

Youths Trades Program

Produced by:

Nexus Impacts Sustainability Brokerage Corp.

In partnership with:

Friends Peace House

A sustainable impact report outlining the initiative for transparency and understanding its significance.



Introduction to the Youth Trades Program.....	2
Problem Statement.....	2
Objectives.....	2
Contextual Challenges.....	3
Program Outline and Structure.....	4
Each program has the following modules:.....	4
Trade-Specific Learning Outcomes.....	4
Direct Impacts.....	6
Indirect Impacts.....	6
Tracking Data.....	7
Dollar-to-Impact Ratio.....	7
YTP Annual Expenses.....	8
Project Capacity.....	9
Conclusion.....	9

Introduction to the Youth Trades Program

In the dynamic landscape of global socio-economic development, the Youths Trades Program (YTP) emerges as a beacon of innovation and practical empowerment. At its core, this program embodies transformative education, aligning the aspirations of Rwandan youth with the evolving demands of the labour market. In a world where traditional educational paradigms often fall short, YTP stands as a testament to the power of tailored vocational training, blending skill acquisition with holistic personal development for market-based solutions.

Problem Statement

Rwanda's youth face challenges such as poverty, limited economic opportunities, and barriers to financial and social empowerment. Many work in low-productivity jobs, leading to social issues like juvenile delinquency. They struggle to access financing for entrepreneurship, further entrenching poverty. The YTP aims to address these issues by providing skills, opportunities, and resources, empowering young people to overcome systemic challenges and contribute positively to society.

Objectives

Monetizable Skill Development: Emphasizes aligning education with market demands to ensure skills are practical and relevant. The focus is on hands-on training and providing recognized certifications, enhancing the direct economic value and employability of the skills learned.

Social Mobility: Aims to elevate individuals' socio-economic status through entrepreneurship education, financial literacy, and career support. By equipping students with business acumen and financial management skills, the program opens avenues for upward mobility and independence.

Community Development: Focuses on applying vocational skills to local community needs, fostering a sense of civic responsibility. Tailored to local contexts and enhanced through partnerships, this approach not only aids personal development but also contributes to the betterment of the community.

Contextual Challenges

Youth Unemployment and Gender Disparities: As of the third quarter of 2023, Rwanda's youth unemployment rate was 21.0%.

Skills Gap in the Labor Force: Despite job creation in sectors like tourism, ICT, and agro-processing, Rwanda faces a skills gap. The demand for skilled labour leads to income inequality, pointing to the need for policies that reduce this gap and ensure equitable economic growth.

Quality and Relevance of Education: In Rwanda, educational challenges include a gap between current teaching standards and the needs of the modern job market. This involves issues in teacher training, curriculum relevance, and learning facility quality, affecting the employability of graduates.

Financial Constraints for Quality Education: Many youths, especially those in poverty cycles, face financial barriers in accessing quality education. These constraints make it difficult for them to attend or pay for schooling, which in turn limits their opportunities for breaking out of poverty and improving their future prospects. Lack of funding for education affects not only the individuals but also hinders broader socio-economic progress.

Program Outline and Structure

Each program has the following modules:

Entrepreneurship Module:

- Focuses on practical financial management and developing business acumen attuned to Rwanda's local market and adaptable to global markets.
- Aims to cultivate an entrepreneurial mindset, strengthen financial literacy, and inculcate a business ethos balancing local relevance with global standards.

ICT Module:

- Emphasizes technological proficiency to boost local business innovation and global competitiveness.
- Goals include embedding digital proficiency for local innovation, equipping students for problem-solving scalable to international platforms, and promoting equitable access to ICT skills.

English Language Module:

- Tailored for effective communication in Rwanda's business sphere and global outreach.
- Objectives include enhancing English proficiency for efficient local and global business communication and utilizing language skills to access wider markets.

Practical Application Module:

- Aligns educational outcomes with Rwanda's job market demands, focusing on skill-based, immersive experiences.
- Outcomes include tailoring practical skills to local market needs and preparing students for adaptation to market fluctuations and global trends.

Sports Education Module:

- Integrates physical wellness with workforce preparation and community building.
- Targets advancing physical and mental wellness for a productive workforce and fostering teamwork and interpersonal skills for business success.

Trade-Specific Learning Outcomes

Sewing Modules

- **Understanding Fabrics:** Focuses on identifying various fabrics and understanding their properties and uses for different garment types.
- **Pattern Reading and Layout:** Teaches interpretation of intricate sewing patterns and efficient fabric layout to optimize usage and minimize waste.
- **Operating Sewing Machines:** Covers advanced machine skills and troubleshooting for common machine issues.

- **Hand Sewing Techniques:** Involves executing complex hand stitches and ensuring durable construction of garments.
- **Garment Construction:** Includes pattern alteration for custom fits and advanced construction techniques.
- **Alteration Skills:** Focuses on precise garment alterations and repair expertise.

Culinary Arts Modules

- **Knife Skills:** Teaches precision cuts and techniques for efficiency and safety.
- **Cooking Techniques:** Covers advanced cooking methods and culinary creativity.
- **Ingredient Knowledge:** Involves understanding flavour pairing and global ingredients.
- **Food Safety and Sanitation:** Emphasizes strict adherence to safety and sanitation protocols.
- **Recipe Adaptation:** Teaches recipe modification and ingredient substitution.
- **Menu Planning:** Focuses on strategic menu design and cost analysis.

Construction Modules

- **Blueprint Reading:** Involves interpreting complex blueprints and 3D visualization.
- **Construction Materials Knowledge:** Covers in-depth knowledge of materials and their innovative use.
- **Building Codes and Regulations:** Emphasizes understanding and compliance with building codes.
- **Safety Practices:** Focuses on comprehensive safety implementation and risk mitigation.
- **Project Planning:** Teaches efficient task coordination and resource management.

Hairdressing Modules

- **Hair Cutting Techniques:** Involves mastering advanced cutting styles and texture considerations.
- **Colouring and Chemical Treatments:** Covers advanced colouring techniques and chemical treatment safety.
- **Hairstyling:** Teaches versatility in styling and texture manipulation.
- **Client Communication:** Focuses on consultation expertise and effective communication.
- **Sanitation and Hygiene:** Emphasizes maintaining a hygienic workspace and client safety.
- **Product Knowledge:** Involves understanding and recommending hair care products and staying updated on industry trends.

Automotive Mechanics Modules

- **Vehicle Systems Knowledge:** Covers a comprehensive understanding of vehicle systems and diagnostic proficiency.
- **Use of Tools and Equipment:** Teaches advanced tool operation and precision maintenance.
- **Troubleshooting Skills:** Focuses on systematic problem-solving and technology integration.

- **Safety Practices:** Emphasizes holistic safety approaches and emergency response skills.
- **Reading Technical Manuals:** Involves interpreting technical manuals and continuous learning.
- **Customer Service:** Teaches clear communication with customers and provides transparent estimates.

Direct Impacts

The following direct impacts are for each student assuming full participation:

- **Hours of Education:** YTP provides 644 hours of valuable education, equipping youth with practical skills for their future.
- **Nutritious Meals:** Participants receive 129 nutritious meals, ensuring they have the energy and focus needed for successful learning.
- **Work Term Visits:** Through 2 work term visits, students gain real-world experience and insights into their chosen trade.
- **Trade Certificates:** Graduates receive 1 trade certificate, validating their expertise and enhancing their employability.
- **Trade-Specific Tool Kits:** Graduates receive 1 trade-specific tool kit, providing them with the necessary tools to excel in their chosen field.

Indirect Impacts

- **Skill Acquisition:** Equips youth with practical, market-relevant skills, addressing labour market skills gaps.
- **Nutritional Benefits:** Provides daily meals, enhancing cognitive abilities and academic performance.
- **Economic Independence:** Fosters financial independence through training in monetizable skills.
- **Community Development:** Skills learned are applied to community projects, improving local infrastructure and services.
- **Social Mobility:** YTP provides a pathway for improved social status and opportunities, especially for underprivileged individuals.
- **Health Improvements:** The program's nutritional component contributes to long-term physical and mental health benefits.
- **Reduced Crime Rates:** Participation in YTP is linked to a lower likelihood of youth involvement in criminal activities.
- **Fostering Entrepreneurship:** The program's focus on trade skills encourages entrepreneurship, a key factor in economic development.

Tracking Data

Cohort Number	Cohort Identification Number
School Information	Names, Locations, Registry Number
Teacher Details	Name, Age, Gender, Attendance, Signature
Course Duration	Start and End Dates
Student details	Name, Age, Grade, Gender, Attendance, Signature
Nutritious Meals	Quantity of Meals
Education Hours	Quantity of Education Hours
Trade-Specific Tool Kits	Contents and Quantity of Trade Specific Tool Kits
Photo Documentation	Monthly Cohort Photos
Project Management	Projects Managers Details and Signature on all Transferred Data
Graduates	Number of Graduates and Success Rates
Job Acquisition	Graduate Job Acquisition Success Rate
Work Term Visits	Quantity and Location of Work Term Visits

Dollar-to-Impact Ratio

The Dollar-to-Impact Ratio (DIR) serves as a metric to evaluate the cost-effectiveness of an initiative by analyzing the financial inputs required to achieve specific outcomes. For the YTP, the DIR precisely quantifies the cost concerning the following program aspects:

- Days and Hours of education
- Nutritious Meals
- Work Term Visits
- Trade Certificates
- Graduation Ceremonies
- Trade-Specific Tool Kits

Average Dollar-To-Impact Ratio Per Participant		
USD	Quantity	Impact
\$1,280.53	644	Hours of Education
	129	Nutritious Meals
	2	Work Term Visits
	1	Trade Certificate
	1	Graduation Ceremony
	1	Trade-Specific Tool Kit
\$1.00	0.5029171	Hours of Education
	0.1007396	Nutritious Meals
	0.0015619	Work Term Visits
	0.0007809	Trade Certificate
	0.0007809	Graduation Ceremony
	0.0007809	Trade-Specific Tool Kit

Figure 1-1

Figure 1-1 illustrates the costs per participant and the direct impacts occurred. Additionally, Figure 1-1 shows the impact that will occur to one participant for USD \$1.00.

Average Dollar-To-Impact Ratio				
ID	Item	Cost Per Student USD	Cost Per Student Day USD	Cost Per Student Hour USD
1-16	DIR	\$1,280.53	\$9.95	\$1.99

Figure 1-2

Figure 1-2 illustrates the effective cost of the YTP over various factors of time. The DIR takes into account every expense of the initiative's entire supply chain; additionally, adopted into the price point is risk management, FPHs management, and NI services fee.

YTP Annual Expenses

The tables below show the annual cost of the YTP in USD, CAD, and RWF, and the allocation percentages.

Total Youth Trades Program Expenses							
ID	Item	Term Cost USD	Yearly Cost USD	Term Cost CAD	Yearly Cost CAD	Term Cost RWF	Yearly Cost RWF
1-13	Operational Expenses	\$122,450.60	\$244,901.20	\$164,083.80	\$328,167.61	154,901,233.51	309,802,467.01
14	Risk Management	\$12,245.06	\$24,490.12	\$16,408.38	\$32,816.76	15,490,123.35	30,980,246.70
15	FPH Management	\$12,245.06	\$24,490.12	\$16,408.38	\$32,816.76	15,490,123.35	30,980,246.70
16	Nexus Impacts Service Fee	\$25,930.72	\$51,861.43	\$34,747.16	\$69,494.32	32,802,614.15	65,605,228.31
1-16	Total	\$172,871.44	\$345,742.87	\$231,647.72	\$463,295.45	218,684,094.36	437,368,188.72

Figure 2-1

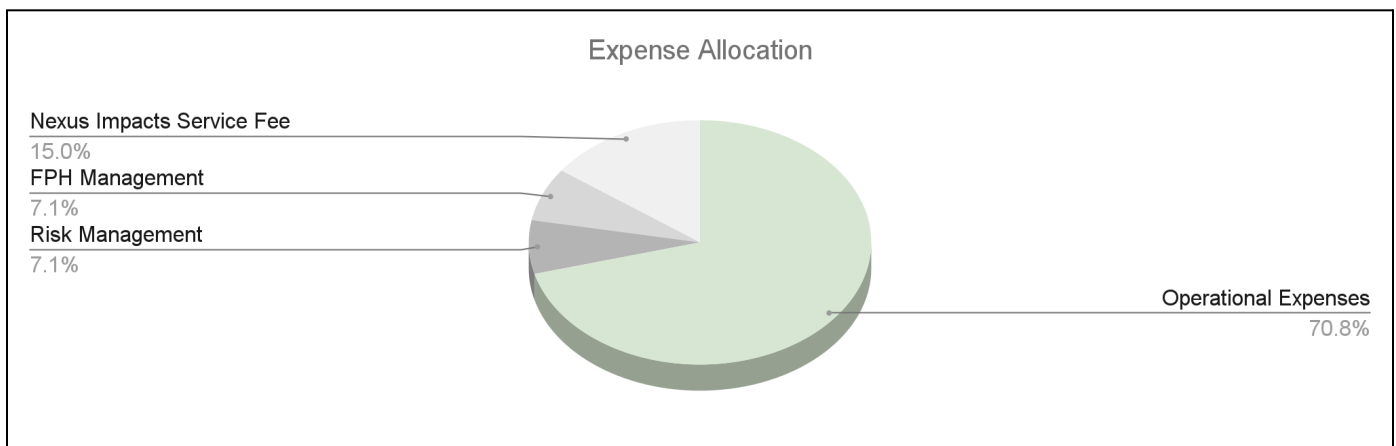


Figure 2-2

Project Capacity

The Youths Trades Program (YTP) has a defined capacity to accommodate 270 students annually in various vocational disciplines. This includes disciplines like Sewing, Culinary Arts, Hairdressing, Construction, and Auto Mechanics, each with its own program structure and capacity. The program provides 5 hours of daily education and serves 34,800 meals annually when operating at full capacity.

Conclusion

The YTP is a forward-thinking initiative that addresses socio-economic challenges in Rwanda by providing holistic development. It goes beyond vocational training to empower youth with skills, social inclusion, and environmental awareness. The program focuses on sustainable livelihoods, innovation, and entrepreneurship, aiming to tackle poverty and unemployment. YTP invests in the long-term resilience and prosperity of Rwanda by nurturing skilled and adaptable individuals, paving the way for a sustainable future. Rwanda's commitment to youth empowerment is driving positive change and a more equitable and prosperous future.