

### Key Highlights

- WORK READY NOW (WRN) AND BE YOUR OWN BOSS (BYOB) TRAINING
- GROW TOUR BUSINESS TRAINING

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## WORK READY NOW (WRN) AND BE YOUR OWN BOSS (BYOB)

### WRN&BYOB at Ruhango Youth Center and RODI



*Representatives from HDAK project, Ruhango Yego Centre and RODI in a meeting*

In January, AKA in partnership with EDC, organized and facilitated a meeting with Ruhango Youth Center and RODI to prepare the Work Ready Now & Be Your Boss (WRN & BYOB) training.

At this meeting, Ruhango Youth Center staff received an orientation on how WRN & BYOB training is delivered to youth. For example, AKA technical team shared the required hours that must be allocated to training per day and per week. Normally trainings 4 hours per day. YEGO Centre Ruhango opted for 3 hours per day.

The trainings were scheduled to start in February. RODI accepted to support the youth center in the accompaniment and 100 youth will be supported in

technical trainings

### WRN&BYOB training follow up and monitoring at 7 APEFE TVET

In January, AKA Technical Team conducted field visits to 273 youth (48M, 225F) from ANLM and APEFE TVET Schools (including Bumbogo TVET, EFA Nyagahanga, Cyondo TSS, Gakoni TVET, Janja TSS, Kigembe TVET and Maraba TVET) to monitor WRN-BYOB youth training.

## GROW YOUR BUSINESS TRAINING

During this reporting period, Entrepreneurship department conducted field visits to seven IPs(7) GROW IPs to find out how youth are doing after GROW training. A total of 43 (18M, 25F) were visited and the following was observed.

### Lessons Learnt

- ◆ All youth visited are either self-employed (14M, 24F) or wage employed (4M, 1F).
- ◆ More than 50% of visited youth confirmed that they manage well their business rather than they did before GROW training
- ◆ They all express wishes to expand their businesses; *“my dream and goal is to have a school that trains young people about shoe making and a shoe factory. Parents are already convinced of the lessons I give to their children especially because I made them affordable. Once I start working with banks for loans I am sure I will reach my goal”* said Emmanuel, a shoe maker and one of the of the GROW graduate.
- ◆ Youth have shared innovative way that help to keep their customers; *“I always ask feedback from my customers due to my busy schedule because I manage two businesses tailoring and managing a bar. When I get bad review from my customers I call them because I keep record of all my customers, I apologize and promise to do better next time”* said Clotilde, one of the youth visited.
- ◆ Trainers follow up the youth and get to record their progress as they provide guidance and advices.



*Some of the GROW graduates at their workplace/business*

## Youth Leadership & Accompaniment: Year 1 and Year 2 Field Officers Training of Trainers

AKA, in partnership with EDC, organized a Refresher Training in which they revised the Youth Leadership and Accompaniment manuals for both trainers and youth leaders. During this review, the FOs were involved where 51 (31M, 20F) participants from 17 IPs (AEE, AJECL, ANLM, APAFORME, COCOF, IBC, IMBARAGA, UPHLS, BENIMPUHWE, Maarifa Africa, SOS, CPJSP, AVSI, HPA, CEFOTRARAR, RODI and Esther's Aid) attend the training for a week.

During this month, AKA in collaboration with EDC also organized a training of trainers for CRS and CRS-Subs, in which 29 (13M, 16F) participants from VJN, Caritas Nyundo, Caritas Kibungo and CRS attended. The training aimed to make them all aware of the YL&A program and together to ensure quality work by providing timely



*CRS Staff during Training of Trainers*

## Support APEFE in Workshop for the pre-validation of In-company Instructor training

AKA, jointly with other key stakeholders, supported APEFE to the pre-validation of In-Company Instructor Training material.

Based on the feedback that was provided by In-company Instructors after the testing of the training material, this training material was finalized. In that meeting, participants defined also the content of the portfolio of In-company instructors and developed templates to be used during the final assessment



*In-company instructors during the training with APEFE and AKA*

### Support Girma project team/Niger

Jointly with EDC International Technical Advisor, AKA staff, travelled to Niger to support Girma project team, funded by EDC. The main task was to build capacity building in delivering WRN, peer leaders and accompaniment. Through the trainings organized for Girma project staff, the trainers and the field agents, we have supported the team in the following:

- ◆ The curriculum review with the senior project management team, including the program manager;
- ◆ Facilitation of ToT workshop, in collaboration with Youth Livelihood Program Manager from Ethiopia and the EDC International Technical Advisor;
- ◆ Facilitation of peer leader accompaniment sessions;
- ◆ Sharing all needed the planning and monitoring tools usually used in HDAK.
- ◆ Further adjustments to the WRN & BYOB Trainer's Manual and Peer Leaders Manuals. This was based on the experience and the context in which the project is operated.
- ◆ Adaptation of the manuals (both trainer and trainees) of youth leadership and accompaniment
- ◆ Helping Girma Project staff to better understand their role and responsibilities in the project implementation (through sharing experience sessions)
- ◆ Facilitation of the Peer Leader Accompaniment sessions delivery and the Work Based Learning activities in the community.

During the training sessions, we have learnt more about the Niger culture in context of gender at the workplace and at the field levels. For instance, when it came to form group works, women and men were separated. In that context, the master trainers were obliged to support trainers of the same sex only (Female master trainer support the female trainers, Male master trainer to male trainers). This was somehow challenging to AKA team



Participants from

who were new in Muslim culture).

## STORIES OF HOPE

### **My business is my life**

Clotilde Mutuyimana, a business woman, is a graduate from GROW trainings. She is a tailor and has a bar. Clotilde started tailoring ten years ago and she got better with time and now she is one of the best tailors in her sector. *“I have clients from neighboring sectors and do miles and miles to seek my services. I honestly thank GROW trainings because they taught me how to care for customers and how to retain them by providing the best service because this business is my life”* says Clotilde.



After noticing that her tailoring business was flourishing, Clotilde started to think about another business that can complete her previous one; that is how she started another business and now she is a proud owner of a bar. During GROW trainings, youth are always told to think how their business can grow from one step to another. As someone who already had a booming business, it was not hard for her to find a starting capital. *“I had some savings I had put on the side and I started buying material like bottle racks, bottles and a fridge. Now my bar is operational and I have GROW trainings through Huguka Dukore Akazi Kanoze project to thank”* says Clotilde.



### **The future is bright**

When she is talking about her journey you can tell that she is proud of the progress she made and the work she has put in. *“The thing that makes me happy is that even my customers noticed a change in the way I provide my services. I listen to them, their needs and try to respond to them. I learned to ask for feedback so that I can improve the quality of services. My life in general has changed due to the lessons I learnt in GROW trainings”* she says.

Clotilde is looking to expand her business and have two separate business houses as the tailoring

workshop and the bar are in the same house. *“I am planning to reach that goal through a bank loan. I already have a saving group; the bank loan will complete the other savings”* she added. As a GROW alumni Clotilde urges youth to never underestimate any opportunity that can help

Francois Shirubwoba is a young boy who lives in Nyaruguru District, Nyagisozi sector. He is a Hukuka Dukore Akazi Kanoze graduate. Before starting Work Ready Now and Be Your Own Boss (WRN & BYOB) trainings, he used to work in hairdressing salon. *“I had been working for someone else for almost two years and my dream has always been to work on my own account”* says Francois

### ***Self-confidence is everything***

After completing the WRN & BYOB trainings, Francois also started technical trainings in hairdressing to increase his knowledge. *“The first thing is the trainings have taught me is to have confidence in myself, then valuing and taking care of customers. I also learned to set goal. Everything I am doing now is based on that. I will always be grateful to HDAK project for equipping me with the right skills that will help me training”* says Francois.

A year after finishing his trainings, Francois has opened his own hair salon (barbershop). *“During the trainings, I learned the benefits of saving, I had already started the journey but I was doing it without a specific goal. When I was sure about having my own hair salon, I am glad that I had a small starting capital. I bought a hair clipper month rent”* Francois added.



*Francois in his barbershop*

### ***Innovative mind***

In the spirit of serving well his clients and retaining them, Francois has added a bonus of TV screen in his salon where he also shows movies, football games and he sells airtime. These services contribute to increase his revenues. *“I charge my customers a small amount to watch movies or games and they appreciate this service due to a rural area not most of my clients have tv screens at their homes”* he says.

Francois also does livestock activities; he has pigs and chickens which are also a source of revenues. His lifestyle has improved significantly as he generates income to sustain him but also he is able to

This group of 20 members (12 females, 8 males) is called “*ABAHUJEKUDODA*” which means those who came together because of tailoring. They are located in Gasabo district, Rusororo sector. They met each other through tailoring trainings. *“After receiving tailoring trainings, we also got GROW trainings from Huguka Dukore Akazi Kanoze project. These trainings were complementary to the tailoring ones because we basically learned how to start and grow a business from skills we already had”* said Beata one of the group members.

### ***Dream came true***

These young people were trained through one of HDAK’s Implementing Partners (IPs), SOS Kacyiru. They have decided to start their own tailoring shop. Therefore, they have requested a loan of 2 million Rwandan francs. HDAK Project has an agreement with 2 banks that will support youth who need to start their business, through loans that do not require collateral. *“When we heard about this, we requested a team from HDAK project to help us apply for the loan. We got the loan in less than 10 days; we could not believe it. We immediately started looking for sewing machines”* added Beata.

### ***The best service***

Currently the group has found all the materials needed, a house for rent for their shop and they are operational. *“We have now started practicing what we have learned in GROW trainings. My favorite lesson was innovating the ways of providing services. For instance, if I have a customer who wants a dress, I make sure I give them a purse to match with the dress. That way, I give the*



*Beata and Donata in their tailoring workshop*

The group has already started paying off the loan. Although they still have a challenge of finding customers as new business owners. But they are devoted to work hard and keep practicing skills that have gained through all the trainings. Their goal is to become a big tailoring house and start training other young people who wish to learn about tailoring. They also have set the goal to pay all their loan within one year.

*best service, I retain my customer and they recommend other customers. Basically my clients are kings and*

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## OUR APPROACH



**Our Mission is to provide youth with employability skills, access to capital and other support services to take advantage of economic opportunities.**

**Our vision is to be a leading Organization contributing to youth well-being through employability skills and support services.**

**Our values are: *integrity, excellence, professionalism and innovation.***



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*\*This report was prepared by Daniella K. Kayigamba, Communication Officer at AKA*