



# EMPOWERED FOR THE FUTURE 2019/2020

CLOSE-OUT REPORT

# OUTLINE

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Take-off session with beneficiaries in Abuja





Nofisat, holding out the foot wears she made

- This is an income generating and leadership empowerment intervention for adolescents in and out-of-school. YEF has been working with in and out-of-school adolescents for over 25 years. This project is designed from our experience, successes, lessons learnt, best practices and gaps identified in projects implemented with girls and young people across two sites in south-west Nigeria. The current strategy being adopted is based on lessons learnt from previous years of project implementation.
- “Empowered for the Future” (E4F) addresses 4 sustainable development goals (1, 2, 5 and 8) focusing on “no poverty, no hunger, gender equality, good jobs and economic growth. Detailed monitoring and evaluation tools were developed to track impact, behaviour changes and outcomes at the individual and community levels.



# Introduction

- The project targeted beneficiaries with an intention of investing in adolescents and youth by imparting entrepreneurial, financial management, leadership, reproductive health and life-skills. This was done through training, mentorship, and experiential partnerships learning with selected trade unions, entrepreneurs, vocational institutes and civil society organizations.
- The project life span was 9 months, which started in September 2019. However, the COVID-19 pandemic distorted the project calendar, causing it to extend to August 2020. The Business Development training/Graduation, which was an integral part of the project, was done virtually in compliance to restrictions on large gatherings.
- This was the 3<sup>rd</sup> phase of the project and was extended to the Federal Capital Territory (FCT), Abuja this year.



# Goal and Objectives

- ❖ The overall goal is getting young people ready for the opportunities in the world of work and enterprise through life skills training, income generation activities and knowledge building interventions.
- ❖ Objectives:
  - To increase the income generation skills of 50 young people by 30% above baseline evaluation by end of the project.
  - To increase the financial literacy of 50 young people by 30% above level of assessment at entry point by end of the project.
  - To increase the knowledge of 50 young people on child protection (sexual and domestic violence), sexual and reproductive health and child protection issues by 50% above baseline evaluation by end of the project.
  - To increase the knowledge on business development and management skills of 50 young people by 30%

# Target Population

- ▶ This project was targeted at 50 out-of-school adolescents and young people in suburb communities in Lagos and FCT, Abuja, using predetermined eligibility criteria.
- ▶ Call for application to young people was sent to all available network platforms of YEF (including the whatsapp platforms of E4F past beneficiaries), through which young persons indicated interest.
- ▶ A total of 127 young people registered for the third phase of E4F project across the two sites: Lagos and Abuja.
- ▶ This necessitated the rigorous interview process conducted to shortlist for the required number of beneficiaries for the project. At the end, 60 beneficiaries were recruited across the two sites (40 in Lagos and 20 in Abuja).
- ▶ In Abuja, there were young married people enrolled in the project who were in dire need of this opportunity to support their families.



# Eligibility Criteria

- ▶ Eligibility criteria for selecting the beneficiaries was pre-determined and included:
  - Adolescents and young people who fall between the ages of 15 and 25 years.
  - Adolescents and young people who have finished schools or are awaiting admission into higher institution and are interested in acquiring vocational skills
  - Parental consent was compulsory
  - Availability to attend capacity building sessions at school and community level.
  - Willingness to reach out to peers

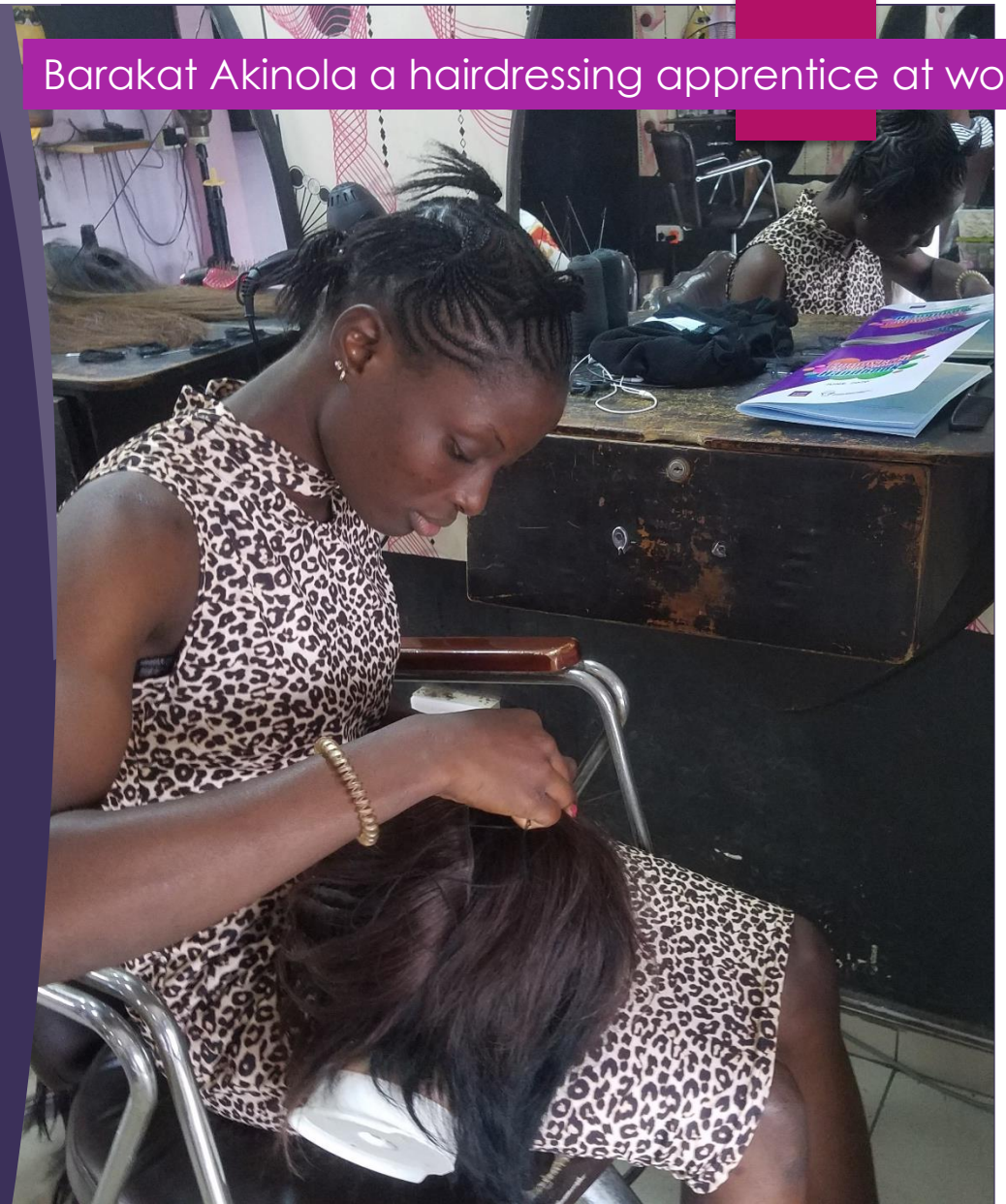


Mr. Omoniyi Iyanda with Abuja beneficiaries and YEF Staff

Barakat Akinola a hairdressing apprentice at work

# Activities

- Recruitment and selection of adolescents and young people as beneficiaries of the project.
- Conducted baseline assessment among beneficiaries. This assessment provided preliminary background information that guided the implementation, monitoring and evaluation (M & E) activities.
- Trained 60 young people on sexual and reproductive health, gender issues and career planning.
- Stakeholders meeting for the project which consisted of the coaches, parents of beneficiaries and YEF staff after the three (3) days start-up training for the beneficiaries. This took place in Lagos and Abuja.
- In partnership with selected SMEs and organizations, the adolescents and young people placed on apprenticeship for various vocations of interest.
- Virtual training of the selected beneficiaries on financial and business management skills.
- Conducted project end-line evaluation to determine impact of the project through quantitative and qualitative assessments.





# ACTIVITIES



STAKEHOLDERS MEETING

# Activities



Project Kick-off Life Skills Training



# Life Skills Training

- ▶ The life skills training was conducted on 4<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> September 2019 in Lagos and on 9<sup>th</sup> - 11<sup>th</sup> October 2019 for Abuja. A total of 60 young persons attended the training: 40 in Lagos, 20 in Abuja.
- ▶ The training covered life skills, Adolescent Sexual Reproductive Health and Gender-Based Violence (GBV), Growth mindset, workplace ethics, and introduction to Entrepreneurship.
- ▶ The methodology used during the sessions include: Brainstorming, Facilitation, Case studies, and Role plays.



# VOCATIONAL TRAINING

- ▶ Placement of beneficiaries was done after the stakeholders meetings to various vocational centres; beneficiaries were taken to the centres physically
- ▶ Some of the centres were training institutes, while others are artisans' business outfits
- ▶ The centres were spread across Ajegunle, Surulere, Somolu, Isolo, Yaba, Ikeja and Mushin in Lagos, while all the centres in Abuja were within Mpape community.
- ▶ The duration of vocational training varied across vocations and centres; it ranged from 3 – 12 months
- ▶ Beneficiaries whose trainings were less than 9 months (project life span) continued with internships, either with their coaches or other centres.
- ▶ A total of 57 beneficiaries were placed (38 in Lagos, 19 in Abuja)



Chika Azuzu a tailoring apprentice at work



# COVID-19 OUTREACH, MPAPE



Selected Vulnerable women who benefited from COVID19 Relief in Mpape community, Abuja.



Beneficiaries of FCMB COVID 19 Relief



Some items distributed in Mpape



# BUSINESS DEVELOPMENT TRAINING/GRADUATION

- ▶ Business Development training/Graduation was conducted for the beneficiaries at both sites to close out the project on 26<sup>th</sup> & 27<sup>th</sup> August, 2020.
- ▶ FCMB staff , including Mr. Diran Olojo (Group Head, Corporate Affairs), facilitated the sessions virtually; while the beneficiaries were together in a hall at each site. All recommended protocols against the spread of COVID-19 were observed, including social distancing.
- ▶ The training covered topics such as: Business Planning and Strategy; Product Branding; Sales and Customer Acquisition; Digital Marketing; Financial Management and Book-Keeping; Business Ethics; Personal Branding and Marketing.



**Lagos Beneficiaries at Take-off Meeting with Mr. Diran Olojo**





## BUSINESS DEVELOPMENT TRAINING/GRADUATION

- ▶ The training was intensive and practical, relating to various vocations of the beneficiaries. It was instructive on strategies for starting and growing a successful business, including financial management.
- ▶ The facilitators are well-grounded in the topics, they were able to share their experiences, and also provided insights on how the young people can manage their businesses.
- ▶ The beneficiaries were engaged in the training extensively; questions, myths and misconception on starting a new business were addressed. Some of the facilitators also made room to further guide the young people after the training.

# Project Sustainability

Various steps were taken to ensure that resources were saved while maximising opportunities for current and past beneficiaries.

- FCMB staff volunteered by facilitating all the sessions at Business Development and Financial Management training virtually. Thus, E4F increased volunteering opportunities for staff.
- Majority of the beneficiaries recruited were referred by the past E4F beneficiaries; especially the 2018 set.
- E4F created a network of beneficiaries, this is to help create opportunities for beneficiaries to communicate and partner with one another while using the platform for advertisement and posting of available opportunities that will benefit the E4F beneficiaries.
- FCMB provided COVID19 relief materials for E4F beneficiaries in Mpape, Abuja

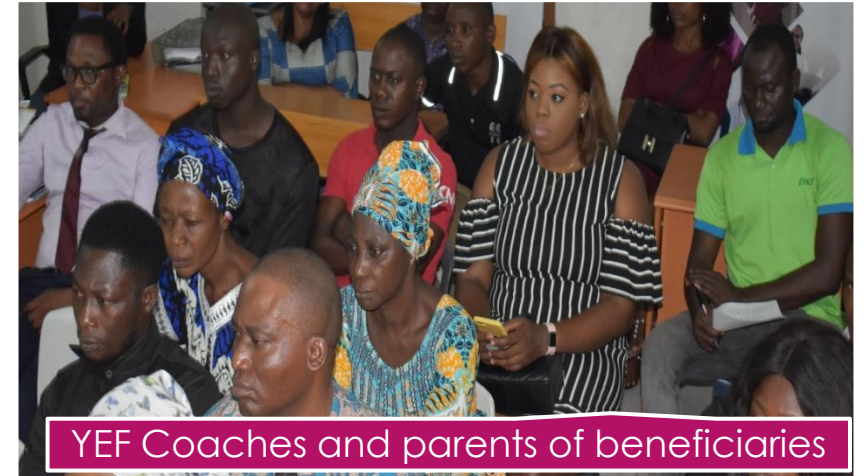


E4F beneficiaries with FCMB COVID19 support



# Our partners in Lagos

- JOSEPH FASHION (AJEGUNLE)
  - INLAND COMPUTER (AJEGUNLE)
  - MELVYN COMPUTER (AJEGUNLE)
  - NEW HORIZON (SURULEERE)
  - DO LOOKS (SURULERE)
  - STEL KARIS INSTITUTE (AJEGUNLE)
  - CHI FASHION (AJEGUNLE)
  - TEN THIRTY (AJEGUNLE)
  - BIMSA SALON (SURULERE)
  - HAIR FACTOR (SURULERE)
  - PATRICK SHOE AND BAG (ILASA, MUSHIN)
- GOD'S POWER SHOE (AJEGUNLE)
  - JATTO SALOON (SURULERE)
  - JOSEPH JOHN AC (AJEGUNLE)
  - SPLIT PHOTOS (AKOKA, YABA)
  - EBERRY CAKE (AJEGUNLE)
  - ADEJIYAN CAKE (AJEGUNLE)
  - EMVEE MAKE UP (SURULERE)
  - ABITECH ENGINEERING (ISOLO)
  - JUST CREATION (SOMOLU)
  - GEE CONCEPT COMPUTERS (IKEJA)
  - SHOBYCRAFT TAILORING (SURULERE)
  - FASASS VENTURE (SURULERE)







## Our partners in Abuja

- ▶ DREC VOCATIONAL ACADEMY
- ▶ MERCY FASHION DESIGN
- ▶ HAIR DRESSING( STYLIST)
- ▶ EMMANUEL OKON BARBING

# EVALUATION

To effectively document the impact of E4F, several assessments were conducted:

The baseline assessment was done at the inception of the project in September 2019, in two(2) folds: qualitative and quantitative

Monthly monitoring visits were conducted to vocational training centres, and beneficiaries filled and submitted their monthly reports

The endline assessment was done at the end of the project year in August 2020, both qualitative and quantitative

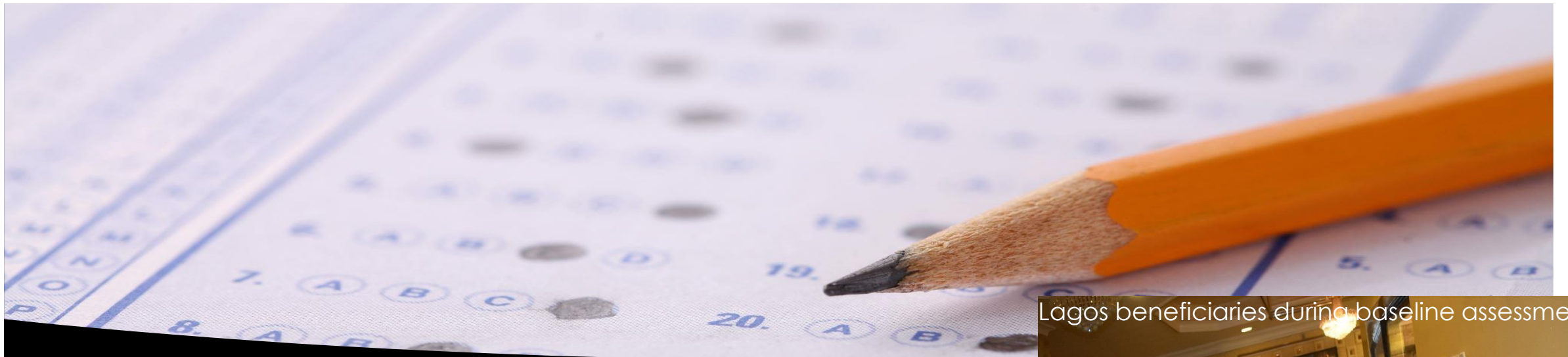
# EVALUATION

- ▶ The assessments were in two (2) parts: qualitative and quantitative. The qualitative was conducted through Focus Group Discussions (FGDs), while the quantitative was conducted through the baseline and endline questionnaires.
- ▶ At the inception of the project, 4 FGDs were conducted; two for males and the other two for females. Each group was made up of ten (10) participants, making a total of 40 participants. The FGD addressed the relevance of skill acquisition, business development, management skills, financial literacy, life skills and sexual and reproductive health issues of young people.



# EVALUATION

The 3-day Life Skills training was assessed using pre and post tests. In Lagos, the mean score at pre-test was 2 (ranged from 0 – 7.5) while the mean post test was 11 (ranged from 2 – 18), of total obtainable score of 20. In Abuja, the mean score at pre-test was 2 (ranged from 0 – 6) while the mean post test was 6 (1 – 19). The overall mean pre-test was 2, and the overall mean post test was 9.



Lagos beneficiaries during baseline assessment



# EVALUATION

The questionnaire was divided into the following sessions:

## FINANCIAL MANAGEMENT

This section assessed knowledge required to make financial decisions and resolve financial problems in business

## BUSINESS DEVELOPMENT & MANAGEMENT

This section assessed skills required to start, sustain and expand business

## LIFE SKILLS

This session assessed social and interpersonal skills that enable a person cope with everyday demands of life

## REPRODUCTIVE HEALTH

This session assessed basic sexual and reproductive health knowledge

# PROJECT OUTCOME STATISTICS

## • AGE

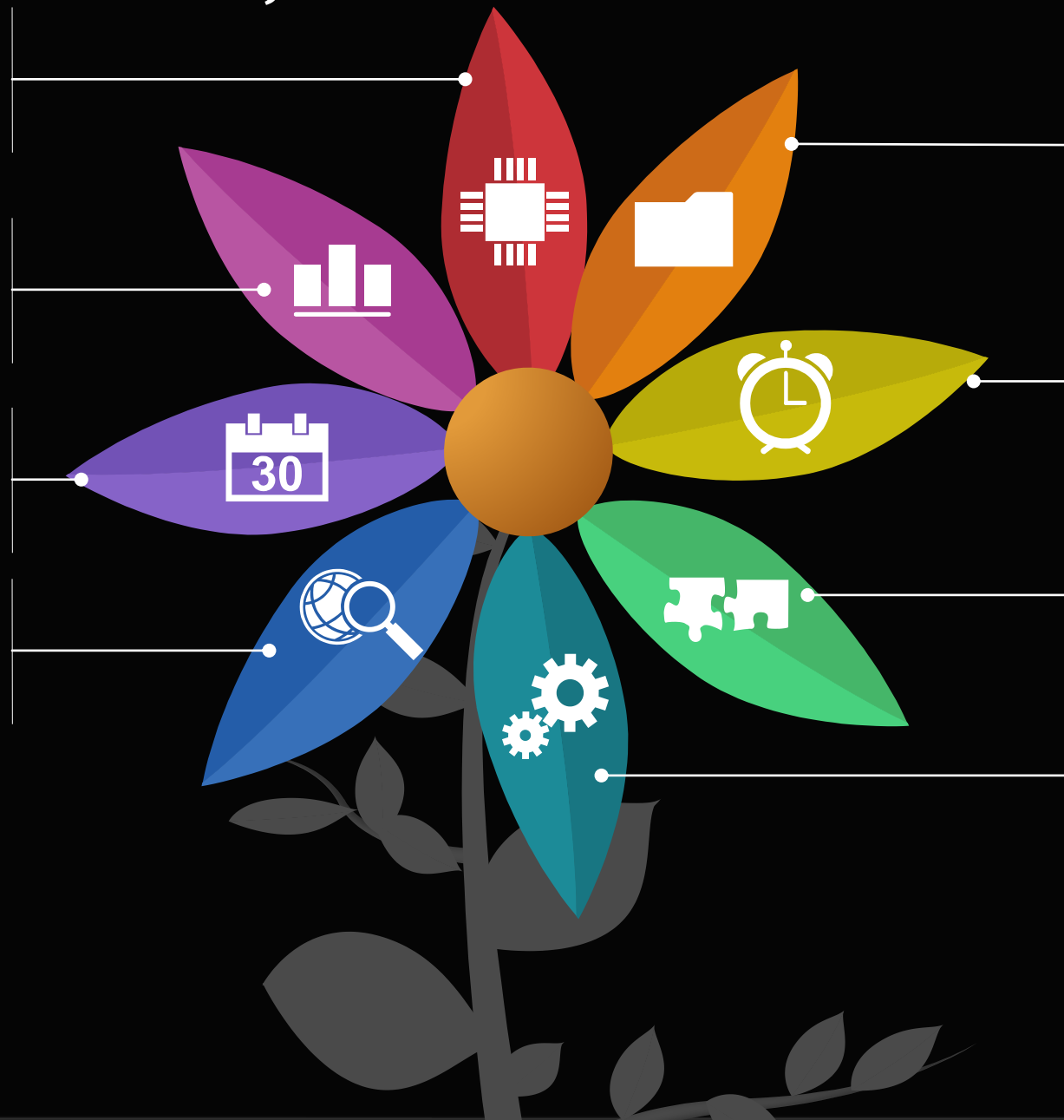
- Range: 13 – 25 years
- Average: 19 years

## • SEX

- Male – 23 (39%)
- Female – 36 (61%)

## • LOCATION

- Lagos – 38 (64%)
- Abuja – 21 (36%)



## • FINANCIAL MANAGEMENT

- Baseline Average: 31
- Endline Average: 36

## • BUSINESS DEVELOPMENT & MANAGEMENT

- Baseline Average: 32
- Endline Average: 37

## • LIFE SKILLS

- Baseline Average: 46
- Endline Average: 51

## • REPRODUCTIVE HEALTH

- Baseline Average: 5
- Endline Average: 7



# EVALUATION

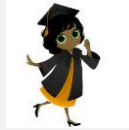
## OUTCOME

- ▶ The overall outcome of this project has been very impressive; despite the challenging interruption caused by the pandemic, the goal of the project was achieved.
- ▶ These results are both quantitative (in figures as shown in preceding slide) and qualitative (in words).
- ▶ Video interviews are attached, with the beneficiaries expressing their gratitude, experiences and recommendations.

Shoe design in Ilasa by Somtoo Nwoyeocha



# EVALUATION



All the beneficiaries were overwhelmed with excitement for the opportunity to be part of this project, very thankful to FCMB and YEF.



During the project, most of the beneficiaries learnt many life and business lessons, beyond the vocational skill itself.



As such, their expectations were surpassed; gave much credit to the support and monitoring during apprenticeship.



Many of the beneficiaries acknowledged the good quality of the skills they acquired. This is evidenced by the quality of their products at graduation, and income generation from their vocations even before the end of their training.



# EXPERIENCES



*'The E4F project has really taught me importance of integrity. Despite the pandemic, the goal of this project was met. I feel confident right now, not just because of the skill I acquired, but because now, I have something to offer to my world'* Jahswill Idiah (Lagos)



*'This project has helped me a lot, it was wonderful; the trainings, the lectures, the skills acquisition, my vocational training centre has been excellent, interesting and enlightening.'* Deborah Ewenike (Abuja)



*'A lot has really changed about me, I have been able to associate with others based on business either through social media or face-to-face, and also, I have something I and my family can feed/depend on. This is a life-saving project to many of us who don't have parents or people to help us.'* Chidinma Aguzieama

# EXPERIENCES



*'My perspective about life changed totally, thanks to E4F. The skill I have always wanted to learn has been achieved. I promise to put it into perfect use.'* Ikenna Ohakwe (Lagos)



*'I was given the opportunity to continue my trainings till I feel satisfied, even after the 10 months signed. I am overwhelmed being allowed to do what I love exactly how and when, how long I wish, it is a blessing I never expected.'* Somtoo Nwoyeocha (Lagos)

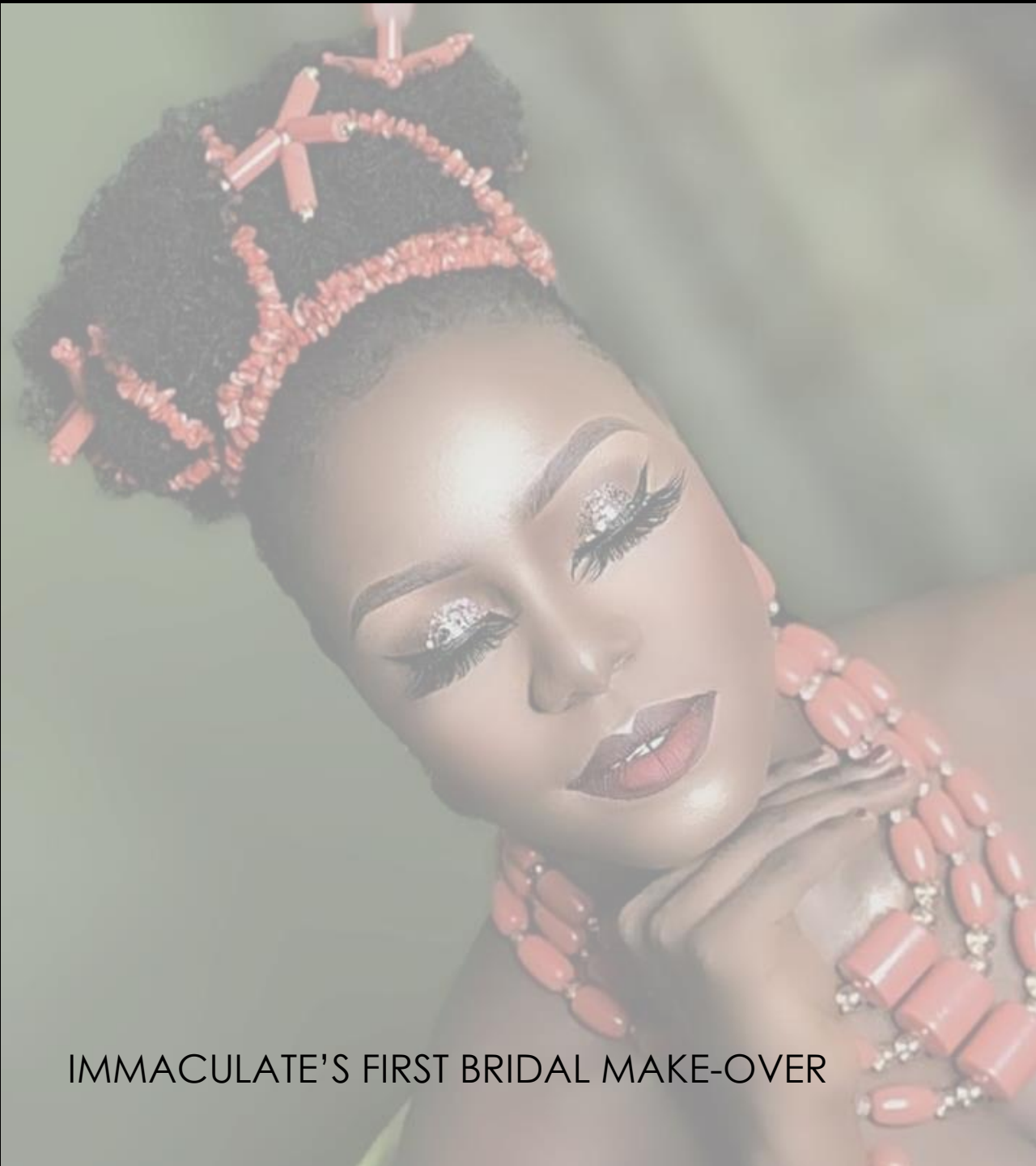


Abuja beneficiary doing Make-over





BLESSING ATTAH'S FIRST BRIDAL CAKE



IMMACULATE'S FIRST BRIDAL MAKE-OVER

# CHALLENGES



- ▶ The COVID-19 pandemic significantly affected the training of beneficiaries; vocational, Business Development and refresher trainings. Several engagement sessions could not be held as a result of COVID 19 and this affected the quantitative assessment, but overall it was highly impactful.
- ▶ The economic hardship as a result of the pandemic affected the vocational training; some the beneficiaries had to pick up jobs for family welfare, especially in Lagos.
- ▶ Some coaches complained of trainees not being able to afford training materials and kits needed.
- ▶ There were hiccups in the recruitment of beneficiaries in Abuja, 3 new persons were recruited while 4 were placed in new centres.

A Lagos beneficiary asking a question during life skills training in September 2019



## RECOMMENDATIONS



CHIKA (MIDDLE) WITH HER COLLEAGUES MODELLING  
HER GOWN DESIGNS

- ▶ E4F should be scaled-up in terms of reach, it is a life-saving opportunity for many young people in underserved communities.
- ▶ There should be provision of some essential tools for training for effectiveness.
- ▶ There should be provision of start-up funds or tools, at least for exceptional beneficiaries.
- ▶ Continuity in direct involvement of FCMB staff volunteers.
- ▶ There should be provision of internship and mentorship placements of exceptional beneficiaries with organized SMEs.



THANK YOU FCMB