

Youths Trades Program

Produced by:

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In partnership with:

Friends Peace House

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



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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. This program, at its core, is an embodiment of 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 a challenging landscape characterized by persistent poverty, limited economic opportunities, and systemic barriers to financial and entrepreneurial empowerment. A significant number of young people are employed in low-productivity sectors, which does not provide a sustainable path out of poverty. This situation is not just an economic issue but also a social one, as it leads to higher instances of juvenile delinquency and reduced civic engagement among the youth.

Moreover, the youth encounter substantial hurdles in accessing finance for entrepreneurship, a critical pathway for economic empowerment and poverty alleviation. The existing financial structures and stringent requirements create formidable obstacles, hindering the youth's potential to initiate and sustain business ventures. This lack of access to financial resources and support systems perpetuates the cycle of poverty and curtails the socio-economic advancement of the youth.

In this context, the YTP is of paramount importance. It stands at the intersection of these multi-dimensional challenges, aiming to provide more than just vocational training. The YTP is positioned to address these broader economic and social barriers, equipping the youth with not only the skills but also the opportunities and resources necessary to navigate and overcome these systemic challenges. The program's role extends beyond education and training; it is about empowering the youth to break free from the cycle of poverty and contribute to a more prosperous and equitable society.

Objectives

The YTP is centered on fostering independence among youth. It recognizes the critical need for young individuals to develop not only vocational skills but also the confidence and self-reliance necessary for success in today's competitive job market. The program

advocates for a comprehensive approach to independence, encompassing economic self-sufficiency, informed decision-making, and adaptability in a fast-paced global environment.

Skill Development and Financial Empowerment

1. **Employment Readiness and Entrepreneurial Success:** Graduates will be fully equipped for immediate employment in their field, demonstrating market-aligned skills and knowledge. Additionally, they will possess the entrepreneurial acumen necessary to successfully start and manage their own businesses, leading to diverse career pathways and economic self-sufficiency.
2. **Recognized Certification and Financial Competence:** Graduates will attain certifications that are valued in the industry, significantly enhancing their job prospects. They will also have an understanding of financial management, thus paving the way for financial stability and independence.
3. **Effective Career Placement and Professional Networking:** The program will consistently achieve high rates of graduate employment through its robust job placement services. Graduates will benefit from established industry networks, facilitating immediate entry into relevant professional fields and long-term career advancement opportunities.

Social Mobility

1. **Breaking Socio-Economic Barriers:** The program will be a catalyst for students from underrepresented and economically disadvantaged backgrounds to access higher education and break the cycle of poverty..
2. **Career Advancement and Income Growth:** Graduates will secure employment in high-demand, well-paying fields, directly contributing to an uplift in their socio-economic status.
3. **Long-Term Professional Development and Networking Success:** Graduates will show continued professional growth post-graduation, facilitated by the program's mentorship and networking opportunities.

Community Development

1. **Involvement in Community Projects:** Students are encouraged to engage in community development projects, applying their skills to address local community needs. This approach fosters practical experience and a sense of civic responsibility.

2. **Response to Local Needs:** The program is tailored to meet specific local community needs, identifying and prioritizing trades or skills that are in demand within the local area.
3. **Collaborations for Community Impact:** Partnerships with local businesses, NGOs, and government agencies are established to enhance the impact of community projects, providing students with real-world experience and reinforcing the program's commitment to community development.

These goals are designed to not only provide vocational education but also to foster broader socio-economic benefits, including enhancing employability, promoting entrepreneurship, and contributing to the well-being of the local community. The program's alignment with these objectives is indicative of a commitment to creating tangible, positive outcomes for its participants and the broader community.

Key Stakeholders

1. Students: Central to the Youth Trades Program, students embody the primary recipients of this vocational initiative. Their engagement extends beyond mere participation; it necessitates a proactive involvement in multifaceted training modules, assimilating both theoretical knowledge and practical skill sets pertinent to various trades. This comprehensive educational approach is designed not just to impart vocational competencies but also to foster critical thinking and adaptability, thereby equipping students for a dynamic job market.

2. Educators: The educators' role transcends traditional teaching paradigms, encompassing the development and execution of a curriculum that is contemporaneously aligned with cutting-edge industry practices and pedagogical advancements. They serve as the conduit between theoretical frameworks and practical applications, ensuring that the educational content is not only relevant but also conducive to the cultivation of a skilled workforce.

3. Friends Peace House (FPH): FPH operates as the fulcrum of the Youth Trades Program, orchestrating its strategic planning, execution, and evaluative processes. This organization's responsibilities include a meticulous alignment of the program's objectives with the nuanced socio-economic fabrics of the community, ensuring a harmonious integration and maximal impact. FPH also spearheads the stakeholder engagement, resource mobilization, and advocacy efforts necessary for the program's fruition and longevity.

4. Local Community: The local community's involvement is indispensable, providing a real-world context to the vocational training. This symbiotic relationship facilitates a grassroots-level understanding of pertinent trades, fostering a workforce responsive to local economic needs. Community members offer an invaluable perspective, aiding in the identification of market-relevant skills and potential opportunities for experiential learning.

5. Local Job Market: Representatives from local industries and businesses serve as critical stakeholders, offering insights into current and future labour market demands. Their collaboration is pivotal in ensuring that the program's curriculum is not only responsive to existing skill gaps but also anticipatory of emerging industry trends. Such partnerships may manifest in the form of apprenticeship programs, guest lectures, and potential employment pathways for graduates.

6. Local Government: The local government's governance and support are paramount in legitimizing and scaling the program. Through policy facilitation, governmental involvement ensures that the program is congruent with regional economic strategies and educational standards. Their role is crucial in providing recognized certification for graduates and ensuring education standards.

7. Donors: The donor community plays a strategic role in underwriting the program, providing essential financial backing that enables operational sustainability for the initiative. Engagement with donors is not a static endeavour but a dynamic process, necessitating ongoing dialogue and the demonstration of impact to secure continued investment.

8. Nexus Impacts: As a strategic partner, Nexus Impacts' involvement extends to the realms of program oversight, evaluation, and sustainability assurance. They employ a rigorous analytical framework to assess program effectiveness, ensuring that outcomes are not only quantitatively robust but also qualitatively transformative. Their role is critical in aligning the program with broader socio-economic objectives and in facilitating iterative improvements based on evaluative insights. Additionally, NI is responsible for developing professional relationships and facilitating funding for the YTP.

9. Local Businesses Providing Work Terms: Local Businesses bridge the gap between education and employment. Local businesses offering work terms provide students with valuable hands-on experience in their respective trades, integrating practical workplace skills with their academic learning. These partnerships not only enrich the student's educational journey but also serve as a potential pipeline for future employment. Their involvement is key in ensuring that the skills taught are directly

applicable and relevant to the current needs of the local economy, thereby enhancing the employability of the graduates.

Contextual Challenges

Socio-Economic Challenges

Youth Unemployment and Gender Disparities:

As of the third quarter of 2023, Rwanda's youth unemployment rate (for ages 16 to 30) was 21.0%, with the overall unemployment rate at 18.0%. This highlights a significant challenge for young job seekers, who face issues like lack of experience and limited job market access. Additionally, there is a notable gender disparity in unemployment rates, with females experiencing a higher rate of 21.9% compared to 14.8% for males. This underscores the importance of addressing gender-related factors in workforce participation and job opportunities (National Institute of Statistics Rwanda, 2023).

Skills Gap in the labour Force:

A significant challenge for Rwanda is the skills gap in its labour force. Although sectors like tourism, ICT, and agro-processing are dynamic in job creation, there is a need for skilled labour in these areas. The demand for skilled labour is creating a market bias towards greater income inequality, which necessitates offsetting policies to reduce skill constraints and mitigate wage disparities.

Economic Constraints on Agricultural Development:

The agricultural sector, while vital for Rwanda's economy, faces economic constraints. These include limited access to financing for farmers, challenges in adopting modern farming techniques, and difficulties in accessing markets, all of which hinder the sector's growth and productivity.

Infrastructure and Market Access:

Inadequate infrastructure and limited market access remain significant challenges for farmers in Rwanda. Poor road networks, lack of storage facilities, and limited access to markets often lead to post-harvest losses and reduced profitability for farmers, exacerbating poverty levels.

Impact of Climate Shocks and Inflationary Pressures:

Despite Rwanda's robust economic growth, the country has encountered significant challenges, including the impact of climate-related shocks and inflationary pressures. These challenges have a direct impact on sectors like agriculture and on the overall cost of living, affecting the economic stability of the country and its people. The need to address these issues is critical to sustain and balance economic growth.

Challenges in Achieving Inclusive Growth:

Despite improvements in living standards, Rwanda faces challenges in achieving truly inclusive growth. The reduction in poverty rates has slowed down in recent years, indicating a need for more effective strategies to improve household consumption, especially in rural areas. Addressing this issue requires a focus on infrastructure quality, essential services, and support for entrepreneurship and job creation in the private sector.

Educational Challenges

Quality and Relevance of Education:

Enhancing the quality and relevance of education to meet international standards and local market needs is a critical challenge. This includes improving teacher training, curriculum development, and learning facilities. The focus is also on ensuring that the education provided is aligned with the skills required in the modern job market.

Equitable Access to Education:

Despite efforts to extend basic education, challenges remain in ensuring equitable access across different genders, socio-economic groups, and regions. Rural areas often face greater obstacles in accessing quality education, indicating a need for targeted interventions to bridge these gaps.

Financial Constraints for Quality Education:

Securing adequate financial resources to provide quality education is a significant challenge. This encompasses not only the funding for infrastructure and resources but also for teacher salaries, training programs, and educational materials. The challenge is further accentuated when trying to ensure equitable distribution of resources across various regions, particularly in rural and underserved areas.

Food Security Challenges

Challenges in Agricultural Productivity:

While initiatives are underway to improve agricultural productivity, Rwandan farmers face several challenges. These include soil erosion, underutilization of terraced land, and the complexities of managing agricultural practices in a changing climate. These issues can adversely impact crop yields and, consequently, food security.

High Rates of Food Insecurity:

A significant portion of the Rwandan population, roughly 20%, experiences food insecurity, with 2% being classified as severely food insecure. This indicates persistent challenges in ensuring adequate food availability and access for all segments of the population (National Institute of Statistics Rwanda, Comprehensive Food Security and Vulnerability Analysis - 2022 Report, January 2023)

Land and Environmental Challenges

Land Disputes and Underutilization:

Land management in Rwanda faces issues like land disputes and the underutilization of agricultural land. This affects not only food production but also the efficient use of available land resources, crucial for a densely populated country like Rwanda.

Impact of Climate Change on Agriculture:

Climate change poses a significant challenge to Rwandan agriculture, affecting crop and livestock production. Fluctuations in weather patterns, increased incidences of pests and diseases, and extreme weather events can have detrimental effects on agricultural output and food security.

Additional Gender-Specific Challenges

Economic Participation and Employment:

While Rwanda has made significant strides in gender equality, economic participation and employment opportunities for women, especially in rural areas, can be limited.

Women often encounter barriers to accessing credit and financial services, which are crucial for starting or expanding businesses.

Gender-Based Violence:

Gender-based violence remains a significant challenge in Rwanda. Despite legal frameworks and policies aimed at protecting women, the enforcement of these laws and the provision of support services for survivors can be inconsistent. This issue is a critical barrier to achieving true gender equality and empowerment.

Health and Reproductive Rights:

Access to healthcare and reproductive rights are areas where women face challenges. This includes access to family planning services, maternal healthcare, and education on reproductive health. While there have been improvements, more efforts are required to ensure that all women have access to quality healthcare services.

Education and Skills Training:

Educational opportunities for women, particularly in trades, are improving, but disparities still exist. Encouraging girls and young women to pursue education and training in these areas is crucial for their economic empowerment and for addressing the gender gap in high-skilled employment sectors.

Socio-Cultural Barriers:

Socio-cultural norms and expectations can limit women's opportunities and choices. This includes expectations related to gender roles, which can restrict women's participation in certain sectors or decision-making processes both within households and in the wider community.

Social and Economic Trends

labour Market Recovery Post-COVID-19:

The Rwandan labour market has shown signs of recovery following the COVID-19 pandemic. The unemployment rate declined from 23.8% in November 2021 to 16.5% in February 2022, indicating a positive performance of the labour market and the resilience of the Rwandan economy despite challenges posed by the pandemic (National Institute of Statistics Rwanda, 2022).

Program Outline and Structure

Modules Across All Programs

Entrepreneurship: Fostering Market-Responsive Business Acumen

Core Focus

The Entrepreneurship curriculum is meticulously crafted to address the nuances of Rwanda's local market dynamics while equipping students with an adaptable framework for global market engagement. This module prioritizes practical financial management, tailored to the unique requirements of micro-businesses within the local community, nurturing a foundation for economic resilience.

Advanced Learning Aims

- Cultivate an entrepreneurial mindset attuned to local market demands yet flexible enough to embrace global market shifts.
- Strengthen financial literacy, emphasizing local economic empowerment and sustainable community growth.
- Inculcate a business ethos that harmonizes local relevance with global environmental and ethical standards.

Information Communication Technology (ICT): Bridging Local Innovation with Global Trends

Strategic Approach

ICT training is calibrated to empower students with technological proficiency, a requisite for invigorating local businesses and enhancing their global competitiveness. The curriculum integrates the latest technological advancements, ensuring that students are primed to drive innovation in the local economic landscape.

Progressive Learning Goals

- Embed digital proficiency as a cornerstone for local business innovation, aligning with global technological evolution.
- Equip students with ICT capabilities for creative problem-solving in local business contexts, scalable to international platforms.
- Promote equitable access to ICT skills, pivotal for driving economic growth and fostering global digital interconnectedness.

English: Local Market Communication Enhanced for Global Interaction

Educational Intent

English language training is tailored to facilitate effective communication within Rwanda's business sphere, concurrently opening avenues for global outreach. The course content is

specifically aligned to enhance interactions in the local business milieu while enabling seamless integration into the global economic network.

Elevated Learning Objectives

- Sharpen English language proficiency for efficient local market communication and global business negotiations.
- Utilize language mastery as a strategic tool for accessing wider markets and international business opportunities.

Practical Application: Aligning Skills with Market Requisites

Applied Learning Design

The focus on practical application is rooted in aligning educational outcomes with the immediate requirements of Rwanda's job market. These sessions are not just skill-based; they are an immersive experience into the actual demands and expectations of the local economic sectors.

Advanced Learning Outcomes

- Tailor practical skills training to the specific demands of Rwanda's local market, ensuring immediate applicability and relevance.
- Prepare students to dynamically adapt their expertise to both local market fluctuations and global industry trends.

Sports Education: Enhancing Workforce Readiness and Team Dynamics

Conceptual Framework

Sports education goes beyond physical wellness, integrating into the broader context of workforce preparation and community building. It's a strategic approach to cultivate a collaborative spirit and resilience, essential in both local enterprises and international collaborations.

Comprehensive Learning Targets

- Advance physical and mental wellness as key components of a productive local workforce.
- Foster teamwork and interpersonal skills, critical for collaborative success in diverse business environments.

In this refined approach, the All Trade Programs in Rwanda are not just training grounds for immediate market engagement; they are incubators for future-oriented, globally aware professionals. This balanced educational model ensures students are primed for local market success while being adaptable and competent in the global economic arena.

Trade Specific Modules

Sewing

Understanding Fabrics:

- Identification of Fabrics: High-level sewers should be adept at recognizing and categorizing various fabrics, including natural fibers (cotton, silk, wool) and synthetics (polyester, nylon, etc).
- Properties and Uses: In-depth knowledge of fabric properties, such as elasticity, drape, and durability, is crucial. Understand the optimal uses for each fabric in different garment types.

Pattern Reading and Layout:

- Pattern Interpretation: High-level sewers can not only read but also interpret intricate sewing patterns. This involves understanding symbols, grain lines, and sizing variations.
- Efficient Layout: Layout patterns on fabric with precision, optimizing fabric usage and minimizing waste. Consider pattern placement for directional prints and fabric motifs.

Operating Sewing Machines:

- Advanced Machine Skills: Proficiency in using advanced sewing machines with multiple settings. This includes mastering computerized machines and understanding stitch variations.
- Troubleshooting: High-level sewers should troubleshoot machine issues independently, addressing tension problems, needle issues, and other common malfunctions.

Hand Sewing Techniques:

- Precision in Hand Stitches: Execute complex hand stitches with precision, including techniques like blind hemming, couture hand-sewn finishes, and intricate embroidery.
- Durable Construction: Ensure that hand-sewn elements are not only aesthetically pleasing but also contribute to the durability and longevity of the garment.

Garment Construction:

- Pattern Alteration: Beyond basic assembly, high-level sewers can alter patterns to achieve custom fits, adapting designs to suit individual body shapes.
- Advanced Construction Techniques: Knowledge and application of advanced garment construction techniques such as draping, couture techniques, and tailoring.

Alteration Skills:

- Precision Alterations: Execute alterations with precision, whether it's adjusting hem lengths, modifying garment silhouettes, or resizing for a perfect fit.
- Repair Expertise: Proficiency in repairing various garment issues, from replacing zippers to fixing tears and stains, maintaining the garment's integrity.

Culinary Arts

Knife Skills:

- Precision Cuts: High-level culinary artists demonstrate precision in knife cuts, including julienne, chiffonade, and brunoise. They handle knives with finesse, ensuring safety and efficiency.
- Speed and Accuracy: Execute knife techniques swiftly and accurately, showcasing advanced dexterity and control.

Cooking Techniques:

- Advanced Cooking Methods: Master advanced cooking methods like sous vide, molecular gastronomy, and precision cooking, demonstrating a deep understanding of heat control and food chemistry.
- Culinary Creativity: Innovate and experiment with cooking techniques to create unique and memorable dishes.

Ingredient Knowledge:

- Ingredient Pairing: High-level culinary artists understand the nuances of flavor pairing, creating harmonious dishes by combining ingredients that complement each other.
- Global Ingredient Familiarity: Familiarity with a wide range of global ingredients, spices, and herbs, allowing for diverse and culturally rich culinary creations.

Food Safety and Sanitation:

- Strict Adherence: Strict adherence to food safety guidelines and protocols, including HACCP principles. Implementation of rigorous sanitation practices in both cooking and food preparation areas.
- Cross-Contamination Prevention: High-level professionals take proactive measures to prevent cross-contamination, ensuring the safety of the food they prepare.

Recipe Adaptation:

- Flexible Recipe Modification: Adapt recipes on the fly based on dietary restrictions, ingredient availability, or cultural preferences while maintaining the dish's integrity.
- Ingredient Substitution: Proficiency in substituting ingredients without compromising the overall quality of the dish.

Menu Planning:

- Strategic Menu Design: Create well-balanced menus that consider nutritional needs, flavour profiles, and aesthetic appeal.

- **Cost Analysis:** Understand the cost implications of menu items, balancing creativity with economic considerations.

Construction

Blueprint Reading:

- **Advanced Blueprint Interpretation:** High-level construction professionals can interpret complex architectural and engineering blueprints, understanding intricate details and specifications.
- **3D Visualization:** Proficiency in visualizing three-dimensional structures based on two-dimensional blueprints.

Construction Materials Knowledge:

- **Material Expertise:** In-depth knowledge of construction materials, including their properties, applications, and sustainability considerations.
- **Innovative Material Use:** Ability to explore and implement innovative construction materials to enhance efficiency and sustainability.

Building Codes and Regulations:

- **In-Depth Understanding:** High-level construction professionals possess an in-depth understanding of local and international building codes, ensuring strict compliance in all projects.
- **Legal Compliance:** Proactively manage legal aspects of construction, including zoning regulations and environmental impact assessments.

Safety Practices:

- **Holistic Safety Implementation:** Implement comprehensive safety protocols on construction sites, addressing not only physical safety but also psychological and environmental safety concerns.
- **Risk Mitigation:** High-level professionals identify potential risks and implement proactive measures to mitigate them effectively.

Project Planning:

- **Efficient Task Coordination:** Develop and implement project timelines, coordinating tasks to optimize efficiency and meet deadlines.
- **Resource Management:** Effectively allocate resources, including labour, materials, and equipment, to ensure project success.

Hairdressing

Hair Cutting Techniques:

- **Advanced Cutting Styles:** High-level hairdressers master advanced cutting styles, including precision cutting, graduated cuts, and advanced layering techniques.
- **Texture Consideration:** Consideration of hair texture, density, and growth patterns when executing intricate cutting styles.

Colouring and Chemical Treatments:

- **Advanced Coloring Techniques:** Proficiency in advanced colouring techniques such as balayage, ombre, and colour correction.
- **Chemical Treatment Safety:** Ensure the safety of clients during chemical treatments, understanding the chemistry behind different products.

Hairstyling:

- **Versatility in Styling:** High-level professionals create a wide range of hairstyles for various occasions, incorporating braiding, updos, and avant-garde styling.
- **Texture Manipulation:** Work with different hair textures, lengths, and types, achieving desired styles through advanced styling techniques.

Client Communication:

- **Consultation Expertise:** High-level hairdressers excel in client consultations, understanding and interpreting client preferences to provide personalized recommendations.
- **Effective Communication:** Communicate clearly and effectively with clients, ensuring mutual understanding and satisfaction.

Sanitation and Hygiene:

- **Impeccable Workspace:** Maintain a clean and hygienic salon space, implementing rigorous sterilization practices for tools and equipment.
- **Client Safety:** Prioritize client safety by adhering to strict hygiene standards during all salon procedures.

Product Knowledge:

- **In-Depth Product Understanding:** Proficiency in understanding and recommending a wide range of hair care and styling products based on individual client needs.
- **Industry Awareness:** Stay updated on the latest industry trends, emerging products, and technological advancements in the field of hairdressing.

Automotive Mechanics

Vehicle Systems Knowledge:

- Comprehensive System Understanding: High-level mechanics have a comprehensive understanding of vehicle systems, including internal combustion engines, transmissions, braking systems, and electronic control units.
- Diagnostic Proficiency: Ability to diagnose complex issues using advanced diagnostic tools and techniques.

Use of Tools and Equipment:

- Advanced Tool Operation: Proficiency in operating advanced automotive tools and diagnostic equipment, including computerized diagnostic scanners and oscilloscopes.
- Precision Maintenance: Execute routine maintenance tasks with precision, ensuring optimal vehicle performance.

Troubleshooting Skills:

- Systematic Problem Solving: High-level mechanics employ systematic approaches to troubleshooting, identifying root causes of mechanical and electrical issues.
- Technology Integration: Stay updated on the latest vehicle technologies and integrate technology into the diagnostic and repair processes.

Safety Practices:

- Holistic Safety Approach: Implement comprehensive safety protocols in the automotive repair shop, addressing physical safety, chemical safety, and environmental safety.
- Emergency Response: Proficiency in emergency response procedures, including first aid and evacuation protocols.

Reading Technical Manuals:

- Technical Manual Interpretation: High-level mechanics can interpret and apply information from complex technical manuals and diagrams.
- Continuous Learning: Stay engaged in continuous learning to keep abreast of new vehicle models, technologies, and repair techniques.

Customer Service:

- Clear Communication: Communicate effectively with customers, explaining complex technical issues in a clear and understandable manner.
- Transparent Estimates: Provide transparent and accurate cost estimates for repairs and maintenance, ensuring customer satisfaction and trust.

Direct and Indirect Impacts

Direct Impacts

Skill Acquisition:

YTP provides hands-on training in trades, directly addressing the skills gap in the labour market. The program's curriculum is designed to equip youth with practical, in-demand skills, increasing their competitiveness in the job market. This approach is supported by research indicating that vocational training closely aligned with market needs can significantly improve employment outcomes.

Nutritional Benefits:

The provision of a daily meal addresses an often-overlooked aspect of learning: nutrition. Adequate nutrition is linked to improved cognitive abilities, higher concentration levels, and better overall academic performance. This component of the program aligns with studies showing the positive impact of nutrition on learning outcomes.

Increased Employability:

By equipping students with market-relevant skills, YTP enhances their employability. Graduates from the program are more likely to find employment quickly and in sectors relevant to their training. This effect is particularly significant in economies where skill shortages are evident in certain trades.

Economic Independence:

Training in monetizable skills leads to financial independence for participants. This independence is not just about securing a job; it's about providing youth with the means to be self-reliant. Economic independence has been linked to various positive outcomes, including reduced poverty and better health.

Improved Learning Outcomes:

The structured educational approach of YTP, combined with practical training, is designed to improve overall learning outcomes. Educational research indicates that hands-on, experiential learning can significantly enhance skill acquisition and retention.

Indirect Impacts

Economic Growth:

Skilled graduates contribute to the economy by filling existing gaps in the labour market. This contribution not only benefits individual sectors but also stimulates overall economic growth, as evidenced in economic development studies.

Community Development:

The skills acquired through YTP can be applied to community development projects, improving local infrastructure and services. This application of skills in real-world community projects aligns with the principles of community-based vocational education.

Social Mobility:

Access to quality vocational education, like that offered by YTP, can be a powerful tool for social mobility, especially for individuals from underprivileged backgrounds. Educational attainment is closely linked to improved social status and opportunities.

Health Improvements:

The nutritional aspect of YTP indirectly contributes to long-term health improvements. Adequate nutrition is essential for physical and mental health, and educational programs that include a nutritional component can have lasting health benefits.

Gender Equality:

By providing equal access to vocational training in various trades, YTP promotes gender equality. This approach challenges traditional gender roles and opens up new opportunities for both men and women.

Reduced Crime Rates:

Engagement in structured educational programs like YTP can deter youth from criminal activities. Studies have shown a correlation between increased educational opportunities and reduced crime rates.

Fostering Entrepreneurship:

YTP's focus on trade skills can inspire entrepreneurship among participants. Entrepreneurship education is increasingly recognized as a key driver of economic development.

Cultural and Societal Shifts:

Over time, YTP can contribute to changing societal perceptions about vocational education and the value of trades. This cultural shift is pivotal in elevating the status and recognition of vocational skills, as discussed in educational policy research.

Big Picture YTP Outcomes

Economic Empowerment through Skilled Trades

Skilled labourMarket Dynamics:

Education in trades addresses the mismatch between the labour market demand and the skills of the workforce. This mismatch is a critical factor in unemployment and underemployment. By aligning education with market needs, trades education directly contributes to job creation and economic growth. This alignment is underscored in studies on labour market dynamics and skill gaps.

Entrepreneurial Development and Microeconomic Impact:

Vocational training in trades such as sewing and hairdressing has been identified as a catalyst for microenterprise development. These skills often require low startup capital and can be leveraged for small business creation, crucial in economies with limited formal employment opportunities. The microeconomic impact of such entrepreneurship is significant in community development and women's empowerment.

Social and Community Development

Social Mobility and Inclusive Growth:

Trade education is pivotal in promoting social mobility, especially for individuals from low-income backgrounds or marginalized communities. Providing practical, skill-based education opens avenues for upward social mobility and contributes to inclusive growth. This is particularly crucial in developing countries or regions with high income disparity.

Gender Empowerment and Equity:

The role of trade education in gender empowerment is multi-faceted. For trades dominated by women, such as hairdressing and sewing, education provides a platform for professionalization and economic independence. In traditionally male-dominated trades like construction and automotive mechanics, encouraging female participation challenges gender stereotypes and promotes gender equity in the workforce.

Impact of Women's Economic Empowerment on Communities:

Investing in women's economic empowerment has a multiplier effect, yielding intergenerational benefits. Women with more control over household resources tend to spend more on food, health, and education for their children, enhancing household living standards and productivity. Therefore, empowering women economically is not only central to their rights and gender equality but also to inclusive and equitable growth.

Economic Diversification and Resilience

Workforce Diversification:

A diversified workforce, bolstered by skilled tradespeople, is more resilient to economic fluctuations. Trade education contributes to this diversification by developing skills across various sectors, reducing dependency on a single industry.

Policy Implications and Strategic Development

Policy Frameworks for Trades Education:

Effective trades education requires supportive policy frameworks that align educational outcomes with industry needs, provide funding and resources, and ensure quality and accreditation. The development of such frameworks is a subject of policy studies and government reports.

Long-Term Economic Strategy and Human Capital Development:

Investing in trades education is a key component of a long-term economic strategy aimed at bolstering human capital development. This approach recognizes the essential role of skilled tradespeople in driving economic growth and sustainability. By focusing on trades education, a country can develop a skilled workforce capable of meeting the evolving demands of the labour market. This investment not only enhances individual skill sets but also contributes to the broader economic prosperity and competitiveness of

the nation. It's a strategic move to ensure that the workforce remains adaptable and equipped for future challenges and opportunities in various sectors.

KPI Measurement, Tracking, & Data Management

1. **Cohort Year:** Each cohort receives an identification number to maintain a sequential order. This numbering system facilitates easier tracking, referencing, and administrative operations, making sure each session's data remains isolated and traceable.
2. **School Information:**
 - a. **School Name:** Identifying the name of the school where the program is conducted aids in organizing outreach efforts, potential follow-ups, and assessing regional engagement. Recognizing each school ensures that the program's spread and influence in different educational institutions are traceable.
3. **Teacher Details:**
 - a. **Teacher Name(s):** Acknowledging the teachers ensures that the program maintains standards by recognizing the expertise brought into each session. Teachers are the cornerstone of the program's success, and recognizing them ensures quality control.
 - b. **Teacher Contact Information and background data:** Keeping a detailed record of the trainee's contact and background is pivotal for feedback, coordination, and potential future collaborations. It ensures continuity and upholds the program's standard by ensuring that trainers possess the required background and expertise.
4. **Course Duration:** By noting down the exact start and end dates, the program ensures transparency and provides clarity on the duration of each program. This aids in planning, resource allocation, and retrospective evaluations.
5. **Student Identification:**
 - a. **Total Students:** Keeping a count of the number of students in each session provides a measure of the program's reach and engagement at a glance. It also aids in resource planning and allocation.
 - b. **Name, Age, and Gender:** By documenting these particulars, the program is able to compare the success and challenges to the demographics, enabling critical optimization of the learning experience.

- c. Attendance: Tracking individual attendance identifies active participation, helps in follow-ups, and measures the program's retention capability. Furthermore, identifies topics learned and missed by each beneficiary.
 - d. Signatures: By obtaining signatures, the program upholds accountability, authenticates participation, and documents the receipt of any materials or benefits.
- 6. Total Nutritious Meals Provided:** By maintaining a record of the meals, the program showcases its holistic approach to well-being. It ensures that the nutritional needs are met, promoting a healthy learning environment and demonstrating care beyond the core curriculum.
- 7. Educational and Practical Hours:**
- a. Practical and Education Hours: A tally of education hours showcases the program's dedication to promoting holistic market knowledge, ensuring participants have the required information and skills to successfully enter the local market.
- 8. Trade Specific Tool Kits:**
- a. Total Trade Specific Tool Kits: Monitoring the distribution and contents of each trade-specific tool kit underlines the program's commitment to sustainability and self-sufficiency, empowering participants beyond the session.
- 9. Photo Documentation:**
- a. Taking photos of each cohort once a month provides visual validation of students' engagement and learnings from each program, bringing trust and transparency to partners.
- 10. Project Management:**
- a. Project Manager Details & Signature: By recording the overseeing individual's name and obtaining their signature, the program ensures accountability, leadership, and the upholding of set standards in every session.

By diligently observing these KPIs, the program ensures rigorous data collection, transparent operations, and a comprehensive approach to achieving its objectives.

Reporting on the YTP

Effective reporting stands as the bedrock upon which meaningful actions are built. In every initiative, the precision of data collection, its comprehensive analysis, and transparent presentation are imperative for insightful decision-making and reinforcing stakeholder trust. Recognizing this, FPH and Nexus Impacts have collaboratively formulated tracking templates tailored for the YTP. Delving deeper into the design and goals of these templates through the lens of a reporting expert:

1. Gather Required Information:

- a. Purpose: At the forefront of reporting is the capture of essential and comprehensive data. These templates have been crafted to ensure that all pivotal details, as highlighted in the KPIs, are diligently documented.
- b. Insight: Striking the right balance between comprehensive data capture and avoiding information overload is crucial. The templates encapsulate this by ensuring thoroughness without compromising on relevancy.

2. Ease of Use:

- a. Purpose: A tool's functionality is intrinsically linked to its user interface. Acknowledging this, the templates prioritize intuitive design to enhance user experience and streamline data entry.
- b. Insight: A seamless data entry process is foundational to minimizing errors. The user-centric design of these templates ensures consistent and accurate data capture.

3. Readability and Comprehension:

- a. Purpose: A report should communicate its data cogently. The templates, therefore, emphasize a clear presentation structure, logical data organization, and effective visualization techniques.
- b. Insight: Transforming complex data into accessible insights is the hallmark of effective reporting. By emphasizing clarity, these templates make data-driven findings comprehensible to a broad audience.

4. Accuracy:

- a. Purpose: Ensuring data integrity is paramount. The templates incorporate mechanisms to validate the information entered, ensuring that the reports generated are dependable and voracious.
- b. Insight: Accurate data is the cornerstone of effective decision-making. By prioritizing accuracy, these templates safeguard the program's credibility and the trust of its stakeholders.

5. Redundancy:

- a. Purpose: Data loss can be detrimental. The templates have been designed with redundancy measures to prevent data loss and ensure data integrity.
- b. Insight: Incorporating redundancy in data capture and storage ensures that information is always available, even in the face of unexpected issues, safeguarding the program's continuity and reliability.

6. Authentication:

- a. Purpose: To uphold data security and integrity, the templates integrate authentication protocols. This ensures that only authorized personnel can access and modify the data.
- b. Insight: Authentication mechanisms are essential in preserving data sanctity. By integrating these into the templates, the program ensures its data remains uncompromised and maintains stakeholder trust.

Conclusively, the collaboration between FPH and NI in developing these tracking templates signifies their unwavering commitment to excellence in reporting. These templates don't merely cater to the operational needs of the YTP; they also illuminate its achievements and challenges with unmatched rigour, professionalism, and transparency.

Data Collection and Transfer to Nexus Impacts

Data Collection and Transfer Protocols

1. Roles and Responsibilities in Data Collection

1.1. Teacher Responsibilities:

The initial recording of essential data points, as defined by the outlined KPIs, falls under the purview of the teachers for each program. This foundational role involves meticulously documenting relevant information, ensuring that it adheres to the stringent standards set by the initiative.

1.2. Project Manager Oversight:

Subsequent to the teachers' data recording, the project manager plays a crucial supervisory role. This encompasses reviewing the data for accuracy and thoroughness. In addition, the project manager is tasked with photographing pertinent elements and scanning the consolidated report. The verification

process culminates with the project manager signing off on the data, attesting to its veracity.

2. Data Verification Protocols

The rigour in data verification is epitomized by the multi-step validation process. The endorsement, via the project manager's signature, signifies that the trainee's recorded data has been scrutinized and is deemed accurate. It underscores the initiative's commitment to ensuring the integrity of the data at every stage.

3. Digital Data Transfer and Storage Mechanisms

3.1. Shared Google Drive Mechanism:

Post-verification, the digitized data — inclusive of scanned reports and photographs — is uploaded to a dedicated shared Google Drive. This platform serves as the preliminary repository and is fortified with robust access controls, ensuring that data integrity and security are uncompromised.

3.2. Nexus Impacts' Excel Integration:

Subsequent to the upload on the Google Drive business account, personnel from NI retrieve this data. It is then systematically inputted into a proprietary Excel sheet. Notably, editorial rights to this sheet are reserved exclusively for NI. However, the collaborative essence of this initiative is maintained as FPH retains the ability to review and append comments, fostering an environment of transparency.

4. Data Privacy and Security Protocols

Amid the digital era, ensuring the sanctity of data, especially when it involves personal identifiers and images, is paramount. The initiative's adherence to stringent data privacy standards is manifested in its dual-layered storage mechanism, which integrates Google Drive and NI's Excel sheets. Both platforms are bolstered with access controls, ensuring that unauthorized access and potential breaches are preemptively thwarted. The onus on privacy is not merely regulatory but is deeply ingrained in the ethos of the initiative.

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:

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

By examining these factors in the DIR, the program can accurately assess the efficiency of its expenditures. It can then optimize how resources are allocated to ensure every dollar invested yields the most significant possible impact. This diligence in resource allocation aims to bring forth transformative change in the lives of the YTP participants and the community at large. This holistic approach aims to empower participants, combating the divergence between market demands and youths’ professional skill sets, making tangible changes within the local community.

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
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.

Risk Management

Allocating an additional 10% of the operational expenses for risk management is a critical aspect of ensuring the success and sustainability of the YTP. This investment serves several important purposes:

- 1. Mitigating Potential Risks:** The implementation of any social impact project involves inherent risks, ranging from logistical challenges to unforeseen obstacles in the program's execution. By allocating a portion of the operational budget to FPH for risk management, we proactively address these potential risks. FPHs' expertise and experience in risk assessment enable them to identify potential challenges early on and develop strategies to mitigate or overcome them.
- 2. Program Continuity:** Effective risk management by FPH ensures that the program remains operational and on track even when faced with unexpected circumstances. By having a dedicated risk management plan, we minimize disruptions and ensure the smooth continuation of the program's activities, safeguarding the investments made and the impact delivered.
- 3. Financial Stewardship:** Allocating funds for risk management showcases the commitment to responsible financial stewardship. By investing in risk management, NI demonstrates a proactive approach to protect the project's resources and optimize their utilization, ensuring that they contribute to meaningful and sustainable impacts for the beneficiaries.

4. Stakeholder Confidence: Investors and stakeholders seek reassurance that their contributions are managed with prudence and foresight. By dedicating financial resources to risk management, the program provides greater transparency and instills confidence that potential challenges are identified, managed, and addressed effectively.

5. Adaptive Strategies: NI's involvement in proactive risk management equips the program with the required resources and strategies to adapt and respond swiftly to changing circumstances. This agility is crucial in the ever-evolving landscape of social impact initiatives, allowing NI and FPH to make informed decisions and adjust approaches as needed to achieve the desired outcomes.

6. Program Evaluation and Learning: FPHs role in risk management includes continuous monitoring and evaluation of potential risks and impacts on the program. Through this process, valuable insights and lessons learned are gained, which inform future projects and enhance the ability to design and execute effective initiatives.

7. Safeguarding Beneficiaries: Ultimately, the investment in risk management safeguards the well-being and interests of the women and young girls the program aims to empower. By proactively managing risks, the initiative creates a safe and conducive environment for the beneficiaries to benefit from the program's resources and support, promoting long-term development and empowerment.

Allocating an additional 10% of the operational expenses to FPH for risk management is a strategic decision that reflects our commitment to delivering a successful, sustainable, and impactful YTP. It reinforces our dedication to responsible resource management, stakeholder confidence, and, most importantly, the well-being of the communities served. With FPHs support in risk management, YTP is well-positioned to navigate challenges and achieve lasting change for the benefit of all stakeholders involved.

FPHs Management

Allocating an additional 10% of the operational expenses for FPH's personal usage is a crucial aspect of ensuring the sustainability and success of the YTP. There are several essential reasons, including those outlined below and more:

1. Ensuring Financial Stability: Many impactful initiatives often struggle to secure sufficient funding, leading to a constant focus on keeping their basic

operations afloat. By providing extra funding for FPH, we help create a more stable financial environment. This stability enables FPH to focus on the core objectives of the program without the constant pressure of financial constraints, ensuring greater resilience in the face of external variables.

2. Agility in Managing Challenges: With the additional funding, FPH gains the agility to respond swiftly and effectively to unforeseen challenges. Initiatives that have the financial flexibility to adapt to changing circumstances can navigate obstacles more effectively, allowing them to maintain momentum and deliver consistent results.

3. Quality Wages for Staff: One of the key factors in the success of any program is having a skilled and dedicated team. The extra funding allows FPH to provide competitive and fair wages to their staff, attracting and retaining talented professionals who are passionate about driving positive change. Well-compensated staff are more motivated, leading to improved program outcomes and impact.

4. Attracting Skilled Professionals: Many impactful initiatives require specialized expertise and knowledge to achieve their goals. The additional funding enables FPH to attract skilled professionals who bring valuable insights and experience to the program. Having access to a diverse range of expertise enhances the program's effectiveness and strengthens its overall impact.

5. Promoting Sustainability: Sustainable initiatives require a stable and well-resourced organizational structure. By allocating additional funding for FPH's personal usage, we contribute to the overall sustainability of the organization. A strong and well-supported FPH can continue to drive positive change beyond the current program, benefiting future initiatives and beneficiaries.

6. Fostering Long-Term Commitment: Investing in FPH's personal usage demonstrates our commitment to building enduring partnerships. By providing the necessary resources for FPH to operate effectively, we signal our dedication to nurturing a long-term collaboration that extends well beyond the immediate goals of the program.

7. Ensuring Program Continuity: The extra funding for FPH's personal usage safeguards the continuity of the program. A stable and well-supported FPH can continue to provide essential services and support for the YTP, ensuring that the impact reaches its full potential.

Nexus Impacts Service Fee

NI receives a service fee of 15% of the total funds allocated to the YTP. This fee is essential for bringing sustainable impacts to the market for the following reasons:

1. Risk Mitigation and Impact Guarantee: One of the primary reasons for the NI service fee is to offer risk mitigation and an impact guarantee to organizations investing in the YTP. NI understands that social impact projects can face unforeseen challenges and uncertainties that may affect the expected outcomes. Therefore, the service fee includes a contractual guarantee that, regardless of any obstacles encountered, NI will ensure the agreed-upon impact is achieved. This assurance provides peace of mind to investors, assuring them that their contributions will lead to tangible and positive changes in the targeted communities, even in the face of adversities or financial expenses. With this risk-mitigating approach, the program becomes more attractive to potential partners, fostering stronger collaborations and a greater commitment to creating lasting social change.

2. Expertise and Specialization: NI is recognized with specialized expertise in social impact projects. By allocating a portion of the funds as a service fee, the initiative is supported by their knowledge, experience, and proven methodologies, ensuring the program's effectiveness and long-term sustainability.

3. Monitoring and Evaluation: NI utilizes a portion of the fee to conduct monitoring and evaluation of the program's progress and outcomes. This ensures that the program is on track to achieve its objectives and provides data-driven evidence of the positive changes brought about by the initiative.

4. Impact Verification and Reporting: With a dedicated service fee, NI can provide credible and transparent impact verification reports to investors and stakeholders. These reports demonstrate the effectiveness of the program and the value of the investments made, fostering trust and accountability.

5. Continuous Improvement: NI commits resources to ongoing program improvement based on insights and feedback. This adaptive approach allows the initiative to remain responsive to the evolving needs of the beneficiaries and maximize its positive impact over time.

6. Long-Term Commitment: The service fee ensures a long-term commitment from NI to the success of the program. The continued involvement guarantees

ongoing support, guidance, and expertise, leading to sustained impacts that extend well beyond the project's initial implementation.

7. Market Entry and Scalability: By partnering with NI and leveraging its established presence in the social impact sector, the program gains greater visibility, credibility, and potential for scalability. The fee contributes to positioning the initiative for broader market entry and replication in other communities and regions.

The 15% service fee allocated to NI is an integral component of the YTP. It empowers access to specialized expertise, implements effective strategies, and ensures sustainable impacts that benefit the women and young girls in the communities served will be implemented.

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

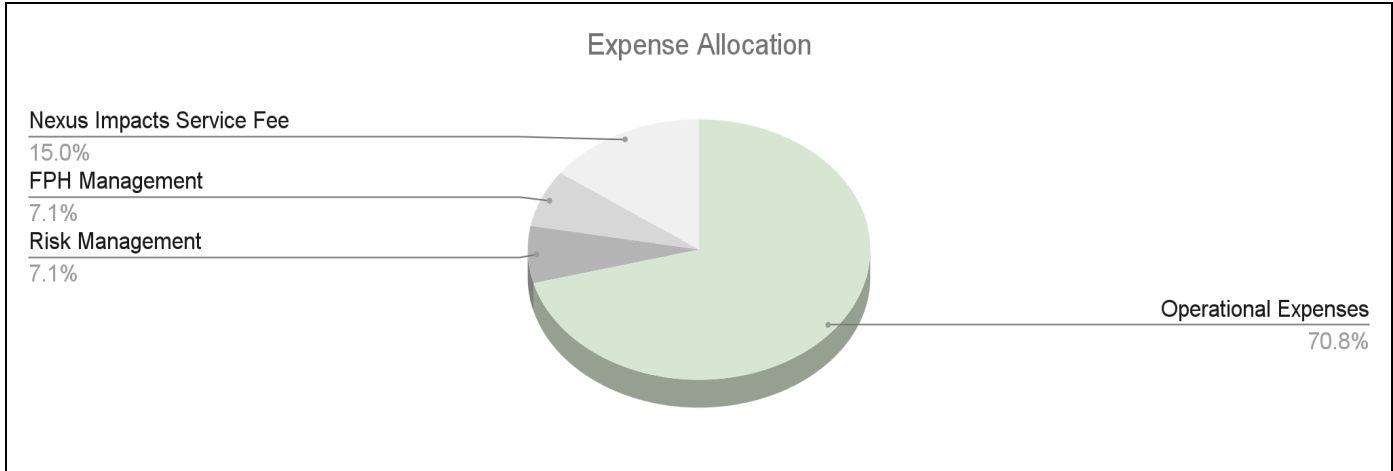


Figure 2-2

Project Capacity

Within the Youths Trades Program (YTP), the capacity is meticulously defined to accommodate a comprehensive student cohort objectively. The YTP has the ability to enroll 270 students annually, with specific program structures in place to ensure optimal utilization of resources. In the disciplines of Sewing, Culinary Arts, Hairdressing, and Construction, each program operates with two cohorts annually, each spanning 24 weeks and accommodating 30 students. This configuration, when fully enrolled, results in a total program capacity of 240 students for these disciplines. Conversely, the Auto Mechanics program operates once a year over 40 weeks, admitting a maximum of 30 students. At full enrollment, this program contributes an additional 30 students to the overall YTP capacity.

The YTP's commitment to delivering an immersive educational experience is reflected in the allocation of 5 hours of daily education for all students. Moreover, to address basic needs, the program provides a daily meal, totalling 34,800 meals annually when operating at full student capacity.

In summary, the YTP objectively defines its capacity to accommodate students in diverse vocational disciplines, with specific program structures ensuring efficient utilization of resources. The quantitative breakdown illustrates the program's overall capacity of 270 students annually when all programs are fully enrolled.

Conclusion

The YTP represents a forward-thinking approach to tackling the profound socio-economic challenges facing Rwanda's youth. This program transcends conventional vocational training by fostering a holistic model of development that interweaves economic empowerment, social inclusivity, and environmental awareness. At its core, the YTP is a transformative initiative aimed at equipping Rwandan youth with the skills and knowledge necessary to thrive in an evolving economy while contributing positively to their communities.

The YTP's strategic focus on sustainable livelihoods, innovation, and entrepreneurship reflects a deep understanding of the complex layers of challenges that young Rwandans face, including poverty, unemployment, and the lack of access to economic opportunities. By nurturing a new generation of skilled, adaptable, and environmentally conscious individuals, the program is laying the groundwork for a robust and sustainable economic future.

As this report underscores, the YTP is not merely a response to immediate needs; it is an investment in the long-term resilience and prosperity of Rwanda. The program's comprehensive approach to skill development and youth empowerment is a testament to the transformative potential of targeted educational initiatives. In empowering its youth, Rwanda is not only addressing current challenges but is also paving the way for a more sustainable, equitable, and prosperous future.

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