

## **LAKESIDE BAVARIAN VOCATIONAL TRAINING INSTITUTE**

This institution was initiated in January 2014 through the Support of Ubuntu e.V Germany in collaboration with Ubuntu Kasuna CBO Kenya to bridge the gap and provide the technical skills to the underprivileged community youths with the aim of imparting desired skills and knowledge on diversified areas of job opportunities under Jua Kali initiative.

The institute targets to enrich the local youths with low level of education particularly the teenage mothers and the community young boys who because of the social – economic problems could not withstand the unfavourable situation and consequently dropped out of school on what would be termed as extreme vulnerability. The institute will provide technical training in the areas which are attractive for the limited job market.

According to the need assessment survey 2012 – 2013 conducted by the Ubuntu Kasuna CBO in Nyando Sub district, Kisumu County, Kenya on the effect of unemployment among the youths including young Girls who dropped out of school for peer group influence and other related reasons. The revelation is that majority have not acquired the relevant skills and knowledge in the respective areas of training making it difficult for them to be absorbed in the industrial sectors.

The Assessment survey further identified the profitability and the suitability of initiating the low level training institute since many Jua Kali sectors are situated in the major town Kisumu, Nairobi, Nakuru and Mombassa among others, the accessibility and the acquisition of such benefits are limited to quite a number of factors including the cost of training in terms of training fee, accommodations and transport cost. The Government of Kenya puts a lot of emphasis on those youths who have acquired good grades in Secondary and tertiary institutions ignoring the youths who for the unbearable circumstance failed to attend formal education.

In providing the desired technical skills to the community youths interested in Agriculture, crops and animal production wood work, Electrical and Electronic engineering, capentry, metal work, Welding and Fabrication, motor vehicle mechanic, clothing and design, computer trainings, Hairdressing and beauty care. The trained community youths will translate the acquired knowledge in realizing self reliant and create more employment through entrepreneurship approach.

Besides the technical trainings, the trainees will be required to undergo some basic training on business management and resource mobilization strategies to help them develop a workable business plan for the access to micro – finance for the expansion of their enterprises after undergoing the training for a period not less than seven months depending on the respective area of course work.

The community youths who are interested in other areas like business studies will also be registered since the organization plan to partner with the institutions for higher learning to integrate some certificate and Diploma courses so that every category is

reached with relevant training. Although the main focus will be to train the vulnerable youths for alternative livelihood recovery.

The Lakeside Bavarian Vocational training institute is working in partnership with the Kisumu county Government for the effective implementation of the design performance framework and the mandate.

The training approach is so unique embracing acquisition of the diversified skills through exchange programme and holiday crash programmes where our friends from Germany, Switzerland and other continent will spend their holiday in Kenya to impart the new skills in related course study. The institute offers wide range of courses on full time, part time and school based.

The system minimise the manual operation system but instead train the students to use computer in the drawing and designing (AutoCAD).

### **The problem statement and Justification**

The community youths particularly from the underprivileged families are faced with many challenges including unemployment, poor access to relevant information on career and the dynamic job market influenced by the current technology, the very low economic growth, rapid number of youths graduating from University and the inability by the private and public sectors to accommodate this large group the situation of unemployment quite challenging especially for the youths with low level of education.

The main problems facing the youths in Kasuna village, Kakola Location in Nyando sub county Kisumu county Kenya the scope for Ubuntu Kasuna CBO interventions are extreme poverty and unemployment interrupting their dream of living a decent life, as a result many youths engage in risky practices such as prostitution and other criminal activities as an alternative way of coping mechanism.

Due to this suppressing scenario, many youths are cumbered with intensified social problems crime, drug abuse and other risky sexual behaviour leading to high mortality and the risk of contracting HIV infection. Lakeside Bavarian Vocational Training institute has the ability to offer psychosocial support to the drug addicted community youth with the aim of rehabilitating them to meaningful and innovative practices which are youth friendly.

This is the also institution which gives youths chance to identify their own potentiality choosing their area of interest reluctantly through a serious vetting and career dispensation process in line with the existing global job opportunities so that the trainees have passion on what they do.

The Lakeside Bavarian Vocational training institute through the support of Ubuntu Kasuna CBO Kenya and the Ubuntu e.V Germany has mobilized for the training equipment for the strengthening of the institution so that the students are able to undergo a comprehensive technical training on the area of course work.

### **Project Objectives**

1. To increase employment opportunity among the vulnerable youths
2. To increase skills and knowledge among the youths
3. To improve infrastructure
4. Enhance partnership and collaboration through exchange programmes

#### **Activities**

1. Hiring of Training facility
2. Recruitment of project Beneficiaries
3. Monthly payment of staff stipend
4. Purchase of Training Materials
5. Setting up training facility
6. Project Monitoring and Evaluation

#### **Expected Result/Outcome**

1. Effect on new employment opportunities
2. Increased skills and knowledge among the youths
3. Improved infrastructure
4. improved livelihood among the youths
5. Reduced vulnerability among the youths
6. Reduced morbidity and mortality rate among the youth
7. Reduced crime and drug abuse

#### **Indicators/what to show that the project meets it's Objectives**

1. No. of Youths trained on entrepreneurship/skills
2. No. of employment opportunities created
3. No. of Youths registered for the training
4. No. of partners and collaboration enhanced

#### **Institutional Capacity**

Lakeside Bavarian Vocational Training Institute Mobilized for the resources from their partners in Germany and Switzerland for the establishment of the training institute. The institute has acquired enough training kits for ensuring that the ultimate standard for skills acquisition is required to cope with the ever changing technology.

The students acquire the new techniques of problem diagnosis in mechanical, electrical and electronic gadgets using an electronic device which is computerized.

The institute is situated in the core centre of Ahero market attracting the business class with the aim of acquiring more skills on how to manage their business.

The training institute is planning to buy a college van to ferry the trainees from the far interior to the training facility making it convenience for the student in regards to the reporting time.

The institute is partnering with well established training institution both locally and internationally to provide a well co – ordinated Hand on skills development and through the affiliation with Ubuntu Kasuna CBO an established community based organization.

The other institutional capacity worth appreciating is that the institute has engaged the skills oriented trainers as oppose to the academic oriented trainers enabling the student to have more knowledge on practical than theory.

The trainees are often attached to industrials sectors under apprenticeship programmes for defined period to enable them work under intensive atmosphere with minimum supervision. The nature of training is suitable for students with very low concentration since a lot of emphasis is on production.

### **Human Resource Capacity**

The trainers are people derived from recognized institution and the role models properly technically trained persons with vast experience in their specific area of training.

The desired objective, which is imparting skills to enable the youths cope with the ever challenging employment and the technology trend, is the benchmark for the success of the institutions.

### **The management Capacity and Fiduciary measures**

For the effective management of the project, the institute has formed a five member's board of management to oversee day to day the implementation giving the technical support on how the project is expected to run so that the project does not suffer any discrepancy.

The management team consist of people, who have vast experience on managerial skills and are production oriented, good network people who are honest and with very high integrity.

The board embraces people from the Kisumu Governor's office upon which the operation of such institutes are bestowed. The idea of having such institute which just provide the technical training to the youths with low level of education had been discussed far and wide with the Government of Kenya's willingness to support the institute with the trained tutor at the later stage.

The management board often convenes to review all the plans and share it with the community before the actual implementation so that the aspect of community ownership is strengthened .The board just make up the policy after getting the opinion of the beneficiaries and the community. Any decision is a consultative approach upon which neither of the parties should decides on it's own.

The Board is mandated to give their input, but their decision is not final when it comes to the running of the project, however it is expected to ensure that the identification of the project beneficiaries and the implementation of this project are done in the manner in accordance to the laid down procedure.

It is mandatory that the Ubuntu Kasuna CBO executive officials form part of the board members as the project vision bearers. The conflict resolution and handling of

grievances are the prerogative of the Board in consultation with the Ubuntu e.V Germany.

### **Financial Management Procedures**

For the smooth running of the Lakeside Bavarian Vocational Training institute which is the brainchild of Ubuntu Kasuna CBO, all the money will be channelled to the Ubuntu account although the expenditure and the accounting procedure will be analysed on the specific project. The acknowledgement letter for the amount received for specific project will be defined as usual to avoid mix up and the cash analysis and other documentary will be filed in the Lakeside Bavarian Vocational training institute together with the name of the donor funding the project.

The management of the resources including the money is handled with due consciousness with the executive office making a prompt budget share it with the other members for the review. The expenditure is often done according to the work plan plus the budget, all the receipts, payment vouchers, invoices among other. The tendering and vetting process is fair and competitive.

In brief the accounting procedures includes

- Proper record keeping accounting documents
- Monthly and quarterly Report
- Implementation pegged on work plan and budget
- Narrative and Financial Report
- Captured pictures and Photos
- Sharing of information at the notice boards
- Bank transaction upon members approval
- Ensuring Fixed Assets record
- Tagging/Branding of the institute items

### **The project Sustainability /Continuity**

The ideal fact is that many community based projects collapse after the end of funding period by the donor due to failure by the beneficiaries or implementers to consider the project exit plan. The Lakeside Bavarian Vocational Training institute has enhanced a mechanism to ensure that the project continue beyond the funding period.

The trainees who are the immediate beneficiaries particularly those from underprivileged families will be expected to serve in the institution after acquiring the skills under what is termed as '**give back to the society initiative**' for the equal period one has taken during his or her training period. For example if one trained for one year, his service will take one more year under the initiative.

During give back to the society initiative, the beneficiaries are expected to use the acquired skills and knowledge in producing the product for examples in woodwork under the lakeside Bavarian Vocational training workshop and showroom and for every item made and sold, certain money will be given to the beneficiary for a period of service as giving back to the society.

The beneficiary will be given some tool relevant to his training for self reliant approach after accomplishing give back to the society initiative. The other sustainability strategies will include:

1. Partnership collaboration and Network with other stakeholders
2. Community ownership and support
3. Diversified Lakeside Bavarian Income generating activities eg Saloon, furniture at the showroom
4. Formation of a strong board to source for more funding
5. Trained Beneficiaries subscription for membership
6. Workshop charges for repairs and maintenance ( local schools and other amenities )
7. Anticipated Government support ( subsidizing for fee according to the promise )
8. Poultry project to subsidize

### **Project Monitoring and Evaluation**

The implementation of the proposed plan and concept will be closely monitored to establish any changes and to ensure that the accomplishment of the project is done in accordance to the workplan and budget. The monitoring will help to determine whether the implementation is in the right track as per the framework. The methodologies include Focus group discussion, Questioners, use of media and local radio station Asked Questions (AQs) and use of suggestion box among others.

The process will include the review meetings, quarterly report, and budgetary control system. The monitoring and evaluation plan will identify;

1. Progress made against plan
2. Causes of deviation to plan
3. Areas of difficulties, challenges and alternative solution to the problem that may adversely affect the implementation.

### **Community Contribution**

This project is a community driven during needs identification, project appraisal, design and coming up with the implementation plan. The beneficiaries were actively involved giving their views on the contemporary problems affecting them and coming up with remedial approaches and methods of mitigating the problem with unemployment which is the key challenge to livelihood among the youths.

It is precise to say that the community has remained supportive and committed at all stages of the project development giving the data and further identifying the most affected scope desired for the implementation.

During the mobilization for need assessment survey, the Kakola community through the clan elders disseminated the information and mobilized people to attend the gathering for the project identification and the priority setting in line with the immediate need worth tackling, providing meeting venues, chairs and public address system for free

The community in kind provide a monitoring and evaluation, deterring any interference by people with sinister motive. The community has pledged to offer surveillance so that the project does not suffer any vandalism.

The community has also help in identifying the neediest youths who deserve the support, helping through the area chief for justification of the preferred documents such as death and birth certificates for the orphans and the vulnerable children. Other community members are the caregivers to the project beneficiaries providing conducive environment for self expression.



UBUNTU KASUNA CBO IN PARTNERSHIP UBUNTU e.V GERMANY

# LENDO LENDO LENDO YUD TIEGRUOK MAKENDE

LAKESIDE BAVARIAN VOCATIONAL TRAINING INSTITUTE  
KOTUDORE GI UBUNTU KASUNA CBO LANDONU KAR  
TIEGRUOK MAR RAWERE ELONY MOPOGORE OPOGORE KAKA:

- **TWENGO ( Fashion and Design )**
- **LOSO WICH ( Hairdressing )**
- **BER GI DUSRUOK (Beauty and Cosmetic )**
- **TIJE BAO ( Carpentry, woodwork and Joinery )**
- **THETH kod WENGO (Welding and Fabrication)**
- **RWAKO SITIMA ( Electrical and Electronic artisan course )**  
KUOM NGEYO MANGENY, TUDRI EYOR ONGWE YAMO: 0710116333,  
0720636523, 0719285711

TIEGRUOK ITIMO GI JOLONY MOA EMBALARIANY MOMI LUOR CHUDO MAR  
TIEGRUOK ENENGO MOYUEYO, KIK IDEKI KEPO DHI MBELE  
KAWO FOM MAR REGISTRATION GI MIA ARIYO KENDE (Kshs. 200) E UBUNTU  
OFFICE MACHIENGNI GI ABTC BATH NOWA MOYIE FOUNDATION

TUDRI GI JACHIW FORM ENAMBANI: 0726477791/0712382519



UBUNTU KASUNA CBO IN PARTNERSHIP UBUNTU e.V GERMANY  
LAKESIDE BAVARIAN VOCATIONAL TRAINING INSTITUTE  
**APPLICATION FORM FOR ADMISSION**

Name of applicant \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Sex: \_\_\_\_\_

ID/No.: \_\_\_\_\_

Area of Resident: \_\_\_\_\_

Village: \_\_\_\_\_

Sub Location: \_\_\_\_\_

Location: \_\_\_\_\_

Sub County: \_\_\_\_\_

Parental Status: \_\_\_\_\_

Level of Education: \_\_\_\_\_

Full Postal Address: \_\_\_\_\_

Course applied for: \_\_\_\_\_

**For official Use Only**

Admission No. \_\_\_\_\_

Head of department Name and Signature: \_\_\_\_\_

Project Manager/Principle: \_\_\_\_\_

Institute Official stamp: \_\_\_\_\_



UBUNTU KASUNA CBO  
P.O BOX 186 – 40101 AHERO  
KENYA

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Lakeside Bavarian Vocational Training Institute

**Dear Student,**

**RE: Confirmation for Placement**

Following your application to join Lakeside Bavarian Vocation Training institute, the institution has pleasure to inform you that your application is successful after a serious vetting and verification.

You are therefore requested to confirm your commitment by filling the official application form and return it with an application fee of kshs. 200 for the processing of student ID card.

The Illustration below indicates the courses offered, the respective codes and the training duration

<b>1. clothing and Design</b>	<b>Code 001</b>	<b>1 year</b>
<b>2. Hairdressing</b>	<b>Code 002</b>	<b>1 Year</b>
<b>3. Beauty and cosmetic</b>	<b>Code 003</b>	<b>1 Year</b>
<b>4. Carpentry and woodwork</b>	<b>Code 004</b>	<b>1 Year</b>
<b>5. Welding and fabrication</b>	<b>Code 005</b>	<b>1 Year</b>
<b>6. Electrical and Electronic</b>	<b>Code 006</b>	<b>2 Years</b>
<b>7. Basic computer application</b>	<b>Code 007</b>	<b>6 months</b>

Kindly note that those interested in Business studies and social work can apply, but the training will be offered through mutual partnership with one of the recognized institution depending on the number of applicants received.

We highly appreciate you for showing ultimate interest and for more information do not hesitate to contact training and development manager on +734834241/726477791

Contact: +254712382519//726477791 – Email:ubuntukasuna@gmail.com  
Website: www.ubuntukasuna.org