that can bring income e.g. Hire for meetings or wedding events.
- Subsidised sale of water from the Borehole to the nearby community members.
- Leverage on the success of the Centre to advocate for increased investment in youth skills development at local and national level

1.10 Budget

CONSTRUCTION COSTS	COSTS IN USD at @130
Structural works	328,723
Rainwater harvesting / borehole / Water tower	65,385
Gate house and fencing	18,462
Electrical installation / CCTV Security and Power Back up works	50,000
Firefighting Equipment	21,538
External Works Pathways, Parking, external shades and landscaping	46,154
TOTAL -	\$ 530,262
PREOCCUPATIONAL COSTS	PRIME COSTS
FURNITURE, DEPARTMENTAL EQUIPMENT AND WORK TOOLS	192,308
FIRST YEAR SUPPORT TO MEET RECURRING COST	42,923
TOTAL PREOCCUPATION COSTS	\$ 235,231
TOTAL CAPITAL NEEDED	\$765,492

2. IMPROVE FARMING PRACTICES AND INNOVATIONS FOR FOOD SECURITY AND ECONOMIC GROWTH

2.1 Introduction

- Malili village previously a ranching zone, has approximately 300 households who are subsistence farmers carrying out farming activities. The farming practices are mainly traditional, and labor intensive leading to poor productivity and little income to farmers.
- With the main town growing at a fast rate, there is opportunity for income generation through produce sale and hence the need for the community to embrace better and innovative farming methods for better yields.

2.2 Problem description

- The subsistence farmers mainly rely on rain for their farm activities. They mainly grow maize, beans, pigeon peas and green grams.
- Many of the households kept some cows, goats, sheep and chicken but most of the animals were lost due to the scavenging 3-year drought which climaxed in 2022. Pest and diseases including locusts and army worms have not spared the farmers in these difficult times.
- The 2021 FAO report reflects the Climatic exposure risks percentages for Kenya to be 71% Drought, 65% Flooding and 73% Crop pest.
- With the climatic extremes it is necessary to embrace improve farming methods and innovations for better production, food security and nutrition for the households.
- Farmers in Malili faces challenges of storage for their grains, fruits and vegetables leading to wastage. This coupled with inability to identify markets to sell the produces leads to further loss and discourages the farmers.
- The Foundation would like to help farmers improve on agricultural productivity through enhanced farming methods, climatic smart agriculture, identification the information gaps and strengthening the capacity for awareness and knowledge.
- The foundation has already engaged FIPS Africa with a view to organize an area visit and assess of farmers needs for better support.

2.3 Objective

- Increase agricultural productivity and reduce crop loss through the use of modern farming technologies and equipment.

- Improve the economic conditions of the farmers through increased income and reduced costs
- Enhance food security through adaption of climate smart agricultural practices and forecasting to enhance livelihoods to promote productive activities and decent income.
- Strengthen capacity for knowledge generation and dissemination including (research, extension, education and communication) to farmers.
- Practical knowledge though a demonstration farm to enhance knowledge on farming practices.

2.4 Target Group

Small scale and community farmers

2.5 Target Area

Ngiini, Kikongooni, Malili, Kilombo villages and its surrounding area

2.6 Activities

- Provide information and knowledge to farmers on modern farming techniques through training by experts to meet the needs of the farmers.
- Carry out hands on practical training on the use of new technologies and equipment.
- Conduct an assessment and identification of farmer needs for focused support with help of FIPS team.
- Partner with agricultural experts on crop production, pest management and animal husbandry to provide assessment, training and demonstrations.
- Cary out farming workshops information and knowledge to train farmers on better farming practices and technologies.
- Set up a demonstration farms to showcase the agricultural techniques, technologies and crops for better understanding.
- Initiate conservation of natural resources, agroforestry for better climate and water management through a tree seedling centre.
- Initiate kitchen / sack gardens, seed propagation for sustenance
- Engagement with County leadership and agricultural centre, extension teams for involvement and support in the region.
- Connect farmers to Markets for sell of excess produce.

2.7 Methodology

- Work with the experts' team to conduct an assessment to identification of farmer needs for focused support.

3 months

- Procure the required seedlings, farm equipment and tools, soil testing labs and soil fertilizers.

6 months

- Set up of Demonstration Centres and model farm based on accessibility, land availability and ease of farmers to visit the site.

1 year

- Build capacity of selected farmers.

1 -3 years

- Carry out periodic workshops for farmers get new information, knowledge or trainings.

Every 3 months

- Prioritise differentiated strategies relevant for improved agriculture and food production. In particular, improved farming methods, improve soil health, organic farming, fertilizer deep placement, appropriate farm inputs, regenerative agriculture. Minimum tillage, crop cover, composting, reduction of fossil fuel in agriculture by promoting bio fuels, agroforestry, crop diversification and rotation.

3 months

- Implementation of the strategies to improve agricultural production, storage and Markets for farmers

1 – 3yrs

2.8 Outcome

- Food security for the households and poverty alleviation.
- Adoption to climate smart technologies.
- Income generation and self-sustainability.
- Better yields through adoption to climate change and positive impact on resilience of crops.
- Better Nutrition for the family

2.9 Evaluation

- Regular monitoring and evaluation to be carried out including collection of data on the adoption of the new technologies and impact on their farming and economic conditions. Data will be used to assess the success of the program and the improvement areas.

2.10 Sustainability

- Soil testing services and other agriculture support to farmers.
- Sale of outputs in the Demonstration and model farms such as seedlings and produce

2.11 Budget

DETAILS	\$ AMOUNT
Purchase of Small agricultural equipment, tool and implements	2,692
Mobilization of farmers for periodic workshops	2,308
Engagement of experts and facilitation	2,308
Set up of Demonstration farm	2,308
Rental of land for farming	769
Miscellaneous cost	769
Venue costs USD	11,154