



KASULU YOUTH DEVELOPMENT

Kasulu Youth Development

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TRAINING REPORT ON BUSINESS & LIFE SKILLS HELD AT MAKERE VILLAGE AS FROM 21ST TO 25TH JULY 2015 & KAGERANKANDA VILLAGE AS FROM 26TH TO 30TH JUNE 2015



Youth attending Business and Life skills training at Makere village from 21th July to 25th July 2015



Youth attending Business and Life skills training at Kagerankanda from 26th July to 30th July 2015

1. Introduction:

KAYD is implementing a project of Waste to Wealth for Youth Employment (WEKEZA Youth component) with funds granted by IRC through the FCS. The project aims to reduce the worst forms of child labor and prevent children at risk of engaging in child labor in Kasulu Districts, Kigoma Region. The Project direct beneficiaries include 400 youth (14-17 & 18-24 yrs.) by enhancing their access to vocational training and Business & Life skill which all of these contribute to Youth employment opportunities.

In implementing this project KAYD's strategy is made up of two approaches based on age group:

Business & Life Skills Empowerment for Youth Self Employment

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- **Approach One:** KAYD targets youth with an age 15 to 17 who are engaged in or at risk of engaging in child labor. This component targets 300 youth in Kasulu District within one year. KAYD supports these youth with Vocational skills, market-relevant entrepreneurship, business skills and occupational safety training.
- **Approach Two:** KAYD in collaboration with WEKEZA staff, linking the identified youth in Business and making closer follow-ups in collaboration with Animators from each village.

These youth will go through an entrepreneurship training, plus either micro franchising or technical skills training and apprenticeship opportunities. All youth participating in WEKEZA's youth employment programming should undergo a foundational entrepreneurship and business skills training, essential for either employment or entrepreneurship, cover concepts such as developing business idea, capital and operating costs, budgeting, customer service and business plan development. The modules are adopted from the *Street Kids International Business Toolkit* developed for disadvantaged youth. The toolkit provides a comprehensive treatment of business fundamentals and utilizes highly interactive and participatory methodologies. The Business Skills trainings are provided to youth beneficiaries by both KAYD staff in collaboration with WEKEZA staffs, hence building the capacity of the youth serving personnel is very fundamental to meet WEKEZA objective of creating employment among youth participating in the project.

Through this project KAYD expecting the following Outcomes to be realized by 2015 December:

Outcome 1: Increased the access for children and Youth to attend and complete formal and none-formal education

Outcome 2: Increased access to safe and decent employment opportunities to the targeted Youth in four wards.

2. Training Purpose and Objectives

The Business and Life skills training intends to equip targeted youth on Business and Life skills as the results youth will become self-employed after the application of the skills they equipped through *Street Kids International Business Toolkit* developed for disadvantaged youth. Training on Business and Life Skills is one of the capacity buildings undertaking to Youth Beneficiaries to enable them effectively plan for their life and enabled them to live with a focus. As well the training intended to provide required business and entrepreneurial skills to youth beneficiaries participated in the training and make them able to set their personal objectives and develop their business plans. Equip important business skills, knowledge and attitudes to participating youth members on how to establish and manage sustainable small businesses as a source of income for sustaining their livelihoods.

Business & Life Skills Empowerment for Youth Self Employment

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3. Training Organization:

The Training on Business and Life skills was conducted in two different areas, where the first training conducted at Makere village and the second one conducted at Kagerankanda ward. Starting with Makere, the training was conducted at Makere / WV Hall while trainers were three (03) facilitators from KAYD office who are qualified on such training after attended a TOT conducted by Street Kids International Master Trainer from the Street Kids International Canada who is as well the WEKEZA staff.

The second training was conducted at Kagerankanda ward including youth from Kagerankanda and Mvinza villages. In this training, the VEO of Kagerankanda was invited to open and close the training. Due to the geographical area particularly in Kagerankanda, KAYD decided to hire a car so that everyone can arrive at the training center on time for fully participation.

4. Target Beneficiaries

The target beneficiaries on Business and Life skills training conducted this month were in two categories first was for Animators which intends to enable them to help Youths in their area on business running practically where the animators were 18 (9 m & 9f) coming from all project villages. The other for Youth was to equip the identified youth according to WEKEZA criteria, coming from selected nine villages which form project area. A total number of 22 Youth (17 m & 05f) were participated the training conducted at Makere village while 93 (35f & 58 m) Youth participated the training at Kagerankanda ward, among them 13 (08m & 05f) come from Mvinza village and 80 (50m & 30f) come from Kagerankanda village. The participants are categorized in the Annex: 1 below.

5. Training Methodology:

In implementing the Business and Life skills training, the methodology used was the Street Kids Business manual which provides step by step requirements to facilitator on how to deliver the sessions. The manual uses the case studies of five youth undertaking different businesses, so in each of the section, the case stories has to be used as a learning scenarios thereafter youth had to think, digest and relate to their own needs.

Training took into consideration the fact that participants had varying levels of literacy and numeracy. It was designed in such a way that participants who had difficulty with writing and mathematics were not excluded from the opportunity to learn and participate through adopting a low literacy approach in its design. Youth Trainers were doing a continuous coaching and mentoring to support youth on how to fill out required charts for business establishment and management. Some youth with difficulties in reading and writing, shared his/her feelings and understanding through explanations and fellows supported to write into the business plan while him/herself present and explanation what he/she learn and how is going to apply them into her/his business. The use of games and energizers encourages active participation of youth throughout the training period. Coaching and contact reviews enabled every participant to align

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with the training objectives. The training also entailed discussion sessions, group presentations, and mentoring sessions of the youth by trainers and their teachers, filling of simple charts made it very participatory and interactive.

Market visit were done by everyone at the village market after the training time of a day concerned. The visits were done to the people doing the same business chosen by youth to make observations and conduct interviews with business owners. The market walk enabled them to conduct a market research too.

6. Training Immediate Results

There are some results of the training observed during and immediately after the training period. Immediate results were observed from youth beneficiaries participated in the training. At the end of the training, Youth expressed have acquired knowledge and increased morale on establishing a small scale business. Training evaluation forms implies that, all participants demonstrated a clear understanding on how the business can be established and what behaviours are required to make it sustainable. During discussion with some youth, the following were presented as new learning to them:-

- How to establish a business which will make a profit,
- How to establish a business even with a limited capital,
- Differentiate between personal objectives and Business objective,
- Understand in deep what capital cost and operating cost are in business,
- I can now establish my own business with less start up support ,
- Understand what are wants and needs and how it affects business,
- Get skills on business establishment and management,
- Learn profit making skills,
- Understand how to identify and maintain customers,
- Learn how to prepare a budget ,

Moreover all youth participants acknowledge that, this training is helpful especially for youth who desired to change their life from negative to positive situation.

Among personal and business objectives they developed are as followed below:

Personal Objectives	Business Skills Development Ideas
<ul style="list-style-type: none">➤ Acquire skills➤ Support my parents➤ Support basic needs to my children➤ Support education costs of my siblings and my children➤ Improve my living standard➤ Ensure that my family are sure of getting the basic needs➤ To be self-dependent➤ Furthering my education➤ Create income through business	<ul style="list-style-type: none">➤ Local chicken production & selling➤ Tailoring and garment design➤ Selling charcoal➤ Selling fruits and vegetables➤ Selling fish➤ Selling grain maize and beans➤ Mama Lishe/Baba Lishe (include)➤ Hair Cutting saloon➤ Chips selling➤ Selling Sardine

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business fundamentals and utilizes highly interactive and participatory training techniques. The topics were simply defined as a business journey and it encourages each participant to establish her/his own business. The journey start from developing the personal objectives and business objectives and it brought through the participants to the business establishment and management. Finally it helps the participants to compare on how business objectives can help achieve personal objectives.

Generally the topics through the business journey include: developing the business idea; Business skills; demand and competitions in business; identifying the customers, meeting customer needs and creating customer relations; differentiating costs of business and costs of living; differentiating the cost of capital and cost of operating the business; sales profit and budgeting; problem solving in business; and making a business plan. **See Annex 2 explains what covered.**

8. Challenges

In conducting this training the only one challenge was identified.

Challenge	How overcome
Illiterate: Some of youth (participants) are not able to read and write.	Facilitators doing a continuous coaching mentoring to support youth on how to fill required charts for business establishment and management

9. What Next

After the training, both the facilitators and youth members discussed and agreed some of the plan for future action as follows:-

- From the formed groups the participants were agreed that they are going to start the saving and credit so they can increase their capital and become eligible for loans.
- Facilitators/ CSO to continue making follow-ups to provide a help where needed.

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10. Annex 1: Lists of Participants

Facilitators

No	Name	Organization	Gender
1	Epafra Kasigiri	KAYD	Male
2	Vedastus Patrick	KAYD	Male
3	Rulakizuye Pattern	KAYD	Male

Names of Youth attended on Business and Life skills training conducted in different areas

TRAINING AT KAGERANKANDA WARD

S/NO	FULL NAME	SEX	AGE	VILLAGE
01	Pendo Makris	f	18	Kagerankanda
02	Ahad John	f	20	Kagerankanda
03	Mengi Modesto	m	19	Kagerankanda
04	Amri Dismas	m	18	Kagerankanda
05	Maisha Kalikenye	m	14	Kagerankanda
06	Ali Dismas	m	20	Kagerankanda
07	Maruku Bahati	m	19	Kagerankanda
08	Sekioni Dismas	m	19	Kagerankanda
09	Ndaisabha Kasaveri	m	18	Kagerankanda
10	Wilson Kosmas	m	18	Kagerankanda
11	Mutibuka Kosmas	m	20	Kagerankanda
12	Beatrice Herman	f	20	Kagerankanda
13	Della Adiel	f	18	Kagerankanda
14	Betty Simon	f	15	Kagerankanda
15	Genoveva Khalid	f	18	Kagerankanda

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16	Magazine Pauson	m	19	Kagerankanda
17	Elivas Ntamwano	m	18	Kagerankanda
18	Deus Yabhalla	m	18	Kagerankanda
19	Lightness Roman	f	20	Kagerankanda
20	Boli Salum	m	19	Kagerankanda
21	Zuhura Korneli	f	21	Kagerankanda
22	Mwadawa Charles	f	18	Kagerankanda
23	Ness Fanuel	m	20	Kagerankanda
24	Raymond Samson	m	19	Kagerankanda
25	Bernadetha Nestory	f	17	Kagerankanda
26	Kavula Kashimba	m	16	Kagerankanda
27	Obadia Nasho	m	24	Kagerankanda
28	Taitas Pius	m	24	Kagerankanda
29	Fazilla Idd	m	18	Kagerankanda
30	Maneno Petro	m	20	Kagerankanda
31	Abisina William	f	23	Kagerankanda
32	Makrina Justo	f	18	Kagerankanda
33	kurwa Leuben	f	24	Kagerankanda
34	Braison Richard	m	20	Kagerankanda
35	Bahati Thobias	m	24	Kagerankanda
36	Hamfrey Richard	m	24	Kagerankanda
37	Joyce Rashid	f	22	Kagerankanda
38	Damas Mpambije	m	24	Kagerankanda

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39	Kaudi John	m	18	Kagerankanda
40	Ayoub Kornel	m	20	Kagerankanda
41	Salum Nashon	m	22	Kagerankanda
42	Ado Fonogo	f	18	Kagerankanda
43	Neema Fonogo	f	20	Kagerankanda
44	Ndasanye James	m	22	Kagerankanda
45	Ndolimana Leuben	m	18	Kagerankanda
46	Aro Emanuel	f	19	Kagerankanda
47	Grace Staford	f	19	Kagerankanda
48	Sumail Kalikenya	m	20	Kagerankanda
49	Anita Noel	f	22	Kagerankanda
50	Ndoleje Leuben	f	22	Kagerankanda
51	Ntine Faida	m	21	Kagerankanda
52	Osward Ramadhan	m	21	Kagerankanda
53	Oden Jumanne	m	20	Kagerankanda
54	Brandina Jumanne	f	18	Kagerankanda
55	Sadam Diato	m	19	Kagerankanda
56	Agripina Yekonia	f	20	Kagerankanda
57	Hosea Jales	m	20	Kagerankanda
58	Daulasia Shabaan	f	18	Kagerankanda
59	Arutulo Josephat	m	19	Kagerankanda
60	Kilibate Faida	m	20	Kagerankanda
61	Fahadi Said	m	18	Kagerankanda

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62	Eliud Gabriel	m	19	Kagerankanda
63	Verada Gabriel	f	18	Kagerankanda
64	John Helbert	m	18	Kagerankanda
65	Mataraka Masikitiko	m	19	Kagerankanda
66	Ndolimana Jairos	m	20	Kagerankanda
67	Mkombozi Albat	m	19	Kagerankanda
68	Gerson Richard	m	18	Kagerankanda
69	Vumilia Msigwa	f	20	Kagerankanda
70	Yolanda Rashid	f	20	Kagerankanda
71	Jeminus Julias	m	18	Kagerankanda
72	Anosiata Faida	f	18	Kagerankanda
73	Sahau Antony	m	19	Kagerankanda
74	Vick Yusuph	f	18	Kagerankanda
75	Kenedy Faida	m	19	Kagerankanda
76	Zabibu Faida	f	21	Kagerankanda
77	Korad Nicholas	m	20	Kagerankanda
78	Sesilia Stephano	f	19	Kagerankanda
79	Adrofina Fadhiri	f	19	Kagerankanda
80	Deresa Yusuph	m	20	Kagerankanda
81	Evelyn Herman	f	18	Mvinza
82	Jiles Herman	m	19	Mvinza
83	Dotto Christopher	m	21	Mvinza
84	Enhard Kristopher	m	22	Mvinza

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85	Bestina Joshua	f	18	Mvinza
86	Bahat Joshua	m	19	Mvinza
87	Kostazia Bhagombakandi	f	21	Mvinza
88	Stamil Herman	f	18	Mvinza
89	Dastan Bhagombakandi	m	21	Mvinza
90	Higombeye Meshack	m	20	Mvinza
91	Dotto Yuvenary	f	19	Mvinza
92	Kenedy Stephano	m	19	Mvinza
93	Mbonimpaye Patrick	f	18	Mvinza
TRAINING AT MAKERE				
94	Bahati Mniyugu	m	19	Nyarugusu
95	Abraham Nicholaus	m		Heruushingo
96	Gisbert Kabuteranya	m		Nyarugusu
97	Focas Rafael	m		Nyarugusu
98	Fanuel Festo	m		Nyarugusu
99	Jeska Eduard	f		Makere
100	Elizabet James	f		Makere
101	Kostazia Gibson	f		Heruushingo
102	Shukrani Gidion	m		Nyarugusu
103	Oliver Jastine	f		Nyarugusu
104	Kurwa Meshack	m		Nyarugusu
105	Elias Elisha	m		Nyarugusu
106	Gasper Alex	m		Nyarugusu

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107	Michael Alfonse	M		Nyarugusu
108	Sara Sixbert	f		Nyarugusu
109	Gematius Juma	m		Heruushingo
110	Tito Meshack	m		Nyarugusu
111	Fares John	m		Makere
112	Isaya Joel	m		Heruushingo
113	Pethuel Joel	m		Heruushingo
114	Felis Ibrahim	m		Heruushingo
115	Lazaro Fransis	m		Heruushingo

NB: Total by gender as follows:

Male	= 75
Female	= 40
Total	= 115

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Annex 2: Training content

Session No.	Session name	Session Description
1.	Introduction and climate setting.	This session set the tone and atmosphere for the training ahead. Participants had the opportunity to introduce themselves and to learn about their interest in small businesses. This was also an opportunity to find out what the training needs of the participants would be.
2.	Business Idea generation.	Here participants were asked to think about the type of business they would like to run. Participants then visited village market where they got the opportunity to observe businesses and interviewed business owners to identify the skills needed to run a business. They also saw how various businesses interacted with each other and how businesses depend on each other.
3.	Business Skills	Among the skills developed and acquired throughout the training include; Creative thinking skills, leadership skills, problem solving skills, time management, calculating profit and budgeting. Participants developed individual action plans for those skills they did not possess at the time of training.
4.	Demand and Competition in Business.	Participants observed the demand and competition related to their business ideas, they also interviewed some business owners as they conducted a market research. The session ended with a discussion about finding a business mentor who will be available to provide guidance and support as needed.
5.	Meeting customer's needs and customer Relationships.	This session looked at customer analysis. Participants explored through games who were likely to be potential buyers of their products/services. Participants first identified who their customers would be. Then they developed strategies for reaching their customers in the most cost effective manner. Here they came up with ideas such as; <ul style="list-style-type: none">• By advertising on community radios and television.• By direct sales (face-to-face or through telephone)• By notices.• By front shop displays.• Locating businesses at strategic places.
6.	Living and business costs	This session introduced living costs and business start-up costs and how to calculate them. Participants first calculated their living costs by distinguishing between things they need and things they want. They then decided what they would need to buy in order to start their businesses. They learnt the difference between capital costs (things you only need to buy once as you start your business) and operating costs (things you will continue to

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		buy always to be able to run your business e.g. raw materials, labor costs, stock, water bills, electricity bills e.t.c.) and discovered that adding the two together gives them business start up cost.
7.	Business Finance.	Participants were able to calculate their business start – up costs, their biggest question was that of where to find this money. We explored sources of business finance needed to start and or expand existing businesses. These included; having personal savings, sale of personal assets, friends and family and group savings.
8	Sales, Profit and Budgeting	This session introduced the concept of profit: how to make profit, how to calculate profit, and how profit can be spent. Participants worked through a variety of scenarios for budgeting and handling profit in order to sustain a successful business. They learned that while budgeting budget items need to be prioritized. Business operating costs take the first slot, followed by living costs, and then other responsibilities such as savings, loan repayments e.t.c.) Only when the above have been satisfied will they be able to spend on their wants. Participants who were unable to generate enough sales for their businesses to cover their operating and livings costs had to explore strategies to increase their sales and profits. These strategies were; <ul style="list-style-type: none"> • Reducing their living costs. • Reducing business operating costs. • Increasing selling price of products and services. • Increasing the number of products sold or customers reached.
9.	Business problem solving.	This session discussed the connection between success and problem solving skills. Participants first set business goals. Then they looked at the various challenges they might face in trying to reach those goals. The activity in this session explored how factors such as creativity and emotions can influence participants’ ability to develop solutions.
10.	Business plans	Finally; participants used all their information and calculations for their business ideas to create final business plans. The session ended with a look into the future and the next steps that participants could take to accomplish their business goals. It was noted that business plans help owners and managers to set goals and manage their enterprises.

***** **END OF REPORT** *****