

Project Title

Youth Employment Acceleration through Market-Driven Vocational, Enterprise and Digital Skills Development (YEAP)

Donor: Donors from Euro (Open to partnership)

Implementing Organizations

1. Nanziga Women Development Initiative (NAWODI)

2. Any partners are welcome

Project Duration: 24 months

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Project Budget: USD 340,000

Target Group

- **2,000 unemployed female youth**
- **1,000 unemployed male youth**
- Priority to rural youth, young mothers, school dropouts, persons with disabilities, and informally skilled youth

Project Location

Rural and peri-urban communities (target districts to be defined by NAWODI)

1. Problem Statement and Justification for Intervention

Youth unemployment and underemployment remain persistent challenges, driven by systemic barriers that limit young people's access to relevant skills, finance, markets, and employment pathways. Despite increasing demand for vocational, technical, and digitally enabled skills, most youth particularly women and marginalized groups—are excluded from sustainable economic opportunities.

Policy barriers exclude youth through restrictive eligibility requirements, high training and licensing costs, lack of recognition for informal skills, and youth-blind frameworks that prioritize urban and established actors.

Practice barriers include outdated training curricula, weak alignment with labor market needs, limited enterprise support, and centralized delivery models that exclude rural youth.

Resource flow barriers result in inadequate financing, uneven distribution of trainers and infrastructure, and limited access to tools, start-up capital, and ICT resources.

Weak institutional linkages between training providers, employers, markets, and financial institutions undermine youth transitions into work.

Power imbalances reinforce exclusion through elite capture, gatekeeping, and limited youth participation in decision-making.

Without targeted intervention, unemployed youth especially young women remain trapped in cycles of poverty, informal work, and dependency.

Justification:

This project responds directly to these barriers by delivering **customized, market-responsive vocational training**, integrated with **enterprise development, digital skills, start-up support, and market linkages**. NAWODI's community presence and gender-responsive approach

position it to reach excluded youth and support sustainable self-employment and wage employment pathways.

2. Project Goal

To increase sustainable employment, self-employment, and income generation among unemployed youth through market-driven vocational skills, enterprise development, and digital skilling.

3. Project Outcomes

- 1. Youth acquire market-relevant vocational and digital skills** aligned with local demand.
- 2. Increased youth self-employment and wage employment**, particularly among young women.
- 3. Improved enterprise performance and income levels** for youth-led businesses.
- 4. Strengthened linkages** between youth, training institutions, artisans, employers, and markets.
- 5. Enhanced youth participation and agency** in local economic systems.

4. Project Outputs

- 1,300 youth trained in market-relevant vocational skills.
- Customized vocational curricula developed and delivered.
- Youth equipped with digital literacy and enterprise skills.
- Youth enterprises supported with tools, starter kits, and mentorship.

5. Market linkages and job placement pathways established.
6. Partnerships formalized with training institutions, artisans, and employers.

5. Key Project Activities

A. Preparatory Phase

- Labor market and skills demand assessment
- Community mobilization and transparent youth selection
- Gender and inclusion sensitization

B. Vocational Skills Training

Training in:

- Tailoring and fashion design
- Hairdressing, facial and beauty therapy
- Schoolbook making
- Welding and metal fabrication
- Pavers and block making

Activities include:

- Curriculum customization with industry input
- Practical, hands-on training (70% practice)
- Apprenticeships with local artisans

C. Enterprise Development & Digital Skilling

- Business and financial literacy training
- Digital skills (basic ICT, digital marketing, mobile money, record keeping)

- Cooperative and group enterprise development

D. Start-up Support & Market Linkages

- Provision of tools and start-up kits
- Linkages to suppliers, buyers, and employers
- Job placement and business incubation support

E. Monitoring, Learning & Advocacy

- Youth feedback mechanisms
- Learning reviews and documentation
- Policy engagement and stakeholder dialogues

7. Logical Framework (Summary)

Level	Description	Indicators	Means of Verification	Assumptions
Impact	Improved youth employment and income	% increase in employed youth	Surveys, tracer studies	Stable local markets
Outcome 1	Youth gain relevant skills	# youth certified	Training records	Youth participation
Outcome 2	Increased self/wage employment	% youth employed/self-employed	Business records	Market access
Output 1	Vocational training delivered	# youth trained	Attendance lists	Trainers available
Output 2	Enterprises supported	# start-ups operational	Follow-up visits	Access to inputs

8. Detailed 2-Year Budget totalling USD 340,000

Budget Line	Year 1 (USD)	Year 2 (USD)	Total (USD)
Project staff & coordination	40,000	35,000	75,000
Curriculum development & assessments	20,000	5,000	25,000
Vocational training delivery	55,000	45,000	100,000
Trainers & artisan stipends	30,000	25,000	55,000
Digital skills & ICT equipment	25,000	10,000	35,000
Tools & start-up kits	20,000	20,000	40,000
Market linkages & job placement	8,000	7,000	15,000
Monitoring, evaluation & learning	7,000	8,000	15,000
Administration & contingencies	7,000	8,000	15,000

Risks and Mitigation Strategies

Risk	Mitigation
Low youth retention	Flexible schedules, stipends,

	mentorship
Market saturation	Demand-driven training and diversification
Gender norms limiting participation	Community engagement and female mentors
Limited start-up capital	Group enterprises and phased support
Policy or regulatory barriers	Stakeholder engagement and advocacy

9. Partnerships

- 1) **Vocational Training Institutions:** Curriculum co-development, certification
- 2) **Local Artisans:** Apprenticeships, mentorship, job exposure
- 3) **Employers & SMEs:** Job placements, market access
- 4) **Financial Institutions:** Youth-friendly savings and credit products
- 5) **Local Government:** Policy alignment and sustainability

10. Sustainability Strategy

- 1) Strengthening youth cooperatives and group enterprises
- 2) Embedding training within local vocational institutions
- 3) Building long-term market and employer relationships

- 4) Cost-sharing and income-generating training models
- 5) Youth leadership in program governance and peer mentorship

NAWODI Organizational Capacity Statement

Organization Overview

Nanziga Women Development Initiative (NAWODI) is a legally registered, non-profit Community Based Organization (CBO) founded in **2018** and committed to advancing the social and economic empowerment of women, young women, and young men in Uganda. NAWODI is registered with **Kampala Capital City Authority – Lubaga Division (Reg. No: LUB/22/127)** and **Wakiso District (Reg. No: WCBO/20/4739)**, with active **urban and rural chapters** operating in Kampala and Wakiso respectively.

The organization was founded by **four young women and three young men** drawn from diverse professional backgrounds including farming, tailoring, hairdressing, teaching, small-scale entrepreneurship, and project planning. Having personally experienced poverty, marginalization, and exclusion, the founders united to create a strong, community-led platform that advocates for youth inclusion, rights, and equitable access to socio-economic opportunities.

NAWODI's membership is predominantly women and girls, with programming intentionally designed to reach **out-of-school youth, young mothers, teenage girls, and marginalized young men.**

Organizational Goal, Vision and Mission

Organizational

To alleviate poverty and poor living conditions through socio-economic

Goal

empowerment of women, young women, and young men by actively involving youth in the acquisition of market-ready skills.

Vision

A socially, economically, and politically empowered and developed community championed by young women and men.

Mission

To mobilize, practically skill, and build commitment and solidarity among women and young girls—particularly in Rubaga Division North and Kyengera Town Council -Wakiso District so they can collectively attain social, economic, political, and community development in a transparent and accountable manner.

Core Values

- Integrity
- Transparency and accountability
- Good stewardship
- Result-oriented programming
- Gender equality
- Inclusiveness
- Community ownership
- Evidence-based programming

Experience in Mobilizing, Skilling, Graduating and Linking Youth to Employment

NAWODI has **proven experience** in designing and implementing youth-centred, market-driven skilling and economic empowerment programs. The organization specializes in **end-to-end youth employment pathways**,

covering community mobilization, vocational skilling, graduation, entrepreneurship development, savings mobilization, and market linkage.

Key Programmatic Strengths

1. Practical, Market-Ready Vocational Skilling

NAWODI delivers hands-on vocational training tailored to local market demand, with over **70% practical learning**. Skills areas include:

- Tailoring, fashion and design
- Hairdressing and cosmetology
- School book making
- Reusable sanitary pad production
- Shampoo and liquid soap making

These programs specifically target **out-of-school youth** who are excluded from formal education and training systems.

2. Integration of Digital Literacy

Recognizing digital skills as a new normal, NAWODI integrates:

- Mobile money operations
- Digital marketing using Facebook and WhatsApp
- Basic record keeping and online transactions

This enables youth to operate digitally enabled micro-enterprises and access wider markets.

3. Graduation and Employment Pathways

Graduation is not the endpoint. NAWODI supports youth to:

- Transition into self-employment
- Form group enterprises
- Access apprenticeships and local employment opportunities
- Join savings and lending mechanisms to grow income

Track Record and Key Achievements

NAWODI has successfully mobilized, trained, and graduated **over 600 young women and men** since 2021, with clear livelihood outcomes.

Selected Achievements

- **2024 – Empower Youth Through Data and Community Development (EYDCD)**
 - 100 young girls graduated
 - ✓ 50 in hairdressing and cosmetology
 - ✓ 30 in tailoring, fashion and design
 - ✓ 20 girls and boys in school book making
 - 150 young girls trained in entrepreneurship and business development
 - 4 Village Savings and Loans Associations (VSLAs) formed
- **2023 – Funded by Theirworld UK**
 - 70 girls trained in hairdressing
 - 35 girls trained in hairdressing and cosmetology
 - All 105 girls trained in shampoo and liquid soap making
- **2021–2022 – Funded by CRVPF with Mastercard Foundation support**
 - 350 young girls trained and certified
 - ✓ 100 in modern tailoring and design
 - ✓ 250 in hairdressing and cosmetology
 - ✓ 300 girls trained in shampoo and liquid soap making

These interventions resulted in **increased income generation, self-employment, and reduced economic vulnerability**, particularly among teenage mothers and young women.

Economic Empowerment and Enterprise Development Capacity

Beyond vocational skilling, NAWODI delivers structured **Economic Empowerment of Youth (EEY)** programming, equipping beneficiaries with:

- Entrepreneurship and business planning skills
- Financial literacy and savings culture
- Pricing, profit calculation, and record keeping
- Customer care and marketing skills

NAWODI conducts **quarterly enterprise development trainings** and has established **four active VSLAs**, supporting youth to save, access loans, and reinvest in their businesses. Savings groups are trained in **digital financial transactions**, strengthening accountability and growth.

Environmental Conservation and Climate-Smart Livelihoods

NAWODI integrates **green skills and climate action** into youth economic empowerment, aligning livelihoods with environmental sustainability.

Core Climate and Environmental Interventions

- Green jobs training in:
 - ✓ Reusable sanitary pads and baby diapers
 - ✓ Energy-saving briquette production
 - ✓ Organic vegetable farming and permaculture
- Waste-to-resource innovations:

- ✓ Briquette production from agricultural waste
- ✓ Composting, recycling, and waste segregation
- ✓ Solar drying and low-cost renewable technologies
- Environmental awareness, tree planting, and “Green Schools” initiatives
- Women’s climate leadership and advocacy

Climate and Green Jobs Achievements

- ✓ Over 150 green jobs created for women and girls
- ✓ More than 20 tonnes of briquettes produced annually, reducing charcoal use
- ✓ 5 tonnes of waste diverted through recycling and reuse
- ✓ Monthly incomes of UGX 200,000–500,000 earned by eco-enterprise beneficiaries
- ✓ 3,000+ trees planted in Nanziga and neighbouring communities
- ✓ 1,000+ community members reached with climate awareness initiatives

Partnerships and Donor Confidence

NAWODI has successfully partnered with reputable national and international organizations, demonstrating sound governance, accountability, and delivery capacity.

Key Donors and Development Partners include:

- ✓ Children Rights and Violence Prevention Fund (CRVPF) – funded by Mastercard Foundation
- ✓ Theirworld (United Kingdom)
- ✓ GAIA Earth Initiative
- ✓ Kampala Capital City Authority (KCCA)

Institutional Capacity and Comparative Advantage

NAWODI's strength lies in:

- ✓ Deep community trust and youth-led governance
- ✓ Proven ability to reach excluded and hard-to-reach youth
- ✓ Integrated skilling, enterprise, digital, and savings models
- ✓ Strong gender, safeguarding, and inclusion lens
- ✓ Evidence-based programming and results tracking

Conclusion

NAWODI has demonstrated the institutional capacity, technical expertise, and community legitimacy required to scale youth employment, vocational skilling, and green livelihood interventions. With a strong track record and trusted partnerships, NAWODI is well positioned to deliver large-scale, inclusive youth employment programs that generate sustainable economic outcomes.