



Utafiti Sera Forum on Youth Employment Creation in Agriculture and Agro-processing

Stakeholders' Participatory Impact Pathways Analysis (PIPA) Workshop

HELD AT SILVER SPRINGS HOTEL, NAIROBI
DECEMBER 7, 2017

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Overview

The Stakeholders Mapping workshop on Youth Employment Creation in Agriculture and Agro-processing held on 7th December, 2017 was organized by the Centre for African Bio-Entrepreneurship (CABE) in collaboration with Partnership for Social and Governance Research (PASGR). The workshop was the Second Phase of *Utafiti Sera*¹, building on themes covered in Phase namely employment issues in sugar and horticulture industry. The forum invited stakeholders from government ministries working with youth, county representatives in the Ministry of Agriculture, Fisheries and Livestock Development, training and vocational education institutions, development partners, donors, Non-Governmental Organizations, academic institutions, the private sector and youth² farmers.

Youth employment creation in agriculture and agro-processing is a policy agenda that emerged from policy discussion on employment creation in the sugar and horticulture industries. The two forums were hosted by *Utafiti Sera* in November 2016 and January 2017 respectively in Nairobi. The two forums prompted the consensus that despite forming a larger percentage of the Kenya's unemployed population and possessing the potential to spearhead development, youth have been marginalized in discussions on wage (un) employment both at policy and programme levels. It is also recognized that comprehensive data on youth opportunities and challenges is limited despite the endorsement of policies and programmes that promote youth employment by African policy-makers and partners. This therefore necessitates the need to make research evidence more accessible to policy makers and relevant actors to catalyze policy interventions regarding the generation of youth employment opportunities in the agriculture and agro-processing sectors.

Stakeholder mapping was the initial step in engaging actors supporting youth in agriculture and agro-processing. The objective of the mapping exercise was to identify strategic actors and contact persons who will act as liaisons in each organization for *Utafiti Sera*. This initial engagement was also to ensure that evidence data for influencing policy is disseminated accordingly for maximum impact.

The mapping exercise identified six broad categories of actors to engage in *Utafiti Sera* agenda. These included the public sector, private sector, donors/development partners, research and academia, civil society organizations (CSOs) and media. The specific actors in the broad categories were selected based on their relative importance and influence in the field, strength of linkages, and acceptance of the *Utafiti Sera* agenda. The Ministry of Public Service Youth and Gender Affairs, Ministry of Agriculture, Livestock and Fisheries, Ministry of Industrialization, Trade and Enterprise Development, national and county governments, youth organizations and religious organizations were singled out as key actors capable of influencing the trajectory of youth employment creation in agriculture and agro-processing.

This report captures the proceedings of the stakeholder meeting. It includes an introduction of participants, opening remarks by PASGR and CABE, overview of stakeholder mapping exercise, reflections on youth employment creation in agriculture in Kenya, Participatory Impact Pathways Analysis (PIPA), a summary of strategic actors and the next steps of action.

1. Introduction and opening remarks

The stakeholders mapping meeting convened 45 participants (male 29, female-16) in Silver Springs Hotel in Nairobi on December 7th, 2017. The forum was comprised of representatives from the Ministry of Agriculture Livestock and Fisheries as an authority in agriculture with representation from Nairobi, Kiambu and Kisii counties.

The county of Nairobi represented the urban dimension of agriculture; the county of Kiambu represented both urban and peri-urban intensive agricultural activities whereas the county

of Kisii encompassed urban, peri-urban and rural perspectives of youth opportunities and challenges in agriculture. Development partners, donors, Non-Governmental Organizations (NGOs), academia, researchers, private sector and youth farmers were also represented to provide a diverse perspective on youth employment creation in agriculture.

Kick-starting the opening remarks, PASGR Program Manager Dr. Martin Atela described *Utafiti Sera* (Research-Policy Community) as a *modus operandi* that facilitated a platform

¹ *Utafiti Sera* was developed as part of PASGR's research-policy engagement process. Its framework addresses new ways of thinking and collaboration intended to bridge the gap between research evidence and policy action.

² Young male and female aged between 18 and 35 years, who either have or not completed formal education.

for policy dialogue and engagement among policy actors to ensure uptake of research evidence into policy actions. ‘Employment creation in agriculture and agro-processing’ is one of *Utafiti Sera’s* projects focusing on youth employment creation in agriculture and agro-processing.

Stating the importance of the stakeholders mapping meeting, Atela highlighted that the stakeholders mapping was an initial engagement with different key stakeholders supporting youth initiatives in agriculture. This engagement would help identify key interests and convergence on youth programming as well establishing networks that could move the youth agenda forward.

Dr. Atela noted that it was evident that the increase of the youth population was generating a greater demand for employment. More often than not, studies on youth (un)employment have been undertaken but evidence around policy issues hasn’t been easily available. He reiterated that there was need for a multi-dimensional approach that involved different actors engaging in discussions that would result into policy actions.

He emphasized that the analysis of youth employment in the context of inclusive growth required major attention to the



Plate 1: PASGR Program Manager, Mr. Martin Atela giving his opening remarks

demographic transitions of young people. Such an analysis would inform policy actions focused on creating youth employment in agriculture and agro-processing. Dr. Atela concluded that the stakeholders mapping serves as a medium for engaging and influencing policy in youth employment in agriculture and agro-processing in Kenya.

1.1 Highlights of PASGR/Utafiti Sera

The Partnership for African Social and Governance Research (PASGR) is an independent, non-partisan, pan-African non-profit research organization registered in 2011 in Nairobi. Its vision is to promote a vibrant African social science community that addresses good governance and public policy issues in Africa. PASGR pursues its vision through three core programmes: Higher Education, Professional Development, and Training and Research. The Research Programme works with African social scientists to produce quality empirical evidence related to good governance to inform and influence public policy and ultimately enhance the living conditions people in targeted countries.

Speaking at the *Utafiti Sera* forum, the Executive Director for PASGR Prof. Tade highlighted that *Utafiti Sera* was developed as part of PASGR’s research-policy engagement process.

He expressed that PASGRs framework addressed new ways of bridging the gap between research evidence and policy action and that *Utafiti Sera* as a community of practice brings together strategic actors to exchange thoughts, best practices and interests as is the case on employment creation for youth. Prof. Tade said that the policy agenda on “Youth Employment Creation in Agriculture and Agro-Processing” was built on Phase 1 of *Utafiti Sera*, which convened around issues of youth employment in the sugar and horticulture industry under the context of fostering inclusive growth in Kenya.



Plate 2: Prof. Tade Aina speaking at Utafiti Sera forum

He stated that current market economy demanded new approaches to development and should be anchored on greater inclusivity, partnership and innovation. He noted with concern that the challenge of generating youth employment for youth is exacerbated by low levels of productivity in agriculture and underutilization of land. He therefore recommended a reexamination of youth employment issues with the aim of identifying solutions which are good enough as opposed to ideal, encouraging relevant actors to a pragmatic approach that addressed existing issues and realities rather than focusing on the ideal situations.

1.2 Highlights of CAFE

The Centre for African Bio-Entrepreneurship (CABE) is an established Non-Governmental Organization registered in 2004, whose vision is to be the lead promoter of agripreneurs in Kenya. The organization focuses on knowledge sharing and seeks to improve the livelihoods of African smallholder farmers, women and youth. CABE targets entrepreneurial women and youth agripreneur aspiring beyond household food security and links them to quality inputs, markets, and services, with the aim of the improving livelihoods of rural families.

Speaking at the *Utafiti Sera* forum, Dr. Odamo, Executive Director CABE, highlighted that CABE's long-term experience in conducting policy research, induced it to collaborate with PASGR to host the *Utafiti Sera* house on employment creation in agriculture and agro-processing.

He stated that in November 2016 and January 2017, CABE hosted two *Utafiti Sera* policy dialogues on Sugar and Horticulture respectively where key policy issues in the two sectors were identified. Recommendations of the two fora were synthesized into two policy briefs and two info-graphics that could be accessed through CABE, PASGR and INCLUDE's



Plate 3: CABE Executive Director, Dr. Hannington Odame introducing CABE as a host of Utafiti Sera

websites. On behalf of CABE, Dr. Odamo also noted his appreciation for the opportunity to host Phase 2 of *Utafiti Sera* House and looked forward to an insightful meeting that would inform the next set of activities of the 'house'.

The introduction session was followed by a presentation on issues around youth employment in agriculture and perspectives of youth inclusivity in programmes and policy. Participants were then allowed to share their views on these issues with the aim of enhancing evidence-based policy dialogues around youth employment in agriculture and agro-processing.

2. Presentation: Unlocking Potential of Youth Employment Creation in Agriculture

Ms. Lucy Adoyo - Research Associate, CABE

Ms. Adoyo made a presentation on potential ways of unlocking youth employment in agriculture and agro-processing. Introducing the subject on youth employment, she stated that youth were envisioned as key actors in agricultural transformations through agripreneurial programmes, but the youth bulge was a growing concern both domestically and internationally. She highlighted that the ever-increasing youth population created a rising demand for employment, food and other crucial needs. This situation produced numerous effects on youth including their inability to further education, unemployment, underemployment and inability to meet their financial obligations among other challenges.

She indicated that the agricultural sector is poised to create many employment opportunities based on the realization that non-farm and urban sectors are incapable of absorbing the current youth population while the potential in agriculture remained untapped. She noted that discussions on youth employment issues yielded little results due to limited engagement of youth in programming and policy discussions and in addition strategies and policies related to youth engagement in agriculture lacked context specific evidence and clear indicators for programming. Ms. Adoyo emphasized

that an in-depth engagement with strategic actors was necessary for translating research evidence into policy actions and was grateful that *Utafiti Sera* had provided a platform for engaging policy actors to ensure appropriate actions evidenced by research would be taken at both policy and programming levels.

Ms. Adoyo highlighted that interventions in addressing employment challenges in agriculture have often used the value chain approach in a narrow sense. With reference to Jim Sumberg³, local economy approach she proposed a widened scope as opposed to individual, farm, crop or commodity perspective to unravel employment potential in agriculture. The local economy approach takes into account: commercialization of agricultural production itself; support and value addition activities viz. input sales, processing, transport and marketing; and in addition takes into account other business established or activities executed from income generated directly and indirectly from agricultural commercialization. She expressed that it was likely that the multiplicity of enterprises in this approach would offer numerous opportunities to youth in their local contexts.

³ <http://www.future-agricultures.org/blog/agricultural-commercialisation-where-its-hot-and-where-its-not/>

On the same breath, using the analogy of “hot” and “cold” spot analysis (APRA, 2017), she expressed that counties were responding to differently to agribusiness opportunities. In this context, hot spots referred to well developed agricultural commercial systems beyond subsistence farming, offering greater demand for wage labour and providing significant economic opportunities. In addition hot spots attracted new and innovative business models generating vibrant non-farm rural businesses. On the contrary are the cold spots. She reiterated that adopting a local economy dimension would generate greater diversity of economic opportunities for

young people in which would rapid increase of individual and household incomes.

Ms. Adoyo hence posited that the analysis of the hot and cold spots should stimulate a discussion on what lessons could be drawn from hot spots and how cold spots could be converted to hot spots. She concluded by saying that it was necessary to assess key conditions/catalytic investments that would enable potential hot spots to take off and examine youth inclusiveness in a highly commercialized local economy.

This session opened up participants’ reactions, questions and contributions which were synthesized as emerging issues as outlined below

1. The local economy approach integrates the traditional value chain framework and gives utmost attention to other support activities within and beyond the agricultural value chain.
2. It is important to integrate ecological factors, infrastructure, financing, culture in a more nuanced manner to avoid polarization of some geographical clusters.
3. Financing plays a critical role in creating employment opportunities for youth, hence the need to tailor products and services best suited for youth to engage in agriculture

3. Reflections on Youth Employment Creation in Agriculture in Kenya



Plate 4: A section of the panelist

The panel discussion on youth employment creation in agriculture sought to gather and enhance evidence for decision making among policy actors. The reflections were focused on opportunities and challenges among youth, youth inclusivity in value chains, skills and mentorship, impact of devolution on youth employment and enabling environment for policy engagement through *Utafiti Sera*. The panel comprised of seven (7) members representing youth farmers, donors, training institutions, and NGOs working with youth.

Moderator: Ms. Elsie Kangai-Programme Manager, CABE

Panelists

1. **Mr. Malcom Makhanu** - Youth Beneficiary KYES -USAID Programme, Bungoma County
2. **Mr. Peter Kangacha** - Consultant of Youth in Agribusiness , Agri-ProFocus
3. **Mr. Leonard Mititi** - Deputy Director, TVET Nairobi County
4. **Ms. Pamela Wesonga** - Programme Manager KYES –USAID
5. **Ms. Eldah Kwamboka** - Deputy Director, Agro-processing Directorate Kisii County
6. **Ms. Mary Kibira** - Ministry of Agriculture, Nairobi County
7. **Mrs. Ruth Nganga** - CECM Agriculture Representative, Kiambu County

Youth employment and formal accreditation

Mr. Malcom Makhanu

Many employers recruit based on certificates and rarely recognize youth who never completed formal education. Agriculture accommodates youth without certificates, but there is little recognition and accreditation of hands on skills in the sector. The Kenya Youth Employment and Skills (KYES) Programme in collaboration with Kenya Commercial Bank (KCB) Tujiajiri programme has supported youth in Bungoma

County to produce soy beans and linked them the market (BIDCO). Youth face challenges in accessing finances without collateral, acquiring technical skills, finding sufficient market due to sale of unprocessed produce and transporting raw products to the buyer. The focus on creating employment for youth in agriculture and agro-processing should accommodate youth with little education.

Youth networking for agribusiness opportunities

Mr. Peter Kangacha

Agri-ProFocus facilitates a network of actors that support entrepreneurial oriented farmers in marketing, agriculture and financing. The organization facilitates networking days for actor interaction around topical issues. Currently, Agri-ProFocus is implementing a youth mentorship program titled, 'Promoting

Agricultural Investment and Trade for Youth' (PAINT-Y) with the goal of promoting youth in agribusiness and linking them to trade opportunities. Agri-ProFocus provides a platform for youth to learn, create links and take leadership via its networking events.

Vocational training for youth in agriculture

Mr. Leonard Mititi

There are 12 vocational training centers spread in Nairobi County offering training in fashion and design, carpentry, automotive engineering among others, but agribusiness as a course is dormant. In the past, hatchery, green house farming, bee-keeping and hydroponics were

introduced in the Technical and Vocational Education and Training (TVETs) but didn't take off due to inadequate teachers, poor security, limited space and water supply. There was need for TVETs to rethink agribusiness as a course.

Skills empowerment and financing for youth employment creation in agriculture

Ms. Pamela Wesonga

The Kenya Youth Employment and Skills (KYES) Programme targets youth who haven't completed form four. The programme is being implemented in Kericho, Kwale, Nairobi, Garissa and Bungoma counties with a target to create 1000 jobs for youth. As a financing option, KCB Tujiqiri Programme has designed some youth friendly products where collateral isn't a requirement. Youth employment creation

strategies should focus beyond agriculture value chains to involve other sectors. Toyota Kenya for example, trains youth in operating small farm machines. Initiatives focused on creating employment for youth in agriculture should take 'youth friendliness' into account. Also, youth are heterogeneous and an assessment of individual capabilities at different levels of the value chain is necessary.

Peri (Urban), rural agricultural production and processing

Ms. Eldah Kenaly

Youth in Kisii County are currently engaged in poultry farming, local vegetables production, fruit tree nurseries and tissue culture multiplication. In agro-processing they are involved in banana processing (dried) and marketing, production and drying indigenous vegetables using solar driers. The Kenya Agricultural Sector Development Support Programme (ASDSP) has

assisted youth in capacity building. Low capital investment of less than 5 per cent of the county budget in agriculture remains a big challenge amongst weak leadership and governance among youth, substance abuse, marketing and competition for land for farming and real estate activities.

Urban and peri-urban agriculture for youth

Ms. Ruth Ng'ang'a

Kiambu County is well known for fast adoption of modern technology and intensive agriculture. Youth in Kiambu County are engaged in banana value addition, production of vegetables and milk. The county government has supported youth with value addition equipment and set aside a finance referred to as Biashara Fund

to the youth, even though collateral is an impediment. A shift in restructuring agricultural extension in Kiambu County government has seen youth being targeted and trained as village-based extension providers to facilitate advice, training and inputs.

Urban agriculture for youth

Ms. Mary Kibira

Nairobi County is not active in actual farming due to limited land and the reality that most of the food consumed in the county is sourced from the neighboring counties like Kiambu. There are various agricultural initiatives undertaken by

youth in Nairobi such as greenhouse farming. Youth employment agricultural initiatives in Nairobi should focus on other levels of the value chain beyond land –such as agro-processing and marketing.

Emerging issues

- i. There is need to promote student-led agricultural extension to provide extension services to the community.
- ii. Youth need to reorganize themselves and establish youth-led cooperatives to take advantage of market opportunities.
- iii. Youth should consider venturing into value addition and agricultural support services beyond activities requiring land.
- iv. Consider youth as an asset contributing to wealth rather than a problem.
- v. Integrate youth with incomplete education and those living with disability into agricultural policy and programmes intended to create employment

Key messages from plenary discussion

- Recognize, reward and establish accreditation for informal agricultural skills.
- Enhance youth networking to create a platform to learn, create business linkages and take leadership.
- Deliberate investment in TVETs need to be pursued integrate agriculture and related skills as well as enterprises
- Youth friendliness in agricultural value chains is a critical variable for assessment in design of youth employment initiatives.
- Strategies focused in creating employment opportunities for youth should focus on agricultural and allied value chains
- Establishing Innovative financing for youth in agriculture is critical by all counties.

Key messages identified from the panel discussion were summarized as overarching issues and are included in the synthesis section.

4. Actor Mapping: Participatory Impact Pathways Analysis (PIPA)

Dr. Hannington Odame –CABE, Executive Director

The concept of Participatory Impact Pathways Analysis (PIPA) was introduced and facilitated by Dr. Odame. The mapping process was intended to identify key actors for engagement by *Utafiti Sera* in employment creation for youth in agriculture. The participants were split into two groups, where Group

1 was expected to identify actors supporting youth initiatives in a well-developed agricultural commercial system whereas Group 2 was expected to identify actors in a less-developed system. The mapping exercise in both groups involved five major steps.

Five major steps



Plate 5: Group 1 members happy with their actor mapping exercise for Utafiti Sera

Color code for circles and beans:

Cards:

- **Blue** = Donors
- **Yellow** = Academia / Research (who are not Core Partners)
- **White** = Civil Society, Media,
- others
- **Orange** = Core Partners
- **Green** = Public Sector /Government Policy-Makers
- **Red** = Private Sector

- **Size of cards indicates relative influence** → larger = greater influence
- **Location of cards indicates linkages** → closer = more interaction
- **Links of cards and arrow direction** → three lines = stronger flow to *Utafiti Sera*



Beans

- **Black** (expected to be positive and welcoming),
- **Red** (expected to be negative or resistant),
- **White** (expected to be uninterested to

Utafiti Sera; may require persuasion or awareness-raising)

- **Size of bean pile** indicates relative importance to *Utafiti Sera* agenda

Plate 6: Group 1 mapping of actors for linkage and closeness to Utafiti Sera

Each group identified actors and prepared an influencing strategy.

Group 1 identified actors supporting youth initiatives in a well-developed agricultural commercial system and prepared an influencing strategy for the key categories of actors. See the mapping process below.

The table below presents actors identified by Group 1 for strategic engagement with *Utafiti Sera* on youth employment creation in agriculture and agro-processing.

Table 1: Group 1 Mapping of actors by importance, strength of linkage, relative influence and acceptance of Utafiti sera in a well- developed agricultural commercial system

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
Public Sector	Ministry of Public Service, Youth and Gender Affairs		1	1	1	1
	Youth Enterprise Development Fund	YEDF	1	1	1	1
	Ministry of Education	MoE	1	1	2	1
	Ministry of Agriculture, Livestock and Fisheries	MoALF	1	1	1	1
	Agriculture and Food Authority	AFA				
	Ministry of Industrialization, Trade and Development		1	1	1	1
	Ministry of East Africa Community, Labor and Social Protection		1	2	2	1
	National Youth Service	NYS	1	3	2	1
	County Governments		1	3	2	1
	Kenya Industrial Research and Development Institute	KIRDI	1	1	3	3
	Kenya Agricultural and Livestock Research Organization	KALRO	1	3	1	1
	Agricultural Finance Corporation	AFC	1	3	2	1

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
Donors	USAID	USAID	1	2	2	2
	GIZ	GIZ	2	2	2	2
	UK-AID	UK-AID	2	3	2	2
	Catholic Agency for Overseas Development	CAFOD	1	2	2	2
	Food and Agriculture Organization	FAO	1	2	2	1
	International Fund for Agricultural Development	IFAD	1	3	2	1
	World Food Programme	WFP	2	3	2	2
	Department for International Development	DFID	2	3	3	2
	United Nations Development Programme	UNDP	2	3	3	2
	European Union	EU	2	3	2	2
	Netherland Development Organization (SNV)	SNV	2	1	1	1
Private Sector	Kenya Private Sector Alliance	KEPSA	1	2	1	2
	Equity Group Foundation	EGF	1	2	2	1
	KCB Foundation		1	1	1	1
	Kenya Women Finance Trust	KWFT	1	3	3	3
	Sidian Bank		1	2	3	3
	Insurance companies		1	3	3	3
	Airtel Money		1	2	2	2
	Safaricom		1	2	2	2
	KENCHIC		2	3	2	1
	Farmers Choice		2	3	3	1
	Tusky's Supermarket		2	3	2	1
	Export Processing Zone	EPZ	2	3	3	1
	Fresh Producers Exporters Association of Kenya	FPEAK	1	2	1	1
Academia and Research	Public Universities		1	1	2	1
	Agricultural Training Institutes	ATCs	1	1	1	2
	Kenya Institute of Organic Farming	KIOF	1	1	1	1
	AMIRAN Kenya	AMIRAN	1	1	2	1

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
Civil society/ media/ others	Fair Trade		1	2	1	1
	Farmer TV		1	3	2	2
	Kenya Flower Council	KFC	2	2	2	3
	Federation of Women Lawyers	FIDA	1	3	3	3
	TunzaPundaAkutunze		1	3	3	3
		AIAR	1	2	3	3
	Cooperative Societies		1	1	2	1
	Unibrain		1	2	2	1
	Media(TV, Radio, Newspaper)		1	2	2	1
	Central Organization of Trade Unions	COTU	1	3	3	2
	Young Men’s Christian Association	YMCA	1	3	3	2
	Consumers Federation of Kenya	COFEK	1	1	1	1
	Kenya National Farmers’ Federation	KENAFF	1	3	3	1

The mapping process was followed by a discussion on the strategies for influencing strategic actors to play their respective roles in *Utafiti Sera* for youth employment in agriculture and agro-processing in Kenya.

Table 2: Influencing Strategy for Group 1

Who to Influence	How to influence	When to influence
Youth	<ul style="list-style-type: none"> • Sensitize other youth about mentorship programmes • Participate in exchange/exposure visits and exhibitions 	Infinite
National & County Government	<ul style="list-style-type: none"> • Produce and share policy briefs and research reports on youth. • Organize workshops and commission pilot projects 	Immediate & Continuous
Religious Organizations	<ul style="list-style-type: none"> • Sponsor youth programmes, produce publications/ articles on youth. • Organize workshops and sensitize youth on employment initiatives. 	Immediate & Continuous
Agricultural Industries	<ul style="list-style-type: none"> • Share research papers • Organize workshops and youth seminars 	Immediate & Continuous
Development Partners	<ul style="list-style-type: none"> • Share data and research findings on youth • Develop proposal targeting youth 	Immediate & Continuous
Educational Institutions	<ul style="list-style-type: none"> • Influence research • Undertake skills, knowledge gap analysis • Facilitate youth internships 	Immediate & Continuous
Media	<ul style="list-style-type: none"> • Share policy briefs • Participate in youth agenda workshops • Run educative programs 	Immediate & Continuous



Group 1 identified youth organizations, national and county governments, and religious organizations as priority actors for influencing *Utafiti Sera* agenda on youth employment creation in agriculture and agro-processing. There was a consensus that the actors could influence the agenda through sensitization and facilitation of mentorship and internship programmes for youth, organization of workshops and exposure visits to youth employment initiatives, production of policy briefs and publications on youth. The influencing process would be immediate and ongoing until the programme ends.

Plate 7: Group 2 members excited after the actor mapping exercise for Utafiti Sera

Group 2 identified actors supporting youth initiatives in a less developed agricultural commercial system and prepared an influencing strategy for the key categories of actors. See the mapping process below.

Table below presents actors identified by group 2 for strategic engagement with *Utafiti Sera* on youth employment creation in agriculture and agro-processing

Table 3: Group 2 Mapping of actors by importance, strength of linkage, and relative influence and acceptance of Utafiti sera in a less- developed agricultural commercial system

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
Public Sector	Ministry of Public Service, Youth and Gender Affairs		1	1	1	1
	Ministry of Agriculture, Livestock and Fisheries	MoALF	1	1	1	1
	County Governments		1	3	2	1
	Ministry of Industrialization, Trade and Development		1	1	1	1
	Agriculture and Food Authority	AFA				
	Ministry of Education	MoE	1	1	2	1
	Ministry of East Africa Community, Labor and Social Protection		1	2	2	1
	Ministry of National Treasury		1	3	2	1
	Ministry of East Africa Community, Labor and Social Protection		1	2	2	1
	Ministry of Devolution & Planning		1	3	2	3
	Ministry of Lands		1	3	1	3

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
Donors	USAID	USAID	1	2	2	2
	GIZ	GIZ	2	2	2	2
	UK-AID	UK-AID	2	3	2	2
	African Development Bank	AfDB	1	1	1	1
	Food and Agriculture Organization	FAO	1	2	2	1
	International Fund for Agricultural Development	IFAD	1	3	2	1
	Mastercard Foundation		1	3	2	2
	Ford Foundation		1	3	3	2
	Rockefeller Foundation		1	3	2	2
	Dutch Development Fund		2	3	3	3
	Canadian International Development Agency	CIDA	1	3	2	1
Private Sector	KCB Foundation		1	1	1	1
	Financial Institutions		1	1	2	1
	BIDCO		1	2	2	1
	Kenya Private Sector Alliance	KEPSA	1	2	1	2
	Kenya Association of Manufacturers	KAM	1	1	2	2
	Mastercard Foundation		1	3	2	2
	East African Breweries Limited	EABL				
	Equity Group Foundation	EGF	1	2	2	1
	Microfinance Institutions	MFIs	1	2	3	3
Academia & Research	Kenya Agricultural Research and Livestock Organization	KARLO	1	2	2	2
	International Livestock and Research Institute	ILRI	1	1	2	2
	Egerton University		1	2	2	2
	Technical Vocational and Education and Training	TVET	2	2	3	2

Actor category	Actor	Abbreviation	Importance/ Relevance 1=big 2=small	Linkage 1=strong 2=moderate 3=weak	Relative influence 1=strong 2=moderate 3=weak	Relative acceptance 1=strong 2=neutral 3=negative
	Jomo Kenyatta University of Agriculture and Technology	JKUAT	1	2	2	2
	Bukura College		2	3	2	2
	Baraka College		2	2	2	2
	Eldoret University		1	2	2	2
	Kimathi University		1	3	2	2
	Karatina University		1	3	2	2
	Pwani University		1	2	2	2
	Kisii University		1	3	2	2
	Strathmore University		2	3	3	2
	Kabianga University		1	2	2	2
	University of Nairobi	UoN	2	2	2	2
Civil Society/ Media/ others	Youth Agenda		1	2	1	1
	Farmer TV		1	3	2	2
	Royal Media Services-Citizen		1	2	1	1
	Kenya Broadcasting Corporation		1	3	3	2
	Daily Nation Newspaper	DN	1	2	2	1
	Standard Newspaper	SG	1	3	2	1
	World Vision	WV	1	2	1	2
	Pastoralist forum		2	2	1	1
	Hand in Hand		2	2	3	2
	Techno Serve		1	1	2	1
	Heifer International		1	2	2	2
	Farm Africa		2	2	1	1
Netherland Development Organization (SNV)	SNV	2	2	2	1	

The mapping process of Group 2 was almost similar to that of Group 1. This was followed by a discussion on the strategy for influencing strategic actors to play their respective roles in *Utafiti Sera* for youth employment in agriculture and agro-processing in Kenya.

Table 4: Influencing Strategy for Group 2

Who to influence	How to influence	When to influence
Ministry of Public Service, Youth and Gender Affairs	Influence policy through stakeholder forums Facilitate adequate budget allocation for youth in agriculture	Soon: National Youth Policy is being revised
Ministry of Agriculture, Livestock and Fisheries	Influence policy through stakeholder forums Facilitate adequate budget allocation for youth in agriculture	Soon and long term
Ministry of Industrialization, Trade and Enterprise Development	Develop and industrialization and agro-processing policy which is youth inclusive in economic zones	Mid term
Microfinance Institutions	Provide statistics on demand of financial products Train youth on agribusiness related skills	Soon and long term
KEPSA	Improve workplace learning(mentorship and Apprenticeship)	Soon and long term
AfDB	Organize stakeholder meetings on youth employment creation	Soon
ATCs	Hold training sessions regularly through meetings, forums and consultation	Soon
Youth Agenda	Participate in stakeholder meetings	Soon/midterm
Pastoralist forum	Develop pastoralist friendly policies addressing livelihoods that are youth inclusive	
Council of Governors	Budget allocations Influence Participation in CIDP	Soon

Priority actors identified by Group 2 to influence the *Utafiti Sera* agenda were different from Group 1. These include: Ministry of Public Service, Youth and Gender Affairs, Ministry of Agriculture, Livestock and Fisheries, and Ministry of Industrialization, Trade and Enterprise Development. There was a resolution that the actors could influence policy through stakeholder forums, increase budget allocation for youth in agriculture, develop a youth inclusive industrialization and agro-processing policy, and skills training and mentorship. The influencing strategy would take place soon and would be ongoing until the programme ends.

Skills training, internship and mentorship, organization of youth workshops, stakeholder forums were common strategies for both Group 1 and Group 2 for pushing the *Utafiti Sera* agenda forward.

5. Synthesis

This section provides a summary of pertinent and overarching issues identified by participants during the presentations and plenary discussions. Skills empowerment, financing, governance of markets, innovation and technology, research and extension for inclusive business among the youth were raised as pertinent issues to be pursued further by *Utafiti Sera* on youth employment creation in agriculture and agro-processing in the county and national forums

1. Youth and skills

- Provide work place learning through mentorship and apprenticeship
- Match training and labour market requirements for both technical and 21st Century skills in agribusiness (leadership, governance and business pitching)
- Develop accreditation of hands on skills acquired through practice.
- Consider different literacy levels and capabilities to match youth participation at the different agricultural value chains.

2. Youth funding and financing

- Provide adequate budget allocation to agriculture at both national and county government levels.
- Develop sustainable youth friendly financial products and services in agriculture

- Analyze financing systems appropriate for youth in agriculture

3. Youth and governance of markets

- Organize youth into business entities as individual entrepreneurs, farmer organizations, cooperatives and private entrepreneurs.
- Develop organized markets for youth along the value chains

4. Youth innovation and technology

- Develop digital skills among youth to enhance access to online services, information and market opportunities in production, processing and marketing
- Promote innovations in mechanization and farming tools
- Support innovations in initiatives using limited land space (e.g. greenhouses, micro-gardens).

5. Youth, research and extension for inclusive business

- Provide research and extension/advisory services for youth inclusivity in agribusiness in aspects of geography, gender and youth with special needs such as disabilities.

The influencing strategy would engage strategic actors through issue based stakeholder meetings, youth mentorship and internship, skills training and organization of youth workshops. This would be soon, in the medium-term and long-term.

6. Conclusion and Way Forward

Dr. Hannington Odame – CABE, Executive Director

Concluding the forum, Dr. Odame was grateful to the stakeholders for showing up at the forum. He assured participants that their contributions presented on the charts would be valuable especially in pushing the *Utafiti Sera* agenda forward. He further added that it was a learning process since the concept was relatively new to many and it would be important to synthesize the actor maps to generate key strategic actors and a strategy for engagement at both county and national levels. Dr. Odame closed the meeting and thanked the participants for their valuable input in the mapping process.

Annex 1: Agenda of the day

Agenda Stakeholder Pipa Workshop to be Held at Silver Springs Hotel, Nairobi December 7, 2017

08:00 – 08:30	Registration: Nereah Anyango
08:30 – 08:40	Welcome Remarks: Lucy Adoyo, Research Associate, CABE
08:40 – 09:00	Introduction of participants: All/ Lucy Adoyo
09:00 – 09:10	Overview of PASGR/Utafiti Sera: Prof. Tade Aina, Executive Director, PASGR
09:10 – 09:20	About Stakeholder mapping: Martin Atela, Program Manager, PASGR
09:20 – 09:40	Youth Employment Creation/ Participatory Impact Pathways Analysis (PIPA) <i>Presenters:</i> Hannington Odame, Executive Director, CABE Lucy Adoyo, Research Associate, CABE
09:40 – 10:30	Reflections on Youth Employment Creation in Agriculture in Kenya Moderator: Elsie Kangai Panelists (TBD): i) Youth council representative ii) Youth entrepreneur iii) Ministry of agriculture representative iv) Technical and Vocational Education and Training Authority (TVET) v) Development partner vi) CECM-Agriculture representative <i>Reflections: 30 mns Q&A: 20 mns</i>
10:30 – 10:50	Tea Break & group photo
10:50 – 11:50	Group work I and II: Mapping & Pathways Facilitator: Elsie Kangai, Program Manager, CABE Lucy Adoyo, Research Associate, CABE
11:50 – 12:10	Group I presentation and feedback <i>Presenter:</i> Group representative
12:10 – 12:30	Group II presentation and feedback <i>Presenter:</i> Group representative
12:30 – 13:00	Conclusion and Closing Remarks Hannington Odame, Executive Director, CABE Martin Atela, Program Manager, PASGR
13:00	Lunch break and Departure Pamellah Lidaywa, Programme Assistant, PASGR

Annex 2: Participants List

PARTICIPANTS LIST

Utafiti Sera Forum on Youth Employment Creation in Agriculture and Agro-Processing Held at Silver Springs Hotel, Nairobi-Kenya December 7, 2017

No	Name	Position in Organization	Institution
1	Mr. Ben Mangeni	Monitoring and Results Measurements Officer	International Labour Organization
2	Mr. Victor Akenga Esendi	Business and Partnership Manager	AgriProFocus Kenya
3	Ms. Mary Kibira	Agribusiness Officer	Agriculture sector-Nairobi City County
4	Dr. KamauKiringai	Executive Director	CANIS/ University of Nairobi
5	Ms. Ruth Ng'ang'a	Director	Kiambu County Government Department of Agriculture
6	Dr. Maren Amoko	Partnership Specialist	ASDSP
7	Mr. Daniel Kazungu	Programme Officer	Kilifi County
8	Mr. Makhanu Malcolm	Youth Beneficiary	Kenya Youth Employment and Skills Programme-Bungoma County
9	Mr. Aldenin Ongwae	Program Officer	Pamoja Trust
10	Mr. Peter Kangacha	Consultant Youth in Agribusiness	Agri-ProFocus
11	Ms. Elizabeth Wambugu	Co-coordinator	Kilimo na Bidii
12	Mr. Eric Wafukho	Chief Executive Officer	Alem Consult
13	Mr. Moses Munuve	Enterprise Development Officer	Youth Enterprise Development Fund
14	Ms. Mary Mwaura	Entrepreneurship Coordinator	CAP Youth Empowerment Institute
15	Mr. John Makaka	Principal agricultural officer	Ministry of Agriculture Livestock & Fisheries
16	Ms. Purity Osumba	County Coordinator	Research Triangle Institute /Kenya Youth Employment and Skills program
17	Ms. Helen Mudura	Program officer	Africa Platform for Social Protection (APSP)
18	Dr. Mathew Muma	Policy Analyst	KIPPRA
19	Ms. Beryl Onditi	Program Officer	United Disabled Persons of Kenya (UDPK)
20	Mr. Mark Okere	Professor-Researcher	Egerton University
21	Mr. Henry Kirii	Principal	Kenya YMCA College of Agriculture & Technology
22	Mr. Leonard Mititi	Deputy Director	Nairobi County-TVET
23	Mr. Francis Ngumba	Senior Technical Advisor	African Inception for Agribusiness Research
24	Ms. Linda Kahunu	Youth farmer	Kajiado County
25	Ms. Nyokabi Wahome	Agricultural Extension Officer	Nyandarua County
26	Dr. Elijah N. Muange	Lecturer	Machakos University
27	Ms. Waithera Gaiitho	Executive Director	Alternatives Africa

No	Name	Position in Organization	Institution
28	Mr. James Mbarya	Competency based Education and Training Officer	Research Triangle Institute/ Kenya Employment and Skills Program
29	Ms. Faith Mutegi	Communications	Patifa Solutions
30	Dr. Steve Akoth	Executive Director	Pamoja Trust
31	Ms. Pamela Wesonga	Youth Development Specialist	USAID Kenya and East Africa
32	Dr. Ronald Abuga	Lecturer	Kisii University
33	Ms. Pauline Nthuli	Director/Farmer	Kajiado County
34	Ms. Kwamboka Kenaly	Deputy Director	Kisii County Agriculture Department
35	Mr. Leonard Mwasi	Program Manager	Inter Region Economic Network
36	Dr. Hannington Odame	Executive Director	Centre for African Bio-Entrepreneurship Regional Hub Coordinator, APRA-East Africa
37	Ms. Elsie Kangai	Program Manager	Centre for African Bio-Entrepreneurship
38	Ms. Lucy Adoyo	Research Associate	Centre for African Bio-Entrepreneurship
39	Ms. Mercy Nduati	Communication and Network Facilitator	Centre for African Bio-Entrepreneurship
40	Ms. Nereah Anyango	Admin Assistant	Centre for African Bio-Entrepreneurship
41	Mr. Christopher Ojiambo	Finance Assistant	Centre for African Bio-Entrepreneurship
42	Mr. Micky Abachi	Photographer	Centre for African Bio-Entrepreneurship
43	Prof. Tade Aina	Executive Director	PASGR
44	Dr. Martin Atela	Program Manager	PASGR
45	Ms. Pamellah Lidaywa	Programme Assistant	PASGR



Partnership for African Social & Governance Research (PASGR)

6th Floor, I & M Building, 2nd Ngong Avenue, Upper Hill

P.O. Box 76418-00508, Nairobi, Kenya

Email: info@pasgr.org

Tel: +254 (0)20 2985000; +254 (0)729 111031 or +254 (0)731 000065