

Technical Skills Building Centre

ADAF-Kenya Foundation
&
GIRLUP UMOJA.



Proposal

2024



Contact info:

ADAF KENYA

OFFICES IN NAIROBI & KISUMU

TEL: +254710773796 | +254794088860

Email: info@adaf.co.ke

adafkenya@gmail.com

Website: <https://www.adaf.co.ke>

GIRLUP UMOJA

NAIROBI

TEL:+254741263040 |+254727447149

Email: girlupumoja24@gmail.com.

Introduction

In Africa, the challenges of illiteracy, poverty, and health disparities persist, but we stand as a beacon of hope, determined to drive transformative change. Through education, we empower individuals with knowledge, breaking the shackles of illiteracy and offering a path to a brighter future.

Our commitment extends to development, where we support entrepreneurship and livelihoods, especially among women and youths, fostering economic empowerment. In the realm of advocacy, we champion gender equality, sustainable development, and improved healthcare access, amplifying the voices of marginalized communities. Our vision is a continent where every individual has the opportunity to thrive, and together, we're rewriting the narrative of Africa, one empowered community at a time.

Needs Assessment

In Africa, the challenges of illiteracy, poverty, and health disparities persist, but we stand as a beacon of hope, determined to drive transformative change. Through education, we empower individuals with knowledge, breaking the shackles of illiteracy and offering a path to a brighter future. With a population of close to 1.5 million people, Kisumu county has a big gap in terms of basic needs for sustenance and economic growth amongst its inhabitants, with poverty, illiteracy and disease being the signature reference of this region and its environs.

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Program Offerings

ADAF Kenya and GirlUp Umoja envisions a community where youth, women, are empowered through skill development, addressing the fundamental aspects of life. Our Technical Skills Building School seeks to deliver impactful programs in , tailoring to the basic human needs of food, shelter, and clothing.

Tailoring

The tailoring program focuses on equipping individuals with the skills to produce reusable pads and clothing. Through our tailor-made program, participants will receive hands-on training in tailoring, providing them with a valuable skill set for sustainable income generation. In addition to mastering the art of tailoring, they will learn about garment construction, pattern-making, and design, empowering them to pursue careers in the fashion industry or start their own businesses.

Financial Literacy for Financial Independence:

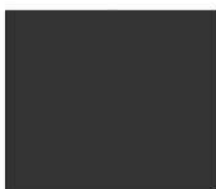
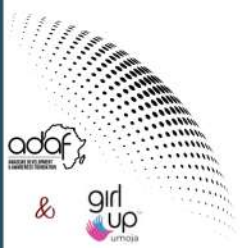
We understand the importance of financial literacy in building a secure future. That's why our program includes modules on financial management, budgeting, saving, and entrepreneurship. By equipping these young mothers with financial skills, we aim to empower them to make informed decisions about their finances and secure a brighter future for themselves and their families.

Empowering Through SRHR Education:

In addition to economic empowerment, we recognize the critical need for comprehensive sexual and reproductive health and rights (SRHR) education. Our program provides participants with access to information and resources on family planning, reproductive health, and gender equality, empowering them to take control of their health and make informed choices about their bodies and futures.

Daycare services

we are excited to offer daycare services for young mothers participating in our program. We understand the challenges many young mothers face in balancing childcare responsibilities with pursuing educational and career opportunities. By offering onsite daycare, we aim to remove this barrier and make it easier for these women to participate in our program without worrying about childcare arrangements. Our daycare services will provide a safe and nurturing environment for their children, allowing the mothers to focus on learning and skill-building with peace of mind.



Target Beneficiaries

Our primary focus is on marginalized individuals in rural and peri-urban areas, particularly youth, young mothers. These groups often face systemic challenges that limit their access to education and economic opportunities.

Youth: Often hindered by financial constraints and lack of educational support, many youth in these areas struggle to secure stable employment or pursue further education.

Young mothers: They encounter unique obstacles such as societal expectations, early pregnancies, early marriages, domestic violence and limited access to menstrual and educational resources. Our program aims to empower them with valuable skills, breaking gender stereotypes.

Challenges Faced by Target Groups

- *Financial Constraints:* Limited resources hinder educational pursuits and skill development.
- *Societal Expectations:* Traditional norms often limit opportunities, especially for women.
- *Educational Gaps:* Lack of access to quality education contributes to unemployment and poverty.

Location and Facilities Overview

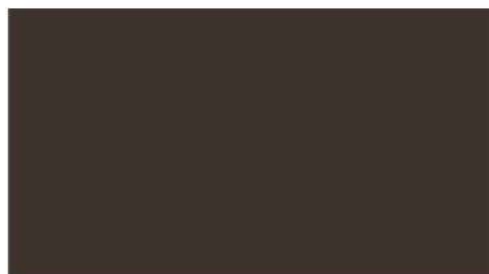
Location: *Kondele, Kisumu City*

Situated in the heart of Kisumu, our space in Kondele provides an ideal setting for our Technical Skills School.

Facilities Available and Needed

1. **Current Infrastructure:** Temporary structures are in place to kickstart the program. A hall has been proposed to facilitate air circulation during hot weather.
2. We have a few training equipment to ensure industrial readiness of the trainees.

Future Developments: We plan to invest in permanent structures, ensuring a conducive learning environment. These structures will accommodate classrooms, workshops, and administrative offices. We will also invest in modern equipment for ease of operations and training.



Program Structure

Description of the Cohort System

We have implemented a comprehensive cohort system designed to maximize the impact of our training programs.

Frequency: We plan to conduct three cohorts annually, ensuring a consistent and dynamic learning environment.

Participants: Each cohort will consist of 10-15 participants, allowing for personalized attention and effective skill development.

Facilitators: To guarantee quality instruction, each cohort will be supported by three experienced facilitators. These facilitators bring expertise in various fields, ensuring a holistic learning experience.

Duration of the Training

Time Frame: The training for each cohort will span a duration of two months. This intensive period is strategically designed to provide in-depth knowledge and hands-on experience in the chosen skill sets.

Certification Process through NITA

Quality Assurance: we are committed to maintaining the highest standards in skills development. To validate the acquired skills, participants will undergo a rigorous certification process facilitated by the National Industrial Training Authority (NITA).

NITA Collaboration: We collaborate closely with NITA to ensure that our training aligns with industry standards. The certification will be a testament to the participants' proficiency in their chosen skill areas.

Benefits: NITA certification not only enhances participants' employability but also serves as a mark of quality for the skills imparted at our Technical Skills Building School.



Budget

Initially, we are envisioning an annual budget of USD \$ 45,788 for the smooth running of the program. Annual Expenses are as below:

Category	Allocation (USD)	Details
Training Hub & Day Care Space	\$ 2,000	Space Renting & Utilities
Training Materials & Consumables	\$12,680	This goes to buy items such as fabric or training, repairs of machines and purchase of training items. Introduction of new projects, practicals exams and assessments' facilitation.
Cullinary & Daycare Supplies	\$ 6,986	Meals provision for the young mums, breakfast and lunch; and meals for their babies, and extra supplies such as diapers and medical supplies etc. Young mums also get a pack of pads for the month for use.
Facilitators Allowances & Day Care-Care Givers	\$ 9,600	We have 2 trainers, who develop and work with a curriculum, and onboard 2 assessors to work with the mums during exams and reviews. We also have 3 care givers and 1 chef for meals preparation.
Admin & Coordination	\$ 9,230	We have 3 supervisors on board who work on shift overseeing the whole program. They help with quality check and accountability enforcement. This also includes accounting, M&E, office supplies and stationery.
Graduation & Seed Support	\$ 5,292	On graduation day, we get the mums and their kids to an outdoor set up, with a light but packed ceremony, here we get success stories and recommendations for program improvement. After this we offer support in cash and in kind through continued followups and mentorships.

Budget Overview

Programs: The bulk of the budget goes into the training programs, . This ensures a balanced focus on essential skills.

Facilitation: A significant portion is allocated to facilitators' stipends to ensure the recruitment of skilled professionals. Additionally, funds are allocated for utilities, the management team, and a grant for trainees to kickstart their businesses.

Infrastructure and Equipment Purchase: This section covers the rent for halls to facilitate training and the purchase of necessary equipment for hands-on learning.

Day Care: Daycare helps young mums fully immerse themselves to the training, and being able to get the best from the training.

Note: The budget is structured to ensure a comprehensive and inclusive training program, covering all aspects from skilled facilitators to essential infrastructure and post-training support for the trainees. Each trainee gets seed support worth \$100 USD partly in cash and in continued support after graduation, for sustenance and basic start seed capital.

Partnership

Overview of the Three-Year Partnership Sought

ADAF Kenya and GirlUp Umoja seeks a dynamic three-year partnership to establish and sustain the Technical Skills Building School in Kondele, Kisumu City. With an annual budget of \$ 45,788 and a total ask of \$ 211,364 for the next 3 years targeting 300 young mums. We envision a transformative impact on marginalized youth and young mothers.

How the Funds Will Be Utilized

- *Program Development and Implementation:* The majority of the funds will be dedicated to developing and implementing robust training program. This includes skilled facilitators, training materials, and hands-on learning experiences.
- *Facilitation and Infrastructure:* Funds will support facilitators' stipends, utilities, and the construction of open-sided halls for training. This ensures a conducive learning environment, enhancing the quality of education.
- *Inclusivity and Start-up Grants:* A portion will be allocated to inclusivity programs, ensuring the inclusion of people with disabilities. Additionally, a business start-up grant for each trainee will foster entrepreneurship.

Potential Impact

This partnership aims to empower marginalized communities, providing tangible skills for economic self-sufficiency. With a focus on basic human needs (food, shelter, clothing), the project envisions breaking the cycle of poverty and contributing to sustainable community development.

Monitoring and Evaluation: Ensuring Impact and Accountability

Metrics and Indicators for Success

- *Number of businesses established:* our goal is to produce more job creators, and the more who start their own businesses and workshops, the more employment opportunities that are sustainable will be created.
- *Completion Rates:* Tracking the number of trainees completing the program successfully.
- *Employment Rates:* Measuring the percentage of graduates gaining employment or starting businesses.
- *Business Sustainability:* Assessing the longevity and success of businesses initiated by trainees.

Partnership Call:

We are seeking longterm partners and donors to walk with us the journey for longer, making the world around us better. Feel free to reach out to us so we discuss more along this to support more people in need. (adafkenya@gmail.com). We also welcome you to support in kind, and link us with your networks for people who could be donors offering used or new equipment and cash or advice for our upcoming next cohorts that will bring along training in Construction & Agribusiness.





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Website: <https://www.adaf.co.ke>

[Twitter](#) [LinkedIn](#) [Facebook](#) [Instagram](#) [TikTok](#) [YouTube](#) @adafKenya

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NAIROBI



TELL: +254741263040 | +254727447149



Email: girlupumoja24@gmail.com

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