

# **MULTI-PURPOSE**

# **CENTRE-SOUTH**

**Zero draft**

Kitui, May 2010

**Responsibility**

Title: **Multi Purpose Centre South**

Commission: Sasol Foundation  
Box 85  
90200 Kitui  
Kenya

Participants: Sasol: Professor G. Mutiso  
Mutinda Munguti  
Annah Mutuki  
Ben Muendo  
Elijan Kamama  
Evalyne Mwongela  
Faith Musyimi  
Fredrick Kimwilu  
Kennedy Mutati  
Mathew Kitema  
Peris Munyaka  
Rosalyne Mwendu Paul

Ex-change: Henk Haring

Facilitator: Adriaan Vrienten

Author: Adriaan Vrienten

Number of pages: 27  
Number of tables: 8

Date: May/June 2010

**Table of Contents**

Responsibility.....	2
Table of Contents.....	3
List of abbreviations.....	4
Introduction.....	5
Objectives.....	7
Outcomes, Outputs, Activities, Performance Indicators.....	9
Inputs.....	23
Assumptions and risks.....	24
Appendix 1 Ex-Change Connexion.....	25
Appendix 2 Table format.....	27

**List of abbreviations**

CCPP	Contagious Caprine Pluro Pneumonia (Goat disease)
CSO	Civil Society Organisation
DPA	Direct Poverty Alleviation
ICT	Information, Communication Technology
KSh	Kenyan Shillings
L&A	Lobby and Advocacy
MPC -S	Multi Purpose Centre South
NGO	Non Governmental Organisation
RBM	Result Based Management
SCS	Strengthening Civil Society
SHG	Self Help Group
TIVET	Technical Industrial Vocational and Entrepreneurship Training
TOT	Train the Trainer

## **Introduction**

### **Pre-ambule**

In 2005 Sasol, in cooperation with Ex-change, developed an activity plan for the period 2005-2010 and was presented in a log-frame fashion. Part of this plan was the establishment of an Information and Trainings Centre as services to the communities of the then Kitui District. In 2006 a feasibility study for an information and trainings centre was finished. At that time the conclusion was that the investment could be feasible but the exploitation was too expensive. However, the idea of a training centre, forming a part to realise the aims of Sasol, was never buried.

In the year 2009 Sasol developed a strategic plan for the period 2010-2020.

Three main strategic thematic areas are distinguished:

- Land and Water Management
- Vocational Education
- Enterprise Development

To realise the formulated goals in the mentioned strategic plan, a training centre, based on the three thematic areas is a necessity.

This document presents the way MPC South as a training centre encompasses the three thematic areas of Sasol.

For this document the Result Based Management (RBM) approach has been chosen.

**This document has a term of six years, 2010 up to and including 2015.**

Remark 1: MPC South is a temporarily name and has to be changed.

Remark 2: TIVET means “ **T**echnical **I**ndustrial **V**ocational and **E**ntrepreneurship **T**raining”

### **The main strategy of MPC South is:**

- **Direct Poverty Alleviation (DPA).**
  - o Integration of non-formal centre-based approaches with informal apprenticeship approaches.
  - o Combining competency based curricula with didactic methods of instruction.
  - o Linkages with labour market.
  - o Linking Dutch Vocational Education Providers to Kenyan TIVET Providers.
  - o Facilitating student Ex-change programmes (South-South and North-South) to share knowledge and experiences.
  - o Integration of ICT, Entrepreneurship and Life Skills in the programs.
- **Strengthening Civil Society (SCS).**
  - o Empowering local and cultural community structures, Self Help Groups (SHG's), School Management.
  - o Committees and Parents-Teachers Associations on TIVET.
  - o Linking TIVET Providers within the targeted sub regions to form networks.
  - o Employing “Training of Trainer” (TOT) concept to stimulate ownership and sustainability.
- **Lobby and Advocacy (L&A).**
  - o Deliberate linkages with local and national government ministries and agencies to influence policy for example establishment of the TIVET Authority.

- o Networking and creating partnerships within formal and non-formal TIVET Providers.
- o Awareness campaigns at grassroots, district and national levels.

**Complementarities and synergy**

All the three thematic areas i.e. Land and water, Vocational Education and Enterprise development are aimed to achieve one impact. "Reduction of extreme poverty and hunger". Activities to be done in land and water will act as a support to activities in vocational education and enterprise development. The water platform created will give a base to entrepreneurial skills training in both vocational and enterprise development. Linking to the labour market vocational education will give support to income generation under enterprise development. Complementarities and synergy is seen in activities, outcomes and impact level.

## **Objectives**

### **Vision:**

To be a reknown centre in promotion of sustainable development in Kenya.

### **Mission:**

To strengthen and improve communities knowledge and skills for better livelihoods.

### **Objectives:**

1. To provide the youths with accessible and quality TIVET relevant to the labour market.
2. To stimulate and support entrepreneurship amongst youths and functional groups for income generation.
3. To stimulate and support entrepreneurship amongst youths and functional groups for income generation.

## **Target Groups**

In the objectives the following target groups are implied:

- Post Primary (TIVET)
  - Age between 14 and 25.
  - Poor and marginalised
  - Starters
- Functional groups (TIVET)
  - Improvement of professional skills
- Secondary education (vocationalisation)
  - ICT
  - Life Skills
- Tertiary education (vocationalisation)
  - Life Skills
  - Providing internships for students

## **The various disciplines of TIVET related to MPC South are:**

- **Post Primary:**
  - Welding and Fabrication
  - Carpentry
  - Masonry
  - Mechanics (automotive)
  - Electronics
  - Hairdressing and beauty therapy
  - Dressmaking and design
  - Event décor and interior design

Life skills, entrepreneurship and ICT are integrated in all courses.

- **Functional groups:**
  - Dry land agriculture
    - Livestock
      - Goats
      - Cows
      - Poultry
    - Apiculture
    - Vegetables
    - Fruits

- o Cottage industry
  - Basketry
  - Weaving
  - Jewellery
  -
- **(Post) secondary**
  - o Life skills
  - o ICT
  - o Preparing for entry of the labour market
- **(Post) tertiary**
  - o Life skills
  - o Preparing for entry of the labour market

***The described strategies, target groups and disciplines make MPC South a centre for***

- ***Training***
- ***Innovation***
- ***Information***

The educational activities of Sasol take place in the informal educational system.



**Outcomes****Outputs****Activities****Performance indicators**

The described outcomes, outputs activities and performance indicators are related to the three objectives mentioned above.

**Objective 1:**

***To provide the youths with accessible and quality TIVET relevant to the labour market.***

**Outcomes related to objective 1:****Outcome 1:**

75% of the apprenticeship students have gainful employment after half a year of finishing training.

75% of the tertiary students have gainful employment after half a year of finishing training.

80% of the students of secondary schools are aware of the valid of the training of life skills, ICT and entrepreneurial skills after the training.

**Outcome 2:**

Apprenticeships generate an income of at least 300% of the income per capita in Kitui.

Tertiary students generate an income of at least 600% of the income per capita in Kitui.

**Outcome 3:**

Regional policy influenced in favour of TIVET and regional resource allocation.

**Outputs related to objective 1:****Output1:**

Needed infrastructure:

The needed infrastructure should be finished in 2012.

**Output 2:**

Training manuals:

- Study guide for coaches in (small) enterprises, companies, workshops, related to the apprenticeship
- Training manuals for life skills, ICT and entrepreneurial skills for the levels:
  - o Apprenticeship
  - o Vocationalisation of secondary schools
  - o Vocationalisation of tertiary schools

**Output 3:**

Number of trainees:

Apprenticeship:

The training of the technical skills takes place in workshops, (small) enterprises or companies.

The training of life skills, ICT and entrepreneurial skills takes place at and is done by Sasol

Secondary schools:

Training of life skills, ICT and entrepreneurial skills will take place in form 4 during the first or second term.

Sasol does the training at the secondary schools concerned.

The number of involved secondary schools is 14.

Post tertiary:

This concerns youth who are graduated and have already a degree.

Training in life skills, entrepreneurial skills and ICT takes place at and is done by Sasol.

Trained trainees in 2015:

▪ Apprenticeship	195
▪ Secondary schools	8820
▪ Post tertiary	490

#### **Output 4:**

Market mapping

The labour market is limited to the Kitui and Mutomo districts.

The market mapping is related to the eight disciplines mentioned.

#### **Output 5:**

Meetings Vocationalisation of tertiary schools held for policy change.

Sasol will lobby at local and regional level (Kitui and Mutomo district).

#### **Activities related to objective 1:**

1. Market mapping
2. Infrastructure development- teaching facilities, workshops
3. Training materials
4. Trainee selection and placement
5. Linkage to the labour market
6. Lobby and advocacy

#### **Performance indicators related to objective 1:**

#### **Performance indicator related to objective 1 and output 1: Needed infrastructure.**

List of planned buildings and the related timeframe:

Building/ Infrastructure	Size in m <sup>2</sup>	Function	Year of realisation
Farmhouse	27	To house 2 shepherds	2010
Livestock area	100	Area for livestock	2010
Sanitation	2	Sanitation for shepherds	2010
Sand storage dam UC	-	Water catchment	2010
Fence	-	Safety	2010/11
Open office	170	Office for Sasol staff and students	2010
Sand storage dam 1	-	Water catchment	2010
Entrance building	40	Porters lodge, reception & demonstration shop	2011
Power building	20	Building for all power utilities	2011
Sand storage dam 5	-	Water catchment	2012
Storage/maintenance	100	Building for machinery, tools and materials	2012
Main water tank	9	To provide everything with water	2012

Incinerator	10	To burn waste and store waste	2011
Sand storage dam 2	-	Water catchment	2011
Employee houses	400	Houses for all the employees	2012
Sand storage dam 3	-	Water catchment	2011
Dormitory	200	Place to stay for trainees	2012
Sand storage dam 4	-	Water catchment	2012
Kitchen/dining room	250	To cook and place to eat for trainees	2012
First aid room	5	Room to deliver first aid (in the dining room)	2012
Class room /workshop	175	Class room for trainees	2011
Model and practical room	80	Room with models for trainees and tourists, room for practices for trainees	2012
Computer room	120	Room to give training in ICT	2012
Farms	30	Farms for the different farmlands	2011/12
Guest houses	4x25	Houses for guests and tourists	2012
Garden		Place to eat and relax	2011/12

Table 1

**Performance indicator related to objective 1 and output 2:  
Training manuals.**

The pilot of a study guide for coaches will be developed in 2010 as part of the TIVET Exchange program.

The training manuals for life skills, ICT and entrepreneurial skills will be developed in 2010.

**Performance indicator related to objective 1 and output 3:  
Number of trainees:**

The planned number of trainees is given in the following table:

Year	Apprenticeship	Secondary schools	Post tertiary
2010	20	1400	65
2011	25	1400	75
2012	30	1400	80
2013	35	1540	85
2014	40	1540	90
2015	45	1540	95
<b>Total in 2015</b>	<b>195</b>	<b>8820</b>	<b>490</b>

Table 2

**Performance indicator related to objective 1 and output 4:  
Market mapping.**

The market mapping as a pilot within the TIVET Exchange program will be done in 2010 and extended in 2011.

The market mapping should be revised every other year report.

**Performance indicator related to objective 1 and output 5:  
Number of meetings held for policy change.**

Policy briefs: 2 times a year.

Meetings: 4 times a year with ministry of Youth and 4 times a year with the representatives of ministry of education.

**Objective 2:**

***To enhance the capacity of farmers with better dry land farming practices and structures for increased production to improve food security.***

**Outcomes related to objective 2:**

**Outcome 1:**

1. Increased production with 100%

**Outcome 2**

Increased income: 75% of the farmers of the functional groups  
Sasol MPC-South four million KSh.

**Outcome 3:**

375 households taking 3 meals per day (15 functional farmer groups of 25 farmers each).

**Outcome 4:**

375 households consuming balanced diets (15 functional farmer groups of 25 farmers each).

**Outputs related to objective 2.**

**Crops farming**

**Output 1:**

Baseline report of crops farming.

The subjects of the baseline report have to be identified.

**Output 2:**

Structured sand dams and trained sand dam groups.

In 2015 300 sand dam will be constructed and 150 sand dam groups will be trained.

**Output 3:**

Trained trainees

5 functional groups will be trained in 2015.

Each functional group has 25 members.

**Output 4:**

Terracing .

60,000 meters of terracing will be done in 2015.

25 terracing groups will be trained.

**Output 5:**

Quantities produced.

The baseline survey will produce figures about quantities.

**Output 6:**

Developed seed banks and grain stores.

The seed bank and grain store are means for income generating.

The seed banks and grain stores should be developed in the period 2010 - 2015.

**Output 7:**

New varieties introduced.

The 5 functional groups will introduce 10 new varieties in the period 2010-2015.

**Output 8:**

Fruit trees grown.

The farmers of the 5 functional groups will plant trees of different varieties in the period 2010-2015.

**Output 9:**

Model farms established.

In 2015 each farm within the functional group will be a model farm.

**Output 10:**

Techniques and technologies.

In 2015 new techniques and technologies will be developed related to crop production.

**Livestock farming****Output 11:**

Base line survey.

Every year a baseline survey has to be done.

**Output 12:**

High yielding breeds introduced.

In 2015 10 functional farmer groups will be established:

Each functional farmers group has an average number of members of 25.

Goats:

In 2015 each farmer should have 20 improved breeds.

In total  $5 \times 25 \times 20 = 2500$  improved breeds.

Chickens

Total amount of chickens in 2015:

- Sasol 5000
- Farmers 62500

**Output 13:**

High nutrition feeds.

In 2015 a number of 5 new varieties of shrubs and grasses will be introduced by all farmers of the 5 functional groups. (125 farmers).

**Output 14:**

Quantity amount of fodder/feeds stored.

Each farmer has a fodder/feeds store by 2015 (125 stores).

**Output 15:**

Kind of pests and diseases controlled.

In 2015 the farmers of the functional groups are able to control goat diseases like worms, ticks, CCPP and chicken diseases like New Castle disease, coccidiosis.

**Output 16:**

Marketing channels established.

In 2015 each functional farmer group has its own marketing channel like cooperative, contracts etc.

**Activities related to objective 2:****Crops farming:**

1. Baseline survey
2. Infrastructure development - sand dams, terraces plus other soil and water conservation structures.
3. Training and follow-ups.
4. Infrastructure development -tree/grass planting.
5. Model farms-chicken rearing, composting
6. Promotion of dry land seeds.
7. Introduction and promotion of different varieties.
8. Introduction and promotion of seed banks.
9. Introduction and promotion of fruits trees.
10. Promotion of central storage.

**Livestock farming:**

1. Baseline survey
2. Introduction of high yielding and adaptive breeds-rabbits, chicken, goats, cows
3. Promotion of high nutritious feeds/fodder
4. Disease and pest control
5. High marketing
6. Marketing at the appropriate time

**Others:**

1. Cottage industry
2. Piloting and testing of new techniques and technologies.

**Performance indicators related to objective 2:****Crops farming****Performance indicator related to objective 2 and output 1:  
Baseline report of crops farming.**

The subjects of the baseline report have to be identified.  
A baseline report has to be made as soon as possible.  
The next baseline survey has to be done in 2015.

**Performance indicator related to objective 2 and output 2:  
Structured sand dams and trained sand dam groups.**

Year	Number of sand dams	Number of trained sand dam groups
2010	50	25
2011	50	25
2012	50	25
2013	50	25
2014	50	25
2015	50	25

Total in 2015	300	150
---------------	-----	-----

Table 3

**Performance indicator related to objective 2 and output 3:  
Trained trainees.**

5 functional groups will be trained during a period of 6 years.  
Each functional group has 25 members (farmers) in average.  
It means that 125 farmers will be trained in the period 2010-2015.

**Performance indicator related to objective 2 and output 4:  
Terracing.**

Terracing has two components:

- Construction
- Training terrace function groups

Year	Number of meters terracing 2000 meter/group/year	Number of trained terracing groups
2010	10000	5
2011	10000	5
2012	10000	5
2013	10000	5
2014	10000	5
2015	10000	5
Total in 2015	60000	25

Table 4

**Performance indicator related to objective 2 and output 5:  
Quantities produced.**

The baseline survey will produce figures about quantities.

**Performance indicator related to objective 2 and output 6:  
Developed seed banks and grain stores.**

Each functional group (5) has to develop a seed bank and grain store.  
Each group develops a different seed bank.  
The seed bank and grain store are means for income generating.  
The seed banks and grain stores should be developed in the period 2010 - 2015.

**Performance indicator related to objective 2 and output 7:  
New varieties introduced.**

The 5 functional groups will introduce 10 new varieties in the period 2010-2015.  
5 new varieties will already be introduced in 2013.

**Performance indicator related to objective 2 and output 8:  
Fruit trees grown.**

The farmers of the 5 functional groups will plant trees of different varieties in the period 2010-2015.

Each farmer (total 125) will have plant 20 trees in 2010, 40 trees in 2012 and 100 trees in 2015.

Total amount of trees:

2010	2500
2012	5000
2015	12500

**Performance indicator related to objective 2 and output 9:  
Model farms established.**

In 2015 each farm within the functional group will be a model farm.  
So in 2015 125 model farms will exist.

**Performance indicator related to objective 2 and output 10:  
Techniques and technologies.**

In 2015 new techniques and technologies will be developed related to crop production.

**Livestock farming**

**Performance indicator related to objective 2 and output 11:  
Baseline survey.**

A baseline survey has to be done every 5 years, the first one in 2010.

**Performance indicator related to objective 2 and output 12:  
High yielding breeds introduced.**

Sasol breeds improved goats. Part of the breeds becomes available for the functional farmer groups.

Year	Number of improved breed available for farmer function groups
2010	0
2011	200
2012	400
2013	400
2014	400
2015	400

Table 5

In 2015 each farmer should have 20 improved breeds.  
In total  $5 \times 25 \times 20 = 2500$  improved breeds.

Chicken breeding at MPC South serves two purposes:

- Demonstration of improved breeds
- Income generating

Year	Number of chickens MPC-S	Number of improved chickens members of functional farmer
------	--------------------------	--



		groups
2010	1000	0
2011	1000	12500 (each farmer 100)
2012	1000	12500
2013	1000	12500
2014	1000	12500
2015	1000	12500
<b>Total in 2015</b>	<b>5000</b>	<b>62500</b>

Table 6

**Performance indicator related to objective 2 and output 13:  
High nutrition feeds.**

In 2015 a number of 5 new varieties of shrubs and grasses will be introduced by all farmers of the 5 functional groups. (125 farmers).

**Performance indicator related to objective 2 and output 14:  
Quantity amount of fodder/feeds stored.**

Each farmer has a fodder/feeds store by 2015 (125 stores).

**Performance indicator related to objective 2 and output 15:  
Kind of pests and diseases controlled.**

In 2015 the farmers of the functional groups are able to control goat diseases like worms, ticks, CCPP and chicken diseases like New Castle disease, coccidiosis.

**Performance indicator related to objective 2 and output 16:  
Marketing channels established.**

In 2015 each functional farmer group has its own marketing channel like cooperative, contracts etc.

**Objective 3:**

***To stimulate and support entrepreneurship amongst youths and functional groups for income generation.***

**Outcomes related to objective 3:**

**Outcome 1:**

75% of the members of the youth functional groups have improved income.

**Outcome 2:**

75% of the youth functional group members have improved attitude towards entrepreneurship.

**Outputs related to objective 3:**

**Output 1:**

Needs assessment report.

This concerns youth of the communities where the functional farmer groups are settled  
The functional groups are different from the functional farmer groups as mentioned related to objective 2.

What do they need to become entrepreneurs?

Mapping of:

- access to resources
- skills
- opportunities available

**Output 2:**

Youth entrepreneurial groups formed.  
In 2015, 5 functional groups will be formed.

**Output 3:**

Trained trainees.  
In 2015 125 trainees will be trained.

**Output 4:**

New products developed/diversification.  
In 2015 each functional group has developed at least 2 new products.  
In 2015 at least 10 new products are developed.

**Output 5:**

Marketing channels established.  
In 2015 each functional group has its own marketing channel like cooperative, contracts, etc.

**Activities related to objective 3:**

1. Needs assessment
2. Functional groups formation
3. Training-entrepreneurial skills, business planning, micro finance
4. Value addition
5. Marketing

**Performance indicators related to objective 3:**

**Performance indicator related to objective 3 and output 1:**

**Needs assessment report.**

Mapping will be finished in 2011.

**Performance indicator related to objective 3 and output 2:**

**Youth entrepreneurial groups formed.**

Year	Number of functional groups
2010	0
2011	1
2012	2
2013	2
2014	0
2015	0
<b>Total in 2015</b>	<b>5</b>

Table 7

**Performance indicator related to objective 3 and output 3:  
Trained trainees.**

Each functional group has in average 25 members.

Year	Number of trainees
2010	0
2011	25
2012	50
2013	50
2014	0
2015	0
<b>Total in 2015</b>	<b>125</b>

Table 8

**Performance indicator related to objective 3 and output 4:  
New products developed/diversifications.**

In 2015 each functional group has developed at least 2 new products.  
In 2015 at least 10 new products are developed.

**Performance indicator related to objective 3 and output 5:  
Marketing channels established.**

In 2015 each functional group has its own marketing channel like cooperative, contracts, etc.

**Inputs****Inputs related to objective 1:**

- Competent field officers
- Building materials, equipped workshops
- Adequate curricula
- Trained Teachers and Trainers

**Inputs related to objective 2:**

- Competent field officers/extension officers
- Building materials, equipped workshops
- Seeds and seedlings
- Training materials
- Pests and disease control materials
- Tools and equipments

**Inputs related to objective 3:**

- Field officers
- Training materials

**Assumptions and risks****Assumptions and risks related to objective 1:****Assumptions:**

- Political stability
- Informal TIVET enjoys political good will (in regards to policy)

**Risks:**

- Donor funding dependency
- Accepting by communities
- Competition

**Assumptions and risks related to objective 2:****Assumptions:**

- Political stability
- Land and water projects enjoys political good will (in regards to policy)

**Risks:**

- Donor funding dependency
- Accepting by communities
- Competition

**Assumptions and risks related to objective 3:****Assumptions:**

- Political stability
- Enterprise development projects enjoys political good will (in regard to policy)

**Risks:**

- Donor funding dependency
- Accepting by communities
- Competition

- 
- Groups lack of capital
  - Change of market demands

## **Appendix**

### **Appendix 1**

#### **The Edukans/Ex-change Connexion.**

One of the main strategies of Edukans is basic education. Basic education is an instrument in reaching the aims of

- Direct Poverty Alleviation
- Strengthening Civil Society

Lobby and Advocacy is also an instrument to promote basic education and improve quality and accessibility.

This main strategy has a direct relation with the design and activities Sasol and in particular with MPC South.

Ex-change, as one of Edukans's divisions, has the main objectives and outlines as mentioned under A and B.

The objectives and strategies of the TIVET Ex-change project as part of Learn4Work, Under the auspices of Edukans Ex-change, are mentioned under C and D.

A) Main objectives of the Ex-change program are:

1. Structural contribution to professional education in developing countries
2. Structural contribution to non-formal and informal learning of the local population
3. Structural contribution to development and stimulation of business trade.

B) Outlines of the Sasol Ex-change program are:

1. Provide local basic services (poverty alleviation) in combination with capacity building
2. Improve access to and relevancy of (vocational) education in Kitui district by creating exchange and transfer of knowledge, skills, attitude, behaviour and culture between Dutch and Kenyan participants (students, schools, communities, partners, NGO's)
3. Strengthening civil society, creating awareness/support on sustainable development.

C) Main objectives of the Learn for Work (L4W) program are:

1. Improve access to quality vocational education in Kenya
2. Improve the attainment (relevance and responsiveness) of the TIVET sector to the labour market
3. Objectives, outcomes, outputs, activities and assumptions and risks are recapitulated in table format in the appendix.

D) Strategies of L4W program are:

1. Linking and learning between national institutes in Kenya in the field of TIVET, both in formal and non-formal settings, as also in urban and rural settings.
2. Linking and learning on TIVET expertise and structural involvement between Dutch TIVET related institutes with the Kenyan program.
3. Continuous strengthening CSO's and technical institutions involved in the program in Kenya.
4. Linking and learning on TIVET expertise and structural involvement between Dutch related institutions with the Kenyan program.

The Ex-change program as well as Learn4Work TIVET Ex-change has added value in relation with Sasol's activities including MPC South.

The main added value of the Ex-change program is benefit by learning.

Students (Dutch and Kenyan)

Exchange of:

- Technical skills
- Communication
- Organisation
- Inter culture
- Internationalisation
- Attitude
- Personal development

Schools:

Schools as well in The Netherlands as Kenya learn from the added value students and involved staff bring in.

Companies:

Involved staff of participating companies bring in added value by learning.

Communities:

Communities have not only physical benefit of the program but are also involved in the learning processes.

Sasol:

Sasol's staff is continue involved in the learning processes because of the partnership in the Ex-change program.

The "gravity point" of the Ex-change program is the mutual learning effect of all involved participants.

MPC South in all sections, constructing, learning processes, exploitation etc. forms a perfect match with the main strategies of Edukans and the Ex-change program.

**Appendix 2**

Appendix 2 is a summary of the objectives, outcomes, outputs, activities and assumptions and risks.

This summary is given in a table format.

	<b>Objectives</b>	<b>Outcomes</b>	<b>Outputs</b>	<b>Activities</b>	<b>Assumptions and risks</b>
1	To provide the youths with accessible and quality TIVET relevant to the labour market	<p>75% of the apprenticeship students have gainful employment after half a year of finishing training</p> <p>75% of the tertiary students have gainful employment after half a year of finishing training</p> <p>80% of the students of secondary schools are aware of the valid of the training of life skills, ICT and entrepreneurial skills after the training</p> <p>Apprenticeships generate an income of at least 300% of the income per capita in Kitui</p> <p>Tertiary students generate an income of at least 600% of the income per capita in Kitui</p> <p>Regional Policy</p>	<p>Needed infrastructure: The needed infrastructure should be finished in 2012</p> <p>Training manuals:</p> <ul style="list-style-type: none"> <li>• Study guide for coaches in (small) enterprises, companies, workshops, related to the apprenticeship</li> <li>▪ Training manuals for life skills, ICT and entrepreneurial skills for the levels: <ul style="list-style-type: none"> <li>o Apprenticeship</li> <li>o Vocationalisation of secondary schools</li> <li>o Vocationalisation of tertiary schools</li> </ul> </li> </ul> <p>Number of trainees: Apprenticeship: The training of the technical skills takes place in workshops, (small) enterprises or companies. The training of life skills, ICT and entrepreneurial skills takes place at and is done by Sasol</p> <p>.Secondary schools: Training of life skills, ICT and entrepreneurial skills will take place in form 4 during the first or second term. Sasol does the training at the secondary schools concerned. The number of involved secondary schools is 14.</p>	<p>Market mapping</p> <p>Infrastructure development - teaching facilities, workshops</p> <p>Training materials</p> <p>Trainee selection and placement</p> <p>Linkage to the labour market</p> <p>Lobby and advocacy</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> <li>o Political stability</li> <li>o Informal TIVET enjoys political good will (in regards to policy)</li> </ul> <p>Risks:</p> <ul style="list-style-type: none"> <li>• Donor funding dependency</li> <li>• Accepting by communities</li> <li>• Competition</li> </ul>



		influenced in favour of TIVET and regional resource allocation	<p>Post tertiary: This concerns youth who are graduated and have already a degree. Training in life skills, entrepreneurial skills and ICT takes place at and is done by Sasol.</p> <p>Trained trainees in 2015:</p> <ul style="list-style-type: none"> <li>▪ Apprenticeship 195</li> <li>▪ Secondary schools 8820</li> <li>▪ Post tertiary 4</li> </ul>		
	<b>Objectives</b>	<b>Outcomes</b>	<b>Outputs</b>	<b>Activities</b>	<b>Assumptions and risks</b>
2	To stimulate and support entrepreneurship amongst youths and functional groups for income generation.	<p>Increased production with 100%</p> <p>Increased income: 75% of the farmers of the functional groups</p> <p>Sasol MPC-South four million KSh.</p> <p>375 households taking 3 meals per day (15 functional farmer groups of 25 farmers each)</p> <p>375 households consuming balanced diets (15 functional farmer groups</p>	<p><b>Crops farming:</b></p> <p>Baseline report of crops farming. The subjects of the baseline report have to be identified.</p> <p>Structured sand dams and trained sand dam groups. In 2015 300 sand dam will be constructed and 150 sand dam groups will be trained.</p> <p>Trained trainees 5 functional groups will be trained in 2015. Each functional group has 25 members.</p> <p>Terracing . 60,000 meters of terracing will be done in 2015. 25 terracing groups will be trained.</p> <p>Quantities produced.</p>	<p><b>Crops farming:</b></p> <p>Baseline survey</p> <p>Infrastructure development – sand dams, terraces plus other soil and water conservation structures.</p> <p>Training and follow-ups.</p> <p>Infrastructure development -tree/grass planting.</p> <p>Model farms-chicken rearing, composting</p>	<p><b>Assumptions:</b></p> <ul style="list-style-type: none"> <li>• Political stability</li> <li>• Land and water projects enjoys political good will (in regards to policy)</li> </ul> <p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Donor funding dependency</li> <li>• Accepting by communities</li> <li>• Competition</li> </ul>

		<p>of 25 farmers each).</p>	<p>The baseline survey will produce figures about quantities</p> <p>Developed seed banks and grain stores. The seed bank and grain store are means for income generating. The seed banks and grain stores should be developed in the period 2010 - 2015.</p> <p>New varieties introduced. The 5 functional groups will introduce 10 new varieties in the period 2010-2015.</p> <p>Fruit trees grown. The farmers of the 5 functional groups will plant trees of different varieties in the period 2010-2015.</p> <p>Model farms established. In 2015 each farm within the functional group will be a model farm.</p> <p>Techniques and technologies In 2015 new techniques and technologies will be developed related to crop production</p> <p><b>Livestock:</b></p> <p>Base line survey. Every year a baseline survey has to be done</p> <p>High yielding breeds introduced. In 2015 10 functional farmer groups will be established: Each functional farmers group has an average number of members of 25. Goats: In 2015 each farmer should have 20 improved</p>	<p>Promotion of dry land seeds.</p> <p>Introduction and promotion of different varieties.</p> <p>Introduction and promotion of seed banks.</p> <p>Introduction and promotion of fruits trees.</p> <p>Promotion of central storage</p> <p><b>Livestock:</b></p> <p>Baseline survey</p> <p>Introduction of high yielding and</p>	
--	--	-----------------------------	--	--	--

Objectives	Outcomes	Outputs	Activities	Assumptions and risks				
		<p>breeds. In total 5x25x20 = 2500 improved breeds. Chickens Total amount of chickens in 2015:</p> <table border="0" data-bbox="703 450 1050 517"> <tr> <td>Sasol</td> <td>5000</td> </tr> <tr> <td>Farmers</td> <td>62500</td> </tr> </table> <p>High nutrition feeds. In 2015 a number of 5 new varieties of shrubs and grasses will be introduced by all farmers of the 5 functional groups. (125 farmers).</p> <p>Quantity amount of fodder/feeds stored. Each farmer has a fodder/feeds store by 2015 (125 stores).</p> <p>Kind of pests and diseases controlled. In 2015 the farmers of the functional groups are able to control goat diseases like worms, ticks, CCPP and chicken diseases like New Castle disease, coccidiosis.</p> <p>Marketing channels established. In 2015 each functional farmer group has its own marketing channel like cooperative, contracts et</p>	Sasol	5000	Farmers	62500	<p>adaptive breeds- rabbits, chicken, goats, cows</p> <p>Promotion of high nutritious feeds/fodder</p> <p>Disease and pest control</p> <p>High marketing</p> <p>Marketing at the appropriate time</p> <p><b>Others:</b></p> <p>Cottage industry</p> <p>Piloting and testing of new techniques and technologies.</p>	
Sasol	5000							
Farmers	62500							
3	<p>To stimulate and support entrepreneurs hip amongst youths and functional groups for income generation.</p> <p>75% of the members of the youth functional groups have improved income.</p> <p>75% of the youth functional group</p>	<p>Needs assessment report. This concerns youth of the communities where the functional farmer groups are settled The functional groups are different from the functional farmer groups as mentioned related to objective 2.</p>	<p>Needs assessment</p> <p>Functional groups formation Training entrepreneurial skills, business, planning, micro</p>	<p><b>Assumptions:</b></p> <ul style="list-style-type: none"> <li>• Political stability</li> <li>• Enterprise development projects enjoys political good will (in regard</li> </ul>				

	members have improved attitude towards entrepreneurship.	<p>What do they need to become entrepreneurs? Mapping of: access to resources skills opportunities available</p> <p>Youth entrepreneurial groups formed. In 2015, 5 functional groups will be formed</p> <p>Trained trainees. In 2015 125 trainees will be trained.</p> <p>New products developed /diversification. In 2015 each functional group has developed at least 2 new products. In 2015 at least 10 new products are developed.</p> <p>Marketing channels established. In 2015 each functional group has its own marketing channel like cooperative, contracts, etc</p>	finance  Value addition Marketing	to policy)  <b>Risks:</b> <ul style="list-style-type: none"> <li>• Donor funding dependency</li> <li>• Accepting by communities</li> <li>• Competition</li> <li>• Groups lack of capital</li> <li>• Change of market demands</li> </ul>
--	--	--	--	---