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*Market and Economic
Survey and Mapping of
Training Providers and
Supportive Structures in
Sierra Leone*

for GOAL, IBIS, Save the Children

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Acronyms

ABC	Agriculture Business Centres
AML	African Minerals Limited
BDS	Business Development Services
BECE	Basic Education Certification Examination
DFID	Department for International Development (UK)
GDP	Gross Domestic Product
GIZ	Gesellschaft für Internationale Zusammenarbeit (Germany)
GoSL	Government of Sierra Leone
GTI	Government Training Institute
ILO	International Labour Organisation
IMF	International Monetary Fund
IT	Information Technology
IVS	Inland Valley Swamp
JSSCE	Junior Secondary School Certificate Examination
MAFFS	Ministry of Agriculture, Forestry and Food Security
MDA	Ministry, Departments and Agencies
MDG	Millennium Development Goals
MEST	Ministry of Education Science and Technology,
MFI	Micro Finance Institutions
MH	Masanga Hospital
MLSS	Ministry of Labour and Social Security
MMA	Mining and Minerals Act
MTI	Ministry of Trade and Industry
MYES	Ministry of Youth Employment and Sports,
NAYCOM	National Youth Commission
NACSA	National Commission for Social Action
NAPYE	National Youth Employment Action Plan
NGO	Non-Governmental Organisation
PBF	Peace Building Fund
PRSP	Poverty Reduction Strategy Paper
SCP	Smallholder Commercialisation Programme
SME	Small and Medium Enterprises
TVET	Technical Vocational and Education Training
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
WASSCE	West Africa Senior School Certificate Examination
WFP	World Food Programme
YESP	Youth Employment Support Programme

1. Executive Summary

GOAL, IBIS and Save the Children are developing programmes to improve employment opportunities and social inclusion of marginalized and vulnerable youth (15-35 years) in Sierra Leone, particularly in skills training. The overall purpose of this study is to provide contextual information, analysis and recommendations that will inform GOAL, IBIS, Save the Children and partners to develop this programming. The assessment is based on two components: 1) market and economic survey, and 2) mapping and capacity analysis of training providers. The research was carried out using qualitative and quantitative data collection methods, using interviews with young people, employers, consumers, training institutions, supportive structures and other local actors, focus group discussions and review of secondary data.

While Sierra Leone possesses substantial mineral, agricultural, and fishery resources, it is still recovering from a civil war, has weak infrastructure and institutions, and social disorders continue to hamper economic development. However, real GDP growth was projected at 21.3% during 2012 (due to re-launched iron ore extraction) and 7.5% in 2013. GDP composition by sector is Agriculture - 51.3%; Industry - 22%; Services - 26.7%. Yearly per capita income is US\$805, among the lowest in the world. 59.5% of the economically active population are engaged in (mostly subsistence) agriculture, though food security is a recurring problem. 42% Sierra Leoneans are under 15 years of age, and 15 - 35 year olds are estimated at 1.5 - 1.7 million, more than a third of the population. Half of youth aged 15-24 years are not literate and 50% of children aged 5-14 are involved in child labour. The working environment for young people is low income and highly informal, and the economies of all seven districts explored in this study remain underdeveloped. Despite some progress in recent years, there is still no policy framework to guide youth employment and the ministries responsible do not have a lot of capacity. Donor led youth employment interventions tend to be short term and of limited reach.

Single young men with some secondary school education are the most likely to gain employment and set up businesses, though they face many challenges of access to capital, reliability of supply chains and of their employees. Young married women with no education are farthest from employment and were the most likely to lean to micro-enterprise options. Many young people are under pressure to contribute significantly to household income from an early age, thus not having the luxury of time to develop a full skill. Skill trained rural youth will engage in that activity when work is available. Otherwise they will work their own farm, provide casual labour to others' farms, or drive 'okada' motorbike taxis. Livelihood strategies of young women and young men differ significantly. Employment and self-employment options for young women are more limited and many are supplementing their income with transactional sex, often become pregnant very young which increases their pressure to earn, but reduces their employment options. Training courses outside of their home place require subsistence support and sexual and reproductive health services.

There are opportunities for NGO partners to engage directly with economic actors to identify labour market entry points for unemployed or underemployed young people. Large employers find it difficult to employ local young people because of their poor work attitude and lack their lack of communication and technical skills. NGOs can work in partnership with employers to connect them with youth trained to employers' entry level requirements. NGOs' expertise in adult and second chance education can be used to respond to employers demand for literate young workers. Partnerships with commercial training providers (eg driving schools) could extend training opportunities to smaller towns. Negotiation of Community Development Agreements with mining companies as anticipated in the

Mining and Minerals Act (2009) can be promoted, alongside communities based feasibility studies to identify specific markets with recruitment or supply gaps, and build training programmes according to the findings of these studies.

The research also identified a significant number of existing successful young entrepreneurs in many sectors. NGO partners can model some pathways to successful enterprise development through the study of some of these young entrepreneurs, making a distinction between 'necessity entrepreneurs' who are largely sole traders and 'opportunity entrepreneurs' who are more likely to grow into potential employers. Partially trained past participants of short courses should also be supported with completion technical training, business training, access 'soft' credit and mentoring and support for business development.

Supportive structures can go beyond the current approach of accessing weak technical training and releasing partly trained young people onto the labour market. The quality of training will have to be improved to convince both young people and potential employers of its usefulness. Investment will be required in the curriculum development, tutor qualification and practical equipment and materials. Sexual and reproductive health services should be aligned with the training. Partnerships between NGOs can share some of the capacity building costs of selected training providers.

GOAL, IBIS, and Save the Children have significant expertise in psychosocial support and basic education and this expertise will continue to be useful in implementation of youth employment programming. However, they will also have to add other technical expertise, especially in private sector development, labour market navigation, and employment related policy to be successful in promoting young people's labour market outcomes. Supportive structures in Sierra Leone are operating in a context of weak training providers which can dilute the effect of sub contracted training components. The following are some of the recommendations made to supportive structures engaging in youth employment:

1. Support advocacy on youth employment related policy and enterprise capacity building.
2. Collaborate with young workers' associations to promote their welfare and working conditions.
3. Work with large and medium employers to create better apprenticeships and access to entry level positions for vulnerable youth. Work with small and informal employers to create more structured and certified apprenticeships models.
4. Invest in training institutions and master trainers to deliver sector specific training.
5. Avoid engaging in 3-6 months training courses which produce only partly trained graduates.
6. Share trainer capacity building costs with partner NGOs who will contract the same trainers.
7. Capitalise on strengths in employability, soft skills and life skills training and financial literacy.
8. Align employment related training with sexual and reproductive health services.
9. Budget for one year post training follow up support for vulnerable youth.
10. Distinguish between 'necessity' and 'opportunity' entrepreneurs in developing appropriate support packages.
11. Carry out further research to understand pathways of successful youth entrepreneurs.
12. Develop enterprise oriented models, eg public private partnership or social enterprise arms.
13. Develop Community Development Agreements with mining companies, and community driven feasibility studies to identify specific recruitment of supply gaps.
14. Sectors with potential for employment of vulnerable young people include: agriculture value chain activity; mining related trades; construction; light manufacturing; services including repair mechanics, hospitality, and tailoring; quality public works.

2. Background

2.1 Project Partners

GOAL is a non-denominational, non-governmental and non-political international humanitarian organisation working in Sierra Leone since 1999. GOAL's geographical focus includes Freetown and Kenema and the programme is in part implemented through local partners. Their Child Protection and Empowerment programme is currently focused on working toward combating the worst forms of child labour through a combination of four key areas: 1) Reintegration and educational support for some of the most marginalised children; 2) Income generation support to some caregivers to sustain children in education; 3) Vocational training for children aged 15-18; and 4) Awareness raising of legislation within communities and strengthening of Child Welfare Committees as advocates for children.

IBIS is an international organization focusing on education as the driver for development. IBIS has been working in Sierra Leone since 2006 providing primary schooling to children and youth whom were unable to attend during the conflict. Since 2009, IBIS has been established with a full country programme working within both education and governance. The Thematic Programmes' objectives are: 1) Education: Communities and education actors at local, district and national level work actively for children and youth in marginalised areas of Sierra Leone to achieve their right to accessible, relevant, gender-sensitive, quality education; and 2) Governance: Strengthened public and civil society capacity to facilitate interaction for pro-poor and accountable governance policies and practices in Sierra Leone with special focus on women and youth representation and participation.

Save the Children is a leading international charity, working with and for children to realize their rights to health, education, protection and freedom from hunger and has worked in Sierra Leone continuously since 1999. Save the Children in Sierra Leone is working in the areas of Child Protection, Child Rights Governance, Education and Newborn and Child Survival (Health). Their geographic focus in Sierra Leone includes Freetown's urban marginalized slum communities and the remote communities in Kailahun and Pujehun Districts. Save the Children is also active at national level, influencing national policies and practice.

2.2 Background and Purpose of the Study

GOAL, IBIS and Save the Children are working on programmes that help improve employment opportunities for youth in Sierra Leone, particularly in skills development and training. The overall purpose of the study is to provide important contextual information, analysis and recommendations that will inform GOAL, IBIS, Save the Children and partners to develop programming on employment opportunities and social inclusion of marginalized and vulnerable youth (15-35 years) in Sierra Leone. The assessment is based on two major components: 1) a market and economic survey, and 2) mapping and capacity analysis of training providers.

Save the Children is primarily interested in the findings relative to youth aged 15-25, while both IBIS and GOAL are interested in findings relative to youth aged 15-25 and 26-35. The analysis touches broadly on the national context but more specifically at the local levels in the seven districts of Kailahun, Kenema, Koinadugu, Kono, Pujehun, Tonkolili and Western Area (urban).

Figure 1. Sierra Leone Districts



3. Methodology

The research was carried out using qualitative and quantitative data collection methods. The quantitative data was collected through structured and semi structured questionnaires. The qualitative data was collected through in-depth interviews and focus group discussions.

3.1 Data Sources

Primary data was obtained at district and chiefdom level from young people, employers, consumers, training institutions, supportive structures and other local actors, and at the national level from the National Youth Commission, Ministry of Education Science and Technology, Ministry of Youth Employment and Sports, Ministry of Labour, Ministry of Trade and Industry, and national and international institutions working on youth. Secondary sources included national policy documents and previous research relating to youth and employment.

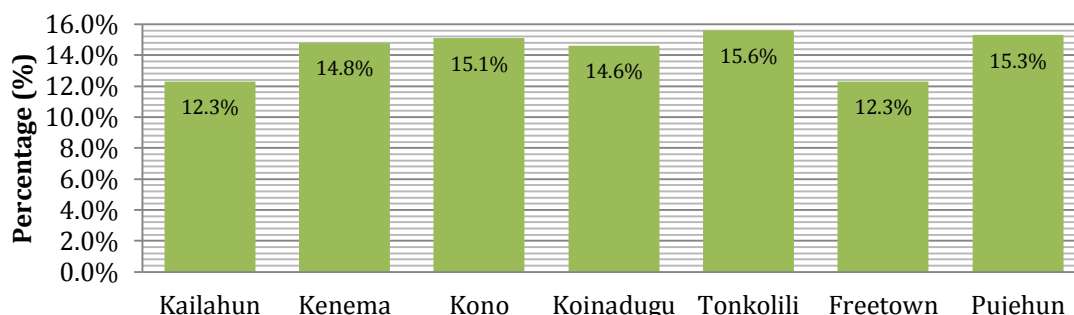
Enumerators carried out individual interviews with a total sample of 1,050 youth, consumer, and employer interviewees in three chiefdoms in each of seven districts, where GOAL, IBIS and Save the Children are operating or expecting to operate.¹ In the Western Area Urban, the survey focused on the neighbourhoods of Greybush, Mabella and Kroobay. Regarding the mapping of Training Providers and Supportive Structures, the consultants carried out individual interviews with over ninety actors and focus group discussions with over 400 young people across the twenty one chiefdoms of the seven districts.

3.2 Profile of interviewees

Fifty per cent of employers respondents were 36 years and above, 50% were 35 years and below, indicating that half the employers were in fact young people themselves. 86% were male, and 14% were female. The survey was evenly distributed across the seven operational districts of SCI, GOAL and IBIS as illustrated in Figure 2 below.

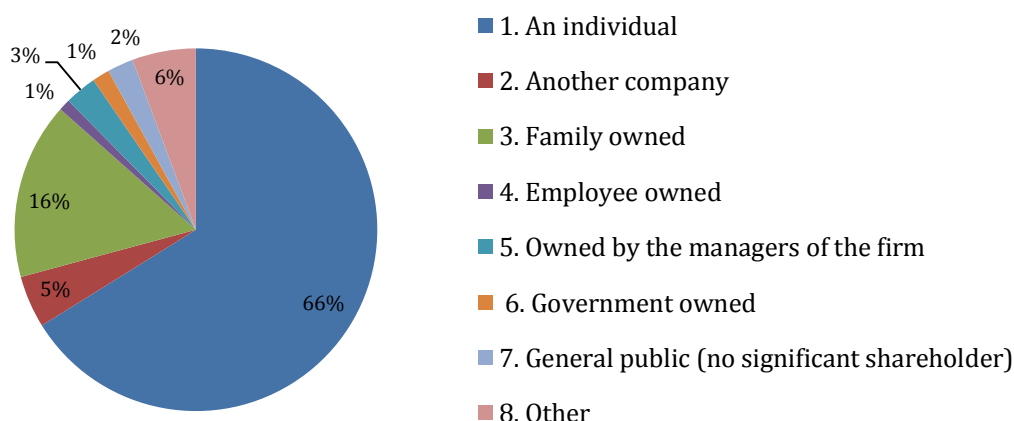
¹ See Annex 2 for sample breakdown.

Figure 2. Percentage distribution of employers interviewed by district.



68.8% of the enterprises interviewed reported to be registered and 31.2% were not registered. The majority of employers (72.1%) were based in the district headquarter towns while 27.9% were based in district rural towns and villages. 66% of the businesses were owned by an individual, while 16% were family owned. The rest were owned by another company, by the managers of the firm, employee owned, government owned, general public owned, or ‘other’ as outlined in Figure 3 below.

Figure 3. Percentage employers sampled by forms of ownership



Contrary to their sector contribution to GDP, only 22.6% of the businesses surveyed were operating in the agriculture sector, while 27.8% were in industry and 49.6% of the businesses were in the services sector, since there are proportionally more business owners in the service sector than in agriculture or industry. 77.5% of enterprises reported annual income of less than \$3,000 (le12m) in 2010 while 66.7% reported income of less than \$3,000 in 2011 (see Table 1 below). This indicates that two thirds of the enterprises interviewed were small businesses in 2012 and approximately one quarter were medium sized businesses. However it also indicates that at least 10% of small businesses saw their income increase between 2010 and 2011.² Only 6.7% of the sample interviewed were large businesses. This is due to both their smaller number in the Sierra Leone economy and their lower openness to contribute to the research.

Table 1. Percentage of enterprises by reported income

Respondent Enterprise’s Annual Income	2010	2011
<\$3,000/le12m	77.5%	66.7%

² Some of this increase is offset in real terms by consumer price inflation of 16.9% in 2011 – source *World Economic Outlook*; IMF; October 2012.

\$3,000 - \$60,000/SLL 12M - 431M	16%	26.6%
\$60,001 - \$100,000/SLL261M - 431M	4.5%	4.4%
>\$100,000 /SLL431M	2%	2.3%

Of the 286 young people interviewed, 61% were male, and 40% were female. 47% were aged between 15-24 years and 53% were aged between 25-35 years. 59% were single and 38% were married. 65% of females had children and 50% of males reported to have children. Young men were more likely to have completed secondary or university education, while young women were more likely to have no education, or to have done some secondary school.

Table 2. Education levels of young people interviewed

Education level	Men	Women	Total
None	13.2%	29.5%	19.6%
Some Primary	9.2%	7.1%	8.4%
Completed Primary	4.0%	3.6%	3.8%
Some Secondary	30.5%	37.5%	33.2%
Completed Secondary	25.9%	13.4%	21.0%
University	5.2%	0.0%	3.1%
Other	12.1%	8.9%	10.8%
Total	100.0%	100.0%	100.0%

The 335 consumers interviewed were evenly spread across the seven Districts, from 12% being interviewed in Tonkolili to 16% in Kenema. 60% of the consumers interviewees were women and 40% were men. The mean age of consumers interviewed was 28 years.

3.3 Data Management and Analysis

Data entry commenced immediately after field work. Data entry operators worked under the supervision of the consultant statistician to process the employer, youth and consumer survey data using SPSS software. This data was disaggregated and analysed by gender, age group, and location. The data gathered by the consultants from national and local actors, supportive structures, training providers and youth focus groups was processed by the consultants and aligned with the survey data. Secondary data was also examined to understand the wider youth employment landscape. However, priority of space was given to the primary data gathered in field work.

3.4 Limitations of the Study

The lack of an accurate business register in Sierra Leone makes it difficult to specifically target employers according to sector and sub sector. Also the reluctance of larger businesses to engage with the study also made it difficult to have accurate data on these significant employers.

The study was designed to cover seven districts which made it less possible to provide detailed analysis on each of these districts and there is little accurate up to date secondary economic data available on individual districts. The field research was carried out over three weeks in each of the seven districts, and data gathered was limited to what could be cultivated in that timeframe. Given this timeframe and the size of the Western Area (Urban), the research there focused on the three communities where the NGO partners are operating and on identifying the dominant sectors where young people from those communities might find employment.

The research was carried just prior to a general election and in the early period of re-launching large scale mining projects. Both factors present a lot of uncertainty and opportunity for the Sierra Leone economy and young people's place within it, making it difficult to qualify some of the reported expectations and ambitions.

4. Legislative and policy context of youth employment in Sierra Leone.

The study examined the macroeconomic profile, the Sierra Leone youth profile, and youth employment related policies and programmes.

4.1 Macroeconomic profile

Sierra Leone is a poor nation with tremendous inequality in income distribution. While it possesses substantial mineral, agricultural, and fishery resources, it is still recovering from the civil war, weak infrastructure and institutions, and social disorders continue to hamper economic development. However, real GDP growth was 6% in 2011, and is projected at 21.3% during 2012 (due to re-launched iron ore extraction) and 7.5% in 2013.³ GDP composition by sector is Agriculture - 51.3%; Industry -22%; Services - 26.7%. Yearly per capita income is US\$805, among the lowest in the world.⁴

59.5% of the economically active population are engaged in (mostly subsistence) agriculture, though food security remains a recurring problem. Manufacturing consists mainly of the processing of raw materials and of light manufacturing for the domestic market. Alluvial diamond mining is the major source of hard currency earnings, and accounts for nearly half of Sierra Leone's exports, though iron ore extraction resumed in 2012. Political stability has led to a revival of economic activity such as the rehabilitation of bauxite and rutile mining. Offshore oil discoveries were announced in 2009 and 2010, though the development on these reserves, which will be significant, is still several years away. The distribution of public power is limited mainly to Freetown, Bo and Kenema.

The fate of the economy depends upon the maintenance of domestic peace and the continued receipt of substantial aid from abroad, which is essential to offset the severe trade imbalance and supplement government revenues. The IMF completed a Poverty Reduction and Growth Facility programme that helped stabilize economic growth and reduce inflation and in 2010 approved a new programme worth \$45 million over three years. According to the World Bank's *Doing Business* 2012, Sierra Leone moved up two places (143 to 141), in its ranking of ease of doing business between 2011 and 2012. However, the "starting a business" and "access to credit" rankings slipped by 13 and 10 places, respectively, in 2012.

Sierra Leone's social indicators remain amongst the lowest in the world and the country is ranked 180 out of 187 in the 2011 Human Development Index. Poverty is widespread in Sierra Leone with some 66.4% of the population living below the national poverty line.⁵ 66% of the population live in rural areas. Rural areas accounted for the largest proportion of the poor (73% in rural areas, versus 61% in urban districts). At 114 deaths per 1,000 live births in 2010, the infant mortality rate is above the average of West and Central Africa. With 970 deaths per 100,000 live births, Sierra Leone also has one of the worst maternal mortality rates worldwide. According to the government, MDG 4 and MDG 5, related to Child Mortality and Maternal Health, respectively, are achievable by 2015, thanks to the introduction of the Free Health Care Initiative (FHCI) for pregnant and lactating women and children

³ *World Economic Outlook*; IMF; October 2012.

⁴ *World Economic Outlook*; IMF; October 2012. CIA Factbook sourced at <https://www.cia.gov/library/publications/the-world-factbook/geos/sl.html>

⁵ *Africa Development Report 2012*; UNDP 2012

under five years old. However, in relation to the MDGs, Sierra Leone is on target to achieve only the HIV/AIDS component of MDG 6 as the HIV prevalence rate has stabilised at 1.5%.⁶

The PRSP II (Agenda for Change) priorities were: infrastructure (energy and transport); private sector growth through the key industry of agriculture; and health and education. The “Agenda for Prosperity” (PRSP III 2013-2017) will provide a development strategy for the coming years. Basic labour standards do exist in Sierra Leone, but are not well implemented. The country is a signatory to a number of international labour conventions including Freedom of Association, Elimination of Compulsory Labour, and the Convention of the Rights of the Child, but much more needs to be done to eradicate child labour.

Women in Sierra Leone continue to be marginalised by customary, constitutional and religious laws and they are under-represented in elective and nominated positions. Women are more susceptible to poverty because of their prevalence in the informal sector with poor working conditions, low salaries and no social protection. Despite improvements in health and achieving a near gender balance in primary education, girls still lag behind boys in enrolment, retention and completion rates in secondary education because of high female dropout rates.

4.2 Sierra Leone Youth profile

The population of Sierra Leone is very young.⁷ Out of 4.9 million people, 42% are under 15 years of age, and the 15 - 35 years youth population of Sierra Leone is estimated at 1.5 - 1.7 million, constituting more than a third of the total population.⁸ About half of youth aged 15-24 years are not literate.⁹ As a result of government support, the primary net enrolment rate was 101% by the end of 2007. However, early labour engagement, lack of schools and the practice of early marriage for girls inhibit enrolment past basic education.¹⁰ Expected years of schooling for current children is 7.2 while the mean years of schooling for adults is 2.9 years.

The Sierra Leone 2010 Multi Indicator Cluster Survey identified child labour as a notable problem, where 50% of children aged 5-14, 63% of children aged 5-11 years, and 15% of children aged 12-14 years are involved in child labour.¹¹ Higher levels of child labour were found in rural areas and with lower levels of mother’s education and of household wealth and there was little difference between girls and boys.¹² Various reports have documented the continued exploitation of children and youth particularly in open-pit mining. They are engaged for an average of two years from as young as ten years old. They earn Le500 to Le7,000 (approximately US\$0.15-US\$1.75) a day. Child miners do not typically have the opportunity to attend school, putting at risk their long term livelihood options. The situation puts the Government of Sierra Leone in direct violation of its obligations under the Convention on the Rights of the Child to ensure an environment that fosters self-respect and dignity of the child.¹³

Entry into parenthood starts earlier for young women with 17% of 16 year olds and 47% of 19 year olds becoming mothers. Almost 80% of young women in Sierra Leone are mothers by the age of 25.

⁶ *African Economic Outlook 2012*; AfDB 2012

⁷ *Youth Employment in Sierra Leone*; World Bank; 2009

⁸ Statistics Sierra Leone 2005; in *Youth Employment in Sierra Leone*; World Bank; 2009

⁹ *UNICEF at glance*; UNICEF; 2009; Sourced at http://www.unicef.org/infobycountry/sierraleone_statistics.html

¹⁰ Sourced at <http://www.africaneconomicoutlook.org/en/countries/west-africa/sierra-leone/>

¹¹ Taking a definition of child labour as a child who performed the following: Ages 5-11: at least one hour of economic work or 28 hours or more of domestic work per week; Ages 12-14: at least 14 hours of economic work or 28 hours or more of domestic work per week.

¹² *Sierra Leone 2010 Multi Indicator Cluster Survey*; UNICEF/Statistics Sierra Leone; 2011

¹³ *Digging in the Dirt: Child Miners in Sierra Leone's Diamond Industry*; The International Human Rights Clinic @ Harvard Law School; 2009

Young men often have to wait years before achieving independence as a household head and only half are married by 27 years, while 71% of young women are married at 24. The delay in marriage for young men can lead to frustration and eventually violence, while for young women, early motherhood and marriage usually means the end of education and the assumption of earning responsibilities.

Underemployment continues to be a problem and young men and women bear the brunt.¹⁴ The country's youth unemployment/underemployment rate of 60% is amongst the highest in West Africa. About 800,000 young people aged 15-25 are unemployed, employed without remuneration or underemployed.¹⁵ Many young people whose education and life skills training were interrupted by the war, migrated from rural areas to urban centres with little or no employable skill, thus adding to the employment pressures in urban areas. Though many young people report to prefer self-employment, the World Bank reports that only a third of 15-24 years in Sierra Leone are self-employed. Young men can enter self-employment earlier and by 25-35 nearly 57% were found to be self-employed. Young women are more likely to achieve self-employment in adulthood (35-65) since they are more likely to be engaged in unpaid labour in their parents' or husbands' business or farm in their youth.¹⁶

The lack of productive employment for youth is not only an economic problem, but is also a threat to social and political stability. Youth unemployment has been assessed by the United Nations Peace Building Commission as presenting a serious threat to peace and stability in Sierra Leone. With the youth labour force growing much faster than the creation of new jobs, Government has accordingly given a high priority to youth employment in development strategy and policy.

4.3 Youth Employment Related Policies and Institutions

Sierra Leone has a number of institutions, policies and programmes that can positively influence employment of young people. During 2011 the youth employment coordination environment saw considerable progress with the operationalization of the National Youth Commission (NAYCOM), the launch of the \$20 million Youth Employment Support Programme (YESP) and the development of the Draft National Youth Employment Action Plan and National Employment Policy. However during 2012, despite the continued strengthening of the NAYCOM, neither the National Youth Employment Action Plan nor the National Employment Policy was finalised.

The *National Youth Commission (NAYCOM)* was established by an Act of Parliament in December 2009 and has the role of bring the primary lead on youth employment for the government. The NAYCOM mission is to increase the productive capacity of the youth of Sierra Leone for enhanced participation in development and governance at national, district and community levels. NAYCOM aims to achieve this mission through promoting youth creativity, potential and skills for national development; creating employment opportunities for the youth; and initiating youth development programmes in collaboration with relevant governmental and non-governmental bodies. NAYCOM will be charged with administering a National Youth Service that Government intends to launch. The National Youth Service will allow young people to gain practical experience as part of the transition from education to the world of work, as well as provide them with an opportunity to contribute to national development throughout the country. The NAYCOM is currently supporting implementation of the World Bank funded *Youth Employment Support Programme* and is consulted by development partners on the

¹⁴ Underemployment can be interpreted as holding a job that offers less than full time employment, or having work for less hours than desired – ‘*Youth Employment in Sierra Leone*’; World Bank; 2009

¹⁵ ‘*Sierra Leone Integrated Household Income Survey*’; Statistics Sierra Leone; 2004

¹⁶ ‘*Youth Employment in Sierra Leone*’; World Bank; 2009

development of all youth employment interventions. However, the capacity of NAYCOM outside of Freetown is still largely limited to local volunteer officers and chairpersons.

The *National Commission for Social Action (NACSA)* has a mandate to deliver social protection for disadvantaged individuals and households; repatriation of war victims; implementation of community-driven development projects for rural communities; and support for capacity building in district and chiefdom councils. NACSA is delivering the public works component of the YESP (\$10 million) to 29,500 beneficiary youth. NACSA has been engaged in resettlement, rehabilitation and reconstruction activities since 1996 and has benefited from significant capacity building over the years.

The *Joint Response on Youth Employment (2010-2012)* provides a framework for the largest actors (UNDP, ILO, GIZ, World Bank, EU) in Sierra Leone to have a coordinated response to youth unemployment. The Youth Employment Partner Group, which is chaired by the NAYCOM and includes UNDP, the World Bank, GIZ and the Delegation of the European Commission, meets to oversee the implementation of the Joint Response.

Creating job opportunities for the large and growing number of young women and men was identified in the *Poverty Reduction Strategy Paper 2008 – 2012' (Agenda for Change)* as one of the country's major development challenges and central to maintaining peace and promoting pro-poor growth and reducing poverty. The new PRSPIII (*Agenda for Prosperity 2013-2017*) is expected to make direct reference to employment.

A national youth employment strategy was first developed in 2006 and later revised in 2009. The *National Youth Employment Action Plan 2011 (Final Draft)* is currently being finalised, which will form part of the roll-out action plan of the National Employment Policy during 2013. Priorities interventions areas for the NAPYE have been identified as: Business development services; Labour intensive public works; Agricultural value chains; Youth Participation; Policy, legal and regulatory environment; and Improved institutional, implementation and coordination arrangements. The implementing arrangements are currently being developed.

The *Employment Policy 2011 (Final Draft)* identified high unemployment and underemployment, particularly among the youth, as the key employment challenges, alongside gender imbalances and labour market problems of persons with disabilities, a formal economy which is creating too few jobs, low quality of many jobs, a high proportion of labour force with no formal schooling and employable skills and technical and entrepreneurial skills in short supply. Recommended short term actions include establishing Youth Employment Promotion Committees at the district level; supporting the reintegration of youth to their rural communities; providing innovative access to start-up capital; linking TVET MDAs with private sector enterprises to establish appropriate training; creating job centres at regional/district levels to match labour demand and supply; and building in employment conditionalities to major public works projects. Recommended medium- to long-term actions include introducing apprenticeship training within formal sector enterprises; investment in human capital/skills training; and establishing a special funding mechanism to finance micro-enterprises and SME activities. The Policy is expected to be finalised in 2013

The Revised *Draft National Policy for Technical and Vocational Education & Training (TVET) 2010* developed by the Ministry of Education, Science and Technology (MEST) highlights the gaps in policy,

coordination, labour market linkages and finance in the TVET landscape. TVET in Sierra Leone is funded by Government, bilateral and multilateral Agencies and the private sector. The Government budget allocation to TVET in 2010 was 3% through salaries and subventions. There is no clear policy as to how the amount of payment is determined but TVET instructors usually earn less than Le400,000 (USD\$100). There are 154 Government supported institutions but studies have shown that serious disparities in the amount of monies given to different institutions. The Draft Policy reports total enrolment of 27,055, of which 9,848 (36%) are male and 17,207 (64%) are female. Western area has the highest enrolment and number of institutions while the Northern region has the least. The Draft Policy points to a number of actions including reform of TVET related policies to create better linkages; revision of the TVET curricula; creation of technical and financial partnerships; and harmonization of the various statute and structures related to TVET organization, management and development. There is no clear timeframe for the finalisation of the policy and the MEST will be in need of capacity building to successfully implement the final policy

The *2003 National Youth Policy* aimed at creating a level playing field for youths to actualize their fullest potentials, be competitive nationally and globally, and to contribute as good, responsible citizens to the development of their country. The existing policy is now quite dated and is expected to be revised in 2013.

The *Ministry of Labour and Social Security (MLSS) Strategic Plan 2009 – 2014* has specific targets on youth relevant themes of employment creation and human resource development. Priority 1: Employment creation (job placement, self-employment, SME development) includes targets of 250,000 new jobs created and placed (at least 50% youth and 50% women); 50,000 new businesses started, (at least 50% youth); 1 million Job seekers registered; Employment centres constructed, equipped and functional (at least 1 per province); Entrepreneurship taught in 30% of government vocational and technical training institutions. Priority 3: Human Resource Development targets include management and technical skills of 10,000 people upgraded (at least 50% youth, 50% women); 50% increase in number of skilled workers; and 50% reduction in skill shortages. The MLSS continues to suffer from low capacity and has limited resources to implement the strategic plan. It does however serve as a guide for the donor led youth employment interventions listed below.

Other employment-enhancing strategies and initiatives by Government and development partners include the *Private Sector Development Strategy 2009*, developed by the Ministry of Trade and Industry to increase the number of jobs created in the formal private sector. The strategy underlines the Government's vision that the creation of a vibrant private sector is the key to wealth creation and sustainable job growth. The *Local Content Policy 2012* will facilitate preference for Sierra Leone domestic companies or investors with domestic supply chain linkages in procurement processes. The overall goal of the Local Content Policy is to promote the growth and development of the domestic private sector by creating linkages with the large domestic and foreign firms through the utilization of local resources and products, and to promote the integration of the Sierra Leoneans in all economic activities. Policy objectives include supporting the growth of small and medium enterprises through targeted Government procurement; promoting the employment of Sierra Leonean citizens through private sector recruitment preference; and developing the human and institutional capacity of Sierra Leoneans through training and transfer of knowledge and technology from foreign firms to Sierra Leoneans.

4.4 Youth Employment Programmes In the context of the post-conflict economic recovery and peace-building efforts since the end of the war in 2002, the Government and its development partners have launched a number of initiatives on unemployment and underemployment. Most of the post

conflict programmes focused on the reintegration of ex-combatants, particularly youth, and displaced persons through training and access to opportunities for wage and self-employment opportunities. Under the *Youth Employment Programme 2007 – 2009*, administered by the UNDP/GoSL and funded by the Peace Building Fund (PBF), Irish Aid and the Government of Norway, up to twenty interventions were supported, reaching an estimated 20,000 youth.

More recent youth employment programmes have targeted unemployed youth according to economic and geographic vulnerabilities. Prominent among current interventions is the \$20m *Youth Employment Support Programme (YESP, 2010 – 2012)*, funded by the World Bank and implemented by the Ministry of Finance, the National Commission for Social Action (NACSA) and non-governmental partners. Its various components, (cash-for work, labour intensive public works, private sector agro-business, skills development, entrepreneurship training, business development services, employability, empowerment) address both the demand and supply sides of the labour market. Component One is providing temporary public works employment to 29,500 beneficiaries through NACSA. Component Two is providing training and small enterprise set up support to 3,600 rural and urban youth through NGO partners and Component Three provides for technical support to the NAYCOM.

The *UNDP Youth Employment and Empowerment Programme 2011 – 2013* will increase employment and employability of young people through employment opportunity mapping, research into innovative business models and important issues for youth, business development services and formal private sector internships. *ILO* relaunched training of trainers and entrepreneurs under its Start Your Own Business programme in 2012. The *GIZ Employment Promotion Programme* has three components: local economic development, decentralised economic planning, and needs-oriented qualification. The measures are directed towards the rural areas and concentrates on the districts which were particularly badly affected by the civil war. *GIZ* is pursuing an integrated approach to promoting employment: increasing the demand for workers through value chain development, improving labour supply through training, and coordinating supply and demand. *DFID* has committed to expenditure of ST£68m during 2011-2015 on job creation, (through private sector development) education and health. *USAID* is promoting the development of agriculture value chains through training for Farmer Based Organisations and Agriculture Business Centres.

The *Smallholder Commercialisation Programme 2010-2014*, under the Ministry of Agriculture, Forestry and Food Security (MAFFS) aims to raise productivity and income levels for those who earn a livelihood from agriculture and to encourage rural youth to stay and earn a living in their communities. Young people and women are particularly targeted for support.

4.5 Conclusions

Young people in Sierra Leone are trying to find employment and establish livelihoods in a low income, post conflict and highly informal working environment. The government and partners are striving to achieve economic growth primarily through the development of the agriculture and mining sectors and through promoting enterprise.

However the policy environment is only very slowly becoming more coordinated and the delays in the launch and strengthening of the National Youth Commission and in the finalisation of key policy documents has left youth employment intervention to operate within a fragmented policy framework. The lead youth employment ministries and other institutions suffer from significant capacity

weaknesses. In this context youth employment programmes are for the most part donor led and donors have to provide significant capacity building support to government agencies to facilitate them to play a coordinating role. Since they are donor led, youth employment interventions tend to be short term and of limited reach.

5. Findings -Component A: Market and Economic Survey

5.1 Economic development trends positively influencing youth employment or self-employment.

5.1.1 Overview

The seven districts covered in this study have quite different economic development trends influencing youth employment or self-employment. A number of developments in recent years are affecting the economic landscape of most of these districts. Sierra Leone had a projected GDP growth of 21.3% for 2012, though this set against a very low base and is largely reflective of the first year of re-launched iron ore extraction.¹⁷ Off shore oil reserves are expected to reach land in 2015, which will again fundamentally alter the structure of the economy. Meanwhile 80% of the population survives on agriculture, mostly subsistence and the Government's Smallholder Commercialisation Programme is slowly starting to have an effect on strengthening subsistence farming and introducing value addition.

Six of the seven district have populations of 230,000 (Pujehun) to 500,000 (Kenema) and Western Area Urban had a population of 770,000, according to the 2004 census.¹⁸ Though recent district level information on poverty levels is not available, Table 3 below outlines poverty rates in the seven study districts in 2004.¹⁹ The high incidence of poverty in Kailahun District is in part explained by the impact of the civil war on coffee and cocoa production, the main income sources in the district. Abandoned plantations are still being rehabilitated and incomes are being diversified. Despite dwindling and irregular returns, the majority of the population in Kenema is still engaged in artisan mining activities. Tonkolili also experiences high poverty rates where the population is still very dependent on subsistence agriculture. However, as outlined below, more recent economic developments are impacting on the livelihoods options in each of the districts.

Table 3. District level poverty rates

District	% Food poor	% Total Poor	% Severity Index
Kailahun	45	92	23
Kenema	38	88	21
Kono	22	66	15
Koinadugu	29	77	19
Pujehun	14	59	9
Tonkolili	32	84	20
Western Area Urban	2	15	4

Secondary school attendance across the rural districts is broadly similar (28% to 37%), but is about half of that in Western Area Urban where 60% of young people are attending secondary school. Table 4 below outlines the attendance rates for each district. Literacy rates among young women are much

¹⁷ *World Economic Outlook*; IMF; October 2012.

¹⁸ '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

¹⁹ 'SLIHS 2003/2004' in 'IMF Country Report 05/191'; IMF; 2005

lower in rural areas than in urban areas.²⁰ 78% of young women aged 15-24 years are literate, whereas only 31% of young women in Tonkolili (the lowest) are literate.²¹

Table 4. Primary and Secondary School Attendance rates in the Seven Districts.

District	Primary School Attendance			Secondary School Attendance		
	Male	Female	Total	Male	Female	Total
Kailahun	83	82	82	44	30	37
Kenema	73	81	77	35	29	32
Kono	81	77	79	37	32	35
Koinadugu	68	65	66	31	31	31
Pujehun	61	67	64	27	29	28
Tonkolili	80	80	65	41	27	34
Western Area Urban	87	87	87	61	58	60

When asked where there were more jobs than last year, young people overwhelming referred to mining, okada bike riding, road construction, security and tailoring. Teaching and agriculture production were also mentioned but less frequently. When asked where there were more business opportunities than last year, young people highlighted petty trading, okada riding, cooked food and restaurants. Young people also mentioned that micro credit had become more available in the last year. Gara tie dying, hairdressing, and agriculture production or processing were mentioned, but in very small numbers. There is some evidence that increased extraction and agriculture revenues are being recycled in the local economy and other sectors (especially commerce and services) are seeing increased sales.

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5.1.2 Economic development in the districts

The topography, demographics and economic development influencing youth employment or self-employment in each of the districts is outlined below.

Koinadugu District

Koinadugu district is situated in the North East of Sierra Leone and has a population of 265,758.²² It is a mountainous area that borders Guinea on its northern and eastern side, Bombali and Tonkolili to its east and Kono District to its south. The district suffered greatly under the civil war and the local population received significant international support to recover their livelihoods in the immediate post war period. Ten years after the end of the war, most of those services have been closed or redirected, but there is still a strong presence of national and international NGOs and agencies. 66% of Koinadugu children attend primary school and only 31% of young people attend secondary school. Government intervention in the economic lives of the people of the district is mostly experienced through the MAFFS Smallholder Commercialisation Programme. Agriculture processing centres have been established and will be used for the first time in processing the 2012 harvest. The district is known for its vegetable production and is a supplier to the rest of the country. Cross border trade with Guinea is significant and many are engaged in the two way flow of goods. There are significant gold

²⁰ Table 5. % Literacy Rate young women 15-24 years

District	Literacy Rate
Kailahun	47.4
Kenema	37.4
Kono	37.1
Koinadugu	45.0
Pujehun	33.1
Tonkolili	31.4
Western Area Urban	77.7

²¹ 'Sierra Leone 2010 Multi Indicator Cluster Survey'; UNICEF/Statistics Sierra Leone; 2011. Figures not available for young men.

²² '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

deposits in the hills of Koinadugu (especially in Diang chiefdom) attracting artisanal miners, as well as the long established gold mining companies. Home to Sierra Leone's highest mountain Bintumani and various other natural attractions, the district has the potential to develop for tourism.

Many of the young people interviewed, especially the generation who grew up during the war (now 25-35 years), are struggling to make a living with limited skills, connections or access to capital. Some who have been trained in quality workshops in Freetown come back to the district without any certification and are blocked from setting up their own workshops or being hired as regular workshops. Others who were partially trained on short courses struggle to become established in their own right and bounce around different trades, depending on which one offers quick cash in the moment. The local skilled and semi-skilled youth are also faced with competition from more skilled and often certified workers coming across from Guinea. With many young people in the district coming from polygamous, widowed or abandoned mother households, they are under pressure to contribute significantly to household income from an early age, thus not having the luxury of time to develop a full skill. Many of the young women become pregnant before the age of 25, often through transactional sex, and are the primary or only carer to young children while still trying to develop their own livelihood options.

Kabala, the head quarter town for the district, straddles Wara Wara Yagala and Sengbeh chiefdoms and so the research focused on Kabala town and its hinterlands, rather than trying to cover both chiefdoms. Kabala is a sprawling town of eroded dirt track road and thus lends itself well to the okada motorbike taxi business. The hinterland population is primarily engaged in agriculture especially hillside and swamp cultivation of vegetables and rice, and cattle raising. There is a strong and growing presence of District Council and Youth Commission organizing in relation to youth affairs. There is also a strong presence of NGOs and INGOs and many graduates see these as employment options. There are no cyber cafes and internet connection in the town is generally very poor which adds to sense of being cut off from the rest of the country's economy. The nearest large town for all facilities is Makeni, a two hour drive on a good road.

Diang chiefdom is dominated by hillside and swamp cultivation of vegetables and rice, and by cattle raising, petty trade and gold mining. The internal road network is in very poor condition and is impassable for most of the rainy season. People depend on okada motorbikes to transport them to Kabala and beyond, on a hazardous journey. The chiefdom also borders onto Kalansogia chiefdom of Tonkolili District, young men expected to benefit from employment in 2013 in Phase 2 of the hydroelectric dam. Currently many young men are attracted to artisanal gold mining and okada riding in search of 'fast money' to pay school fees for themselves or family members, or to get capital to do their desired type of trade or business. Nieni chiefdom, bordering on Kono District, like Diang, is dominated by hillside and swamp cultivation of vegetables and rice, and by cattle raising and petty trade, though there is no significant artisanal gold mining in the chiefdom. Neini hosts Arkalia, the largest district town after Kabala which acts as the urban hub for the chiefdom which for parts of the year is largely cut off from the rest of the country. Despite its logistical constraints, the area has a strong sense of identity and many young people talked of returning here to settle after the war, or after gaining experience elsewhere.

Tonkolili District

Tonkolili District occupies the flatter lands in the centre of Sierra Leone and borders Bombali and Koinadugu Districts to the north, Kono to the east, Kenema and Bo to the southeast, and Port Loko

District to the northwest. The District has a population of over 350,000.²³ Its headquarter town is Magburaka in Kholefa Rowalla chiefdom, which also hosts a former leprosy hospital in Masanga village. The research also looked at the towns of Mabonto in Kafe Samira chiefdom and Bumbuna in Kalansogia chiefdom. Agriculture plays a significant role in the economy, especially in rice, cassava and vegetables and Tonkolili's flat landscape lends itself to mechanized agriculture. The biggest iron ore deposit in Africa, (third largest in the world), is found in the hills around Bumbuna, Mabonto and Bendugu and is currently under extraction by African Minerals Limited (AML). Government intervention in the economic lives of the people of the district is mostly experienced through the MAFFS Smallholder Commercialisation Programme. Agriculture Business Centres have been established and will be used for the first time in processing this year's harvest. The biggest bio energy company in Africa, Addax Petroleum, operates in the south of the district. 65% of children in Tonkolili attend primary school and of 34% young people attend secondary school.

The district headquarter town of Magburaka is undergoing significant growth and transformation. Some of this is inspired by the mining activity in the north east of the district. A tar road network has been built throughout the town and there are on-going construction projects. To the south of Magburaka, Masanga village is significant for its former leprosy hospital which is now an important general hospital.

In Kafe Samira chiefdom, there is significant agricultural activity related to the Magbass sugar production facility and refinery. Local farmers are recruited largely in the growing of the sugar cane while others work in the factory during the harvest period. The town of Mabonto is within the catchment area of the African Minerals Tonkolili Project (AML) iron ore mining site and benefits from the recruitment quota. An employment office is situated in the town. The chiefdom of Kalansogia is hillier than the rest of the district and so the agriculture practiced is hillside and inland valley swamp (IVS). The AML iron ore mining site is located outside Bumbuna town and the town is experiencing a major economic boom. Roads linking to Magburaka and Makeni town, the capital of the Northern Province have been improved. Bumbuna is also home to the main hydroelectric power systems and a second phase of hydroelectric dam construction is expected to start in 2013 under the Joules Africa company. The employment boom in the area has attracted many newcomers to the town, some of whom have not yet found employment, which can add to local employment tension. There is also an increase in young women dropping out of secondary school and in teenage pregnancy which is perceived to be linked to transactional sex relationships with mine workers.

Western Area Urban (Freetown)

Freetown, the capital of Sierra Leone is the economic and financial centre of Sierra Leone and has population of over 770,000.²⁴ The Western Area (Urban) has the highest primary and secondary school attendance of the seven districts with 87% and 60% respectively. It is home to one of the country's two main Universities (Fourah Bay College) and most of the country's largest corporations and international companies locate their headquarters there. One major reason for this is the fact that power supply, internet and road needed for the operations of these companies are not available in the rural areas. The Western Area economy revolves largely around the natural harbour, the deepest in Africa. Industries located in the eastern part of the city include food and beverage processing, fish packing, rice milling, petroleum refining, diamond cutting, and the manufacture of cigarettes, paint,

²³ '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

²⁴ '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

shoes, cosmetics, furniture, confectionaries and beer. Goods produced are sold to wholesalers and directly to petty traders for domestic consumption, creating job opportunities along the value and supply chains. The Fula and Sierra Leonean-Lebanese communities play a major role in local trade in the city.

The west of Freetown hosts formal governmental and non-governmental institutions, and hospitality and communications industries and employment is reportedly structured around merit and specific skills. Recruitment to NGOs is on a competitive basis which excludes youths without the relevant skills. The hospitality industries are concentrated in the Lumley, Tokeh, Goderich and Mammah Beach while the cell phone companies are located along Hill Station, Wilberforce and Aberdeen. Both sectors are enjoying growth in line with GDP growth and greater disposable income in the economy.

Though there is a high concentration of both public and private companies and unemployed youth in Freetown, employers have indicated lack of local skilled labour as a constraint. Young people in turn have difficulty getting the skills required to meet this labour demand and find themselves in a situation of underemployment. Street vending in the city centre is visible side of this underemployment. 'Dollar boys' call out for foreign exchange customers and youth vendors aggressively offer imported, second hand and local goods in small quantities. These activities are not perceived by young people as a productive employment. Shops and women petty traders are concentrated in Sani Abacha Street. Other places of economic activities include markets in Mabella, Kroobay, Guards Street, and King Jimmy.

This study focused on three slum communities considered to be most disadvantaged in terms of social and economic well-being. These Greybush and Kroobay in the west of Freetown, and Mabela to the east of the city. Greybush can be considered as an extension of the Kroobay community and share many characteristics. Both communities are made up of make-shift structures sprawling extending from beneath the Congo Cross bridge at the back of the national stadium along mangrove creeks that empty into Kroobay on the Atlantic Ocean west of Connaught hospital. The inhabitants of these communities are long term temporary squatters, mostly unemployed or under employed. They are often victims of floods during rainy season due to its low elevation. Sanitation is poor and disease outbreaks (such cholera in 2012) have often been devastating in these communities. Mabella is also a slum community with similar characteristics and is well known for prostitution and violent crime. Being in the east of the city, it is a common destination for up-country migrants arriving in the city. There is overcrowding, homelessness and far less of any social facility like health and education.

Most common economic activities in all three communities include petty trading , small scale fishing along the coast, house maids , janitors in offices, prostitution, drug dealing and smuggling of contrabands. There are also some tailors, carpenters and video rooms showing football games. Girls in these communities are mostly street hawkers by day and sex workers at night. Some girls at Greybush reported to having been trained as caterers but without certification, and some are awaiting WASSCE results²⁵. In all three locations some boys claimed to masons, plumbers, apprentices at garages. Many who claim to have skills were not using their skills but do odd jobs for some cash rewards.

²⁵ WASSCE – West Africa Senior Secondary Certificate Examination

Kono District

Kono district, with a population of over 340,000, is dominated by diamond mining, and increasingly gold mining, by both local and multinational companies, and agriculture is getting less attention.²⁶ From observation, the rain forest and swamps are vanishing with little action to reclaim the land destroyed by diamond mining activities. Land reclamation in the district could be another source of youth employment if done in a more coordinated manner. This should involve line ministries and NGOs promoting youth employment, training and agriculture.

Among the mining companies are OCTEA Mining Company, Nimini Gold Mining, Green Stone Mining Company, Gouji Mining Company, Global Carat Mining Company, but this proliferation of mining companies has not solved the youth unemployment problem in the district. Many young people are engaged in artisanal mining which involves manual labour with crude implements like pick axe, shovel, washing pans. Intensive labour is exerted with little returns according to interviewees. Road Construction works on the highway and within the township of Koidu are another source of youth employment. However these projects are time bound contract jobs which do not allow for internship or apprenticeship. Focus groups revealed that there is an increase in employment for masonry in the district. In Kono, 79% of children are attending primary school and 35% of young people are attending secondary school.

With its dusty roof tops and unpaved roads, a visible sign of poverty greets visitors to the district headquarter town of Koidu. This picture can discourage investment that would provide job opportunities. In the rural chiefdoms of Nimikoro and Sandor, agriculture seems to be attractive but with very little returns. Support from the government's Smallholder Commercialisation Programme is still in its formative stages with no recorded impact on youth employment yet. Youths therefore are abandoning agriculture and are moving to the district towns to be engaged in diamond mining.

Kailahun District

With a population of over 360,000, Kailahun, the agricultural basin of the Eastern Region, is known for cash crop production. Cash crops like cacao are sold to agents in Kenema and kola nuts and palm oil are also major agricultural activities. However, there are no major agricultural production companies in the district and agro-business is yet to take off even in the face of governments' intension to establish Agricultural Business Centres. Most farmers are engaged in agricultural activities, especially rice, at the subsistence level to satisfy household consumption. Kailahun has the highest rural primary and secondary school attendance at 82% and 37% respectively. Koindu was an important trade centre before the war where consumers from Sierra Leone, Liberia and Guinea converged for a weekly trade fair. The rebel war devastated the community and economic activity has not been fully restored. This is worsened by the Yenga dispute between Sierra Leone and Guinea, which posed a security threat to economic activities.

In the township of Kailahun (Lauwa chiefdom), petty trading in local and imported goods dominates the economic activities of the residents. Okada riding within and outside of the district headquarter town occupies many youths. Focus groups revealed that there is no job security for youths engaged in okada riding since owners of bikes have unchallenged authority to hire and fire riders with no end of service benefits.

²⁶ '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

Road construction provides casual labour jobs for youths with no job security. These are short term jobs with pay that is barely enough only to take care of daily expenditure. In Pendembu, petty trading is also very prominent among youths and many of the merchants come over from Kenema. Agricultural production is prominent though not on a larger scale. This is no different from Daru where farming is the main occupation. Private sector jobs are in short supply and though there are few jobs created by NGOs, there is a long way to go in solving youth unemployment in the district.

Kenema District

With a population of 500,000, Kenema is the second most populated district after the capital city, Freetown.²⁷ The youth makes up 38.1% of the district population. 77% of Kenema children are attending primary school and 32% of young people are attending secondary school. Kenema city is the district headquarter town and is also the administrative centre of the Eastern region. Major economic activities are diamond mining, agriculture and commerce. The district has the highest coffee production in the country and is second only to Kailahun for cacao production. Kenema district comes second to Kono for diamond deposits.

The presence of artisanal diamond mining opportunities attracts many young people from other districts into Kenema. Despite opportunities in the formal employment sector, the vast majority of young people in this district are without the requisite qualifications to be gainfully employed in the sector. The bulk of the youth population are concentrated in the diamond-deferous chiefdoms of Nongowa (13%) and Lower Bambara (24%). These chiefdoms were also the intervention areas of GOAL. Therefore, the research focused on these two chiefdoms which provided opportunity for testing both rural and urban conditions for young people.

Tongo Fields in the Lower Bambara chiefdom was once an epicentre of diamond, second only to Kono mining in the country. The once bustling township of tarred roads, well maintained residential quarters, an air strip, and a busy hospital complex have all vanished with the closure of the mines. Today with diminishing alluvial deposits, and diamond mining limited to large scale companies, Tongo Fields is a shadow of its former self, surrounded by water filled dugout pits, the legacy of past mining activities. The town was a strong hold of the rebel fighters during the war for diamonds and the township was one of the last places in the country where combatants agreed to lay down arms. The youth in this chiefdom are largely illiterate, with very little employable skills. Most of those between 25-35 years did not have any formal education due to the war and no longer have appetite for education and are asking for skills training opportunity to be created in Tongo Fields for them to have a secure livelihood. The most common self-employment activities engaged in include small scale farming, diamond mining (in abandoned gravel piles), street hawking, okada riding, carpentry, tailoring, selling food (cook shop), mobile phone repairs, and photography.

Kenema, in the Nongowa chiefdom, is a bustling town sandwiched between the Kamboi hills and the Gola forest reserve, having both modern and old fashioned houses and a newly constructed shopping mall. The town has attracted several commercial banks, indicating the volume of financial transactions occurring there daily.²⁸ The presence of artisanal diamond mining opportunities and regular flow of revenue from large cash crop plantations attracts many young people from other districts. Despite the opportunities in the formal employment sector, most of the young people are without the requisite qualifications to be gain formal employment and so are engaged in the informal sector. The young

²⁷ '2004 Population and Housing Census'; Statistics Sierra Leone; 2006

²⁸ Kenema is the only provincial town to have a branch of the Bank of Sierra Leone outside Freetown.

people interviewed are engaged in soap making, cloth weaving, art and crafts, loading and off-loading of transport vehicles, barbing and hairdressing, carpentry, tailoring and farming.

Pujehun district

Pujehun is one of four districts in the southern region of Sierra Leone and has a population of 230,000. Pujehun has the lowest education participation of the seven districts, with 64% primary and 28% secondary attendance. The district shares border with Liberia to the east, Kenema and Bo to the north, Bonthe to the west and the Atlantic Ocean to the south. Pujehun town is the district headquarters and lies in the Kpanga Kabonkeh chiefdom. The research focused on two other more rural chiefdoms, Barri (largest in the district) and Kpaka chiefdoms. Pujehun town is a small rural town that is still recovering from the decade long rebel war. Very few employment opportunities exist, provided mostly by local and international NGOs, the local council and devolved ministries, and are restricted largely to the district headquarter town. Self-employment opportunities hold the biggest potential for youth employment in this district. Interviewed young men and women reported being engaged in subsistence farming and artisanal fishing. Some others ride Okada motor bike, tailoring, barbing, hairdressing, and petty trading in food and drinks and manufactured goods. The lack of electricity grid in the township was a major constraint for them. Most females are engaged petty trading.

Holding large portion of the Gola forest reserve, both Kenema and Pujehun districts have the advantage in producing cacao, coffee, upland rice, and palm oil. The presence of the Atlantic Ocean in Pujehun district makes fishing a lucrative venture for many youth and fish mongering for women. The district also holds the largest grassland area in the country (Gbondapi) that lends itself to mechanized rice production.

In both Barri and Kpaka chiefdoms , there were young men and women with skills like masonry, auto-mechanics, and hairdressing that they are not practicing due to the lack of market and tools. They were therefore engaged in other livelihood activities such as harvesting wild palm fruits and extracting palm oil for sale and consumption, 'cash for works' on road works, and farm labour. The rubber plantations in Barri chiefdom provide temporary casual jobs for some youths, mostly male.

5.1.3 Conclusions

With an expected 21.3% GDP growth in 2012, Sierra Leone has reached an important point in its economic development. There is significant attention being paid to smallholder agriculture in all the districts. Commercial agriculture is also gaining strength and there is room for increased participation of young people in value chain activities. The mining sector has returned to prominence in certain chiefdoms in Tonkolili, Koinadugu, Kenema, Kailahun and Kono Districts, and employment falls into two categories, industrial mining which attracts literate skilled and artisanal mining which is accessible to unskilled, but is also very high risk and miners can end the year with no or low returns. There is evidence of some benefits of the developments in these sectors in terms of spill over to complementary sectors and local trade.

Yet the economies of all seven districts covered in this research remain underdeveloped. Apart from general constraints of infrastructure and finance, the districts of the east are constrained by their mountainous topography, making parts of them inaccessible for much of the year, slow recovery from the war period, and low basic education levels. Tonkolili in the midlands is also slow to recover from the war and has been over dependent on underproductive subsistence agriculture. There is a danger in most of these districts that unskilled young men will increasingly abandon agriculture in vain

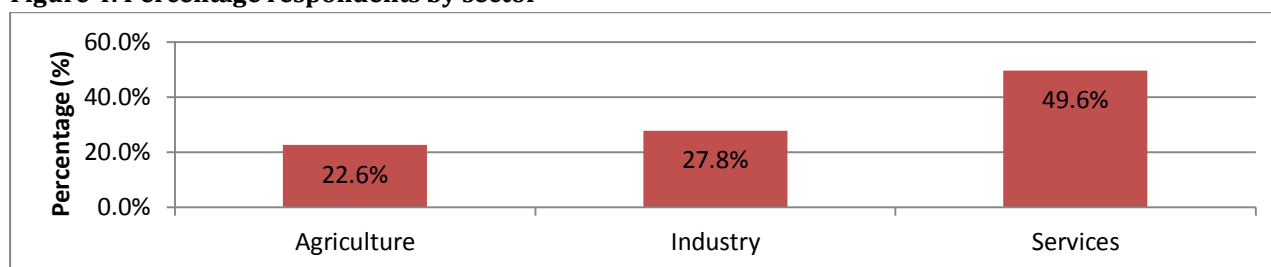
search of work in mining, causing oversupply of unskilled labour in mining areas and accompanying social tensions and labour shortage in agricultural areas. Western Area (Urban), while it has the advantages of the deep harbour and some industrialisation, suffers from overcrowding, exclusion of unskilled non-literate labour, and low returns for small enterprise. There are however opportunities to engage directly with economic actors in all these districts to identify entry points for young people who are currently unemployed or underemployed.

5.2 Sectors that have high potential for providing jobs or self-employment for youth.

5.2.1 Overview

Despite targeting 50% of the sample at employers in agriculture, only 22.6% of the final sample enterprises were engaged in agriculture. This reflects that fact that though agriculture has been contributing 50% to GDP, the sector is not performing as a commercial employer. 49.6% of employers interviewed were engaged in services and 27.8% operated in the industrial sector reflecting the over representation of small and medium services enterprises in the Sierra Leone economy. Figure 4 below shows the representation of employers interviewed by sector.

Figure 4. Percentage respondents by sector



Interviews with employers, young people and consumers revealed a number of sectors and sub sectors across the seven districts that have potential for greater exploitation of their job creation potential. Table 6 below shows the sectors of activity identified in each district.

Table 6. Sectors of activity per district

District	Agriculture, Livestock, Fishing	Commercial Agriculture	Manufacturing	Mining	Tourism	Commerce	Construction	Home Goods	Public Works	Services	Medical Teaching NGO
WA Urban			X		X	X	X	X	X	X	X
Tonkolili	X	X	X	X		X	X	X	X	X	X
Koinadugu	X	X	X	X	X	X	X	X	X	X	X
Kono	X		X	X		X	X	X	X	X	X
Kailahun	X	X	X			X	X	X	X	X	X
Kenema	X	X	X	X		X	X	X	X	X	X
Pujahun	X	X	X		X	X	X	X	X	X	X

5.2.2 Sectors of activity

Agriculture, livestock, fishing The rural population of Sierra Leone is primarily engaged in agriculture from hillside and swamp rice and vegetable cultivation and cattle raising in the eastern districts of Kailahun and Koinadugu to mechanised boli land rice production in Tonkolili. In all of the six rural districts the agriculture sector holds the best potential for absorbing large numbers of unemployed youth, and for contributing to food security. Engagement in agriculture occurs at different levels, from commercial farmers, to subsistence farmers, farm group member, and farm labourers. Apart from the few commercial farmers, all others are normally engaged in a secondary activity to supplement their income.

The availability of vast arable land alongside emerging urban cities like Kenema, Bo and Magburaka enhances the agriculture sector's potential. Industrial scale farming has been present in Sierra Leone since before the war (eg the Magbass Sugar plant in Tonkolili), but industrial farming has only begun to be re-launched with the establishment in recent years of a number of new production sites. However, with the exception of the sugar plant in Tonkolili and a juice factory new Western Area (Urban), there is little industrial processing being carried out in the research zones. With the influence of the Smallholder Commercialisation Programme beginning to filter through, more young people are seeing farming as a feasible commercial option and are eager to link with processing and other added value options. Many more however continue to cultivate to subsistence level.

Cacao and coffee processing can be expanded to process into beverages or powder for the local market. Young farmers could be grouped into production units for these crops and trained in specialised technology for production, processing, packaging and marketing. Concrete land lease arrangements can be envisaged with room for expansion if necessary. Such arrangements can be done in various chiefdoms depending on their relative advantage. The management of the juice factory at Newton reported to have a huge, unsatisfied capacity for pineapples. Young farmers can be engaged in the pineapple value chain and linked with the juice factory for market specifications and pricing. Cattle rearing tends to be limited to the Fula population and then is only accessible to family members of existing farmers.

There is significant potential to develop the fishing potential, especially inland river fishing. Though an important part of the Sierra Leone diet, fishing is very underdeveloped and market demand is not being met. Both sea fishing and fresh water fishing are growing businesses in Pujehun for example. The Atlantic coast, the Moa, and Wanjei Rivers and creeks and their estuaries are well known fishing grounds. Young people in fishing communities can be grouped and trained in the use of improved fishing techniques, processing, preservation and storage, boat construction, making and repairs of fishing nets and outboard machines and other related support services.

Manufacturing

At 17.8%, Koinadugu had the most enterprises who consider themselves to be engaged in manufacturing, while in Kailahun only 6.9% were engaged in manufacturing. These are largely small scale manufacturing activities especially in agriculture processing, tailoring, carpentry and metal works. Many of these light manufacture entrepreneurs are young people (<35 years) themselves and often they prefer to hire other young people since older people are reportedly less likely to take instruction from them, are not as strong, and demand better pay.

The bulk of the Western Area manufacturing enterprises interviewed were concentrated in the east side of Freetown. These include industrial scale manufacturing in food and beverage processing, fish packing, rice milling, petroleum refining, diamond cutting, cigarettes, paint, shoes, cosmetics, furniture, confectionaries and beer. This research did not have the capacity to look at all these manufacturing sub sectors in detail. However employers interviewed reflected the general trend in the difficulty to find literate, skilled workers for technical positions. Many of the younger workers who are hired to entry level positions gain entry through the reference of an existing worker (often family member). They have the opportunity to grow into positions if they demonstrate willingness to learn and loyalty.

Table 7. Percentage of employer interviewees engaged in manufacturing

District or enterprise respondents	% Engaged in Manufacturing
Kailahun	6.9
Kenema	14.4
Kono	14.4
Koinadugu	17.8
Tonkolili	13.9
WA Urban	16.3
Pujehun	16.3

Services

The services sector also holds significant potential, especially those related to agriculture, mining and small electronics and engineering. Services such as food processing, packaging and adding value to agricultural products are in demand. Processing cacao and coffee is already a growing industry in Kenema, Kailahun and Pujehun that can be expanded for both the domestic and regional markets. The Socfin Agriculture Company is engaged in large scale oil palm plantation establishment in Pujehun district. The company has potential to employ certified drivers, heavy duty machine and tractor operators but often struggles to find locally skilled labour.

Sierra Leone's economy is becoming increasingly mechanised. Generators are used in homes in larger town with the means to buy and maintain the machine. Though the market is still restricted to those with means, the lack of national power grid electricity outside Freetown means that demand for generator maintenance will continue to grow. There is job creation potential in providing after sales services and repair workshops for mobile phones, electricity generators, water pumps, refrigerators, auto electrical garages, plumbing, aluminium works, air conditioners, and electrifying houses in larger towns. Additionally, trades such as photography, auto-electrical works, wiring of building, aluminium works, also came out strongly.

There is increased demand for certified drivers of light and heavy duty vehicles and operators of tractors and earth moving machines for companies engaged in mining and commercial agriculture. Many young people expressed interest in driving vehicles, and operating tractors and heavy duty machines. Such a training and certification can be considered alongside the formation of an agency for negotiating the employment of these trainees with existing companies engaged in mining, road works or agriculture. There is significant increased demand for okada motorbike taxi services in all the districts studied.

With the increase in circulation of okada motorbike taxi transportation, there is also increased demand for motorbike mechanics. Many of the skills in motorbike mechanics transfer over to generators. Larger machines from cars and trucks to earth movers and other mining equipment require a higher level of mechanic expertise which often does not exist, or is not perceived to exist in the local population and so mechanics from elsewhere in the country or abroad are called upon. Workers skilled in the use and repairs of low level technology machines such as rice haulers, oil press, combined harvesters, power tillers, tractor mechanics, outboard machines, boat making and repairs, fishing net making and repairs, fish processing and preservation are in high demand in rural districts.

Sierra Leone's increasingly mechanised economy depends on more sophisticated and dependable supply chains. Businesses interviewed for this study identified a number of inputs that they require for

the functioning of their business. They placed an emphasis on their demand for mechanical spare parts and tools, especially in relation to agriculture processing, cars, motorbikes, and energy sources. Existing supply chains are not available, too expensive, poor quality, or not advanced enough. Business also identified problems in sourcing inputs such as fuel, transport, marketing, vegetables, animal foods, medicines and shop fittings. This demonstrates that there is room for strengthened income generation by young economic actors both directly to the consumer as well as in the supply and value chains.

Mining

Though there is significant mining activity in the districts covered by this research, young people throughout responded that they were unable to meet the recruitment criteria or were unsatisfied with the hiring practices. The mining activity is divided into large industrial operations where local labour is often excluded or operating in manual capacities only, and smaller artisanal projects run by young people themselves.

Kono is primarily a diamond and gold producing region, and since the enactment of the Mining and Minerals Act (MMA) 2009, there has been an upsurge in the numbers of small and large scale mining operations. The main city of Koidu is the hub for diamond and gold buyers, dealers and exporters. Diamond mining is also a major economic activity in Kenema district. Though some young people are engaged in artisanal mining, large scale industrial mining is the most significant producer. Industrial gold mining is well established in Koinadugu, including a number of artisanal license holders and the majority seem to be working under an exploration license. Gold mining appears to be more accessible to young people and many reported turning to artisanal mining, which they recognize as a gamble, but which could set them up with capital for the business of choice if they strike gold. Crude oil extraction is expected to come ashore through the district of Pujehun in 2015, however there is no evidence at this point of any foreseen direct benefits to the local community.

Tonkolili is the main research districts for iron ore with African Minerals Limited (AML) operating the Tonkolili Iron Ore project, one of the largest deposits in the world. AML is one of the largest employers and though it is estimated to have hired 5,000 Sierra Leoneans nationally, the exact number in the Tonkolili project is unknown. Some local youth have benefited from regular or casual employment or subcontracts. However, others have not benefited, reportedly due to their lack of school or skill certified qualification and/or lack of connections. The company is also attracting a lot of other business to the district, (although the main office that has been established in the neighbouring district of Bombali).

Box 1. Social Unrest in Mining Areas

In May 2012, a riot occurred at an AML operational site close to Bumbuna. Workers from both AML and their sub-contractors took the streets as a result of their dissatisfaction with the conditions of service, daily hire practiced, late payment of salaries and lack of recruitment transparency. The demonstration resulted in one person being shot dead by police and several others were wounded.

Despite the Mines and Minerals Act (MMA) 2009 and the new 2012 Local Content Policy putting in place modalities to encourage local employment through subcontracting, the participation of local companies as subcontractors to the larger mining projects is still very low, since very few local companies can meet the technical or logistical standards required. Services from railroad construction to catering and cement production are being supplied by foreign companies. The MMA 2009 also refers to preference to locally sourced products but the large mining companies do not appear to be obliged or able to comply. The MMA also refers to the setting up of community

development agreements which could have an impact on skills development and job creation. However, consultation by IBIS has identified that no agreements as outlined have yet been established.

Many of the young people interviewed complained that the mining companies tend to bring their own staff from outside the district or the country and that they only have access to (often casual) manual labour positions. Larger mining companies also reported their struggle to satisfy their demands for skilled labour within the district but they do not appear to have training programmes to this skills gap. For example, there is high demand for bull dozer operators in Kenema which cannot be responded to by local youths who don't have driving licences, but there is no driving school locally. The exception is AML which has its own training centre providing literacy and health and safety training and who is reportedly in talks with the government about investing in the Magburaka Government Training Institute to supply technical staff.

Construction

Building, block making, carpentry, water wells, plumbing, and electrical engineering are increasingly in demand in the growing larger towns of the rural areas, but less in villages where housing and facilities are less developed and skilled workers are less in demand. Construction skills appeared repeatedly in youth in all communities visited and skills (of varied quality) are being provided through many of the training centres visited. Improving on the equipment of the training centres, alongside the provision of start-up kits and a soft loan for graduates to set up their own business is necessary. Graduates can be linked to existing workshops or master trainers for a period as apprentices but with tools to allow them to work and earn.

Commerce, petty trade

Petty trading is carried out in markets and urban centres across all the research districts by large numbers, especially women, as their primary income earner or to complement other livelihood strategies. Koinadugu's strategic position on the border with Guinea and its distance from the capital Freetown makes it a key cross point for medium and large trading. There is huge flow of goods and people across the borders in and out of Liberia from both Pujehun and Kenema districts. In fact, traders at the border towns of Gendema, Sulima and Zimi in Pujehun district are carrying out business in the Liberian currency indicating the seriousness of cross border trade in these areas. Primary goods such as bush meat, palm oil, fish and other agricultural products cross the border into Liberia, while mostly manufactured and luxury items come from Liberia.

Home produced goods

Home produced goods are in demand in the local markets, creating revenue potential especially for young women. Soap making and cloth weaving face considerable competition from cheap imports, but locally produced catering, baked goods, and hairdressing continue to be in demand. Catering and setting up of cook shops can also provide self-employment. Catering and enterprise graduates can be supported to set up businesses in towns such as Kenema and Kabala with an increasing population and demand for cooked food. These trades are mostly engaged in by young women and many of them have a mixed livelihood approach where they for example supplement farming with hairdressing from their own homes in the evenings.

Public Works

Waste management in urban areas such as Kenema is becoming big business for the municipal Council and is creating employment for some youths. As the population grows there is potential for expansion,

especially if waste processing can be incorporated. On the other hand, there was no sign of waste management job creation in Pujehun district for example, possibly due to the smaller volume of waste, but this can be further explored in most districts.

Feeder road construction holds huge potential for creating jobs for young people in most districts and some feeder roads construction was observed in the research districts. There is overwhelming need to link agricultural production centres to urban markets, to open up rural districts and achieve agriculture and food security. The Smallholder Commercialization Programme has prioritized feeder roads construction in its investment plan. Young people can benefit from these opportunities if they are trained in skills of road construction and maintenance and if they are encouraged to set up small companies to win contracts. Sierra Leone Roads Authority (SLRA) has a certified training facility for these low level civil works skills. There is also potential for youth unemployment in Freetown with very many feeder roads network in need of repair. Building of community assets such as community and youth centres, football pitches can also provide employment for young people with skills in construction.

Tourism

Koinadugu is home to Sierra Leone's highest mountain and various other natural beauty spots, as well as attracting visitors through the mining industry. The Western Area is attracting increasing numbers of tourists for its historical sites and peninsula beaches. Pujehun is home to Tiwai Forest Reserve and other significant natural sites. Kenema is home to a mini hydro dam, the Dodo dam with attractive Chinese architecture for tourists.

Tourism is still underdeveloped or in need of rehabilitation across Sierra Leone but is expected to grow in the coming years. The tourist attractions identified above in the research districts hold potential for job creation as there will be increased opportunity for guides, hotels, and restaurants as the sector is developed.

Medical, teaching, NGO

The professional areas of health, education and NGO intervention are increasingly viewed as presenting employment opportunity to those who have completed secondary and even university education. Nurses' aides (60 a year) are being trained at Masanga Hospital in Tonkolili and are employed there afterwards. Some also have the opportunity to continue to nursing college. There is potential for establishment of similar courses in other districts. However, bottlenecks in the development of the health and education sectors can result in young workers languishing in 'volunteer' unpaid positions with little chance of real job security. The reduction in the NGO presence after the initial post war period has reduced their employment potential, though many young graduates pursue such options, viewing them as more accessible and transparent than local government recruitment.

5.2.3 Conclusions

Most sectors are experiencing growth but are suffering certain constraints including lack of skilled labour and poor quality inputs. All of the larger employers interviewed identified the shortage of skilled and dependable labour as a significant constraint to the growth and stability of their businesses. There is potential for working in partnership with enterprises in all of the sectors identified above to provide (NGO) certified skilled youth who are trained to their entry level technical and literacy standards. Employers also identified basic education as a major challenge to local hire and

this is also an area where NGO partners with expertise in adult and second chance education can respond. Partnerships can also be developed with commercial training providers (eg driving schools) to extend training opportunities to smaller towns.

There is room for the negotiation of Community Development Agreements with mining companies as outlined in the Mining and Minerals Act (2009). Outside of (or alongside) these agreements, supportive structures can work with communities to carry out localised feasibility studies to identify specific markets with recruitment or supply gaps, and build training programmes according to the findings of these studies. While there are many young people excluded from these labour markets, the research also identified a significant number of existing successful young entrepreneurs in many of these sectors. NGO partners can model some pathways to successful enterprise development through the study of some of these young entrepreneurs, making a distinction between ‘necessity entrepreneurs’ who are largely sole traders and ‘opportunity entrepreneurs’ who are more likely to grow into potential employers.²⁹

5.3 Youth employment and unemployment trends at local and district level.

5.3.1 Overview

Economic activity differs greatly across the 15-35 years category, broadly referred to in Sierra Leone as ‘youth’.³⁰ The World Bank has estimated that 54% of 15-19 year olds are engaged primarily in education and 28% are employed, while only 2.7% of 25-35 year olds are in education and 76% are economically active.³¹ Young men enter into economic activity on average later than young women. Only 39% of 20-24 year old young men are economically active, whereas 58% of young women are active by this age. By 25-25 years the young men have almost caught up and 74% are active, while 78% of young women are employed. By age 36-65 years, 87% of men are employed while only 76% of women are employed. There are also significant differences in economic activity in urban and rural areas. 84% of rural youth are economically active (employed) and only 1% is considered unemployed by 25-35 years, whereas in urban areas 65% are employed and 6.3% are unemployed at that age. By contrast, 68% of urban youth aged 15-19 years are in education while only 43% of rural youth of that age are in school.

66% of all interviewees had worked before (73% of men and 55% of women). Both were most likely to work for an employer or have their own business and young men were next most likely to be engaged in casual labour, while young women were the most likely to be studying only. Freetown had the highest rate of young people working for an employer, while Tonkolili had the highest frequency of young people having their own business, and casual labouring. Koinadugu had the highest rate of young people working on their own farm or their family’s farm, while Kenema had the highest rate of young people engaged in studying only. More young women were engaged in services, while more young men were engaged in industrial activities, and even numbers were engaged in agriculture. Agriculture was strongest in Koinadugu, services in Kailahun, while industry was strongest in Kenema. Services dominated the economic activities of young people in all the districts except Kenema where industry was equally common.

²⁹ See section 6.5 for more details on this distinction.

³⁰ *Youth Employment in Sierra Leone*; World Bank; 2009

³¹ ‘Employed’ here refers to any kind of economic activity, including both employment and self-employment

When asked where there were more jobs than last year, surveyed young people overwhelming referred to mining³², okada bike riding, road construction, security and tailoring. Teaching and agriculture production were also mentioned but less frequently. When asked where there were more business opportunities than last year, young people highlighted petty trading (especially foodstuffs/provisions, tele-centres, clothes), okada riding, cooked food and restaurants. Young people also mentioned that micro credit had become more available in the last year. Gara tie dying, hairdressing, and agriculture production or processing were mentioned but in very small numbers. Table 8 below lists the increased opportunities identified.

Table 8. Increased job and business opportunities in the past year.

More job opportunities than last year	More business opportunities than last year
Mining (AML/iron, gold, diamond)	Petty trading (foodstuffs/provisions, telecentres, clothes)
Okada bike riding	Okada
Road construction	Cooked food/restaurant
Security	Micro credit
Teaching	(Agriculture Gara tie dying, Hairdressing very low)
Tailoring	
Agriculture production, processing	

It is noticeable that those sectors and trades where young people saw increased employment opportunities are overwhelming male dominated areas. Economic activities involving young women were much more likely to feature under business opportunities reinforcing the notion that while both struggle to find remuneration, young men are more likely to find an employment opportunity than young women who have find more options in self-employment. It was also noticeable how difficult it was for most young people to make a distinction between employment and self-employment, since one the one hand any kind of economic activity is considered work/employment, and on the other, most employment situations are so short term and precarious that individual young people will refer to it as 'employment' or 'self-employment' depending on their own experience of the relationship with the client/boss. For example those who described okada riding as employment see themselves as working for a bike owner, while those describing it as self-employment see themselves as hiring a bike to deliver a service directly to the client.

Labour market entry for young people

Low levels of formal education and lack of employable skills are common among young people in the districts studied and most of the youth are under/unemployed. Larger employers find it difficult to employ local young people because of their lack of certified skills and basic education. These employers need youths qualified in both theory and practical skills, but practical training is very weak in the existing facilities. Instead, employers recruit unskilled young people who show potential (or because they are family members) and train them to their skill requirements, and these young people are very poorly paid. However, even these opportunities are few and the bulk of young people continue to provide casual labour on an ad hoc basis.

In the absence of formal training or apprenticeships, young people (especially young men) are trained under a 'Bossman', a small or medium master tradesman who hires the youth as an 'apprentice'. Most of these are 'hand to mouth' businesses and their functioning depends on cheap youth labour. The apprenticeship period will go for as long as the young person is willing to work for little or no money,

³² Iron, gold, or diamond depending on the district.

until they have satisfied their own desire to learn and/or until they can afford their own tools. When the trained workers go independent they can be hired as full workers on a casual basis when the 'Bossman' has a big contract, but only if they have their own tools. Meanwhile the trained workers substitute their income in farm labour, petty trading or riding okada. Larger employers are hiring young people with basic education, some paper proof of qualification or reputation for quality of work from other known employers, and they retrain them to their own standard internally.

Many young people in these districts come from polygamous, widowed or abandoned mother households, and are under pressure to contribute significantly to household income from an early age, thus not having the luxury of time to develop a full skill. Many of the young women become pregnant before the age of 25, often through transactional sex, and are the primary or only carer to young children while still trying to develop their own livelihood options. Most of the youth outside of the headquarter towns are engaged in agriculture as their primary activity. Skill trained youth will engage in that activity when work is available. Otherwise they will work their own farm, provide casual labour to others' farms, or drive 'okada' motorbike taxis. These skill trained youth say that they are doing this substitute work to build up capital so that they can acquire enough tools and a workshop to do their skill trade full time. But they do not often demonstrate any knowledge about how to go about setting up or sustaining a business.

Gender dynamics of youth economic activity

85% of young men want to have a job and 55% want to have their own business, whereas 62% of women want to have a job and 75% want to have their own business, indicating a preference among young men to have a 'job' and a preference among young women to have their own business. This may be related to the already greater concentration of young women in self-employment/petty trading activities, and which may be further shaping their expectations. Table 9 below shows income generating activities engaged in by young women or by young men are in larger towns, as well as in the villages.

The number of options available to young men is greater than those available to young women who rely largely on petty trading, farming and prostitution/transactional sex. Meanwhile young women repeatedly advised that they are the ones largely responsible for their children and their own expenditures.

Table 9. Income generating activities engaged in by young women and men in the 7 districts

Young men		Young women
Okada riding	Fishing and fish mongering	Petty trading
Honda repair	Farming (cassava, rice)	House maid
Barbing	Farm labour (rubber, palm fruit or cocoa plantations, cassava, rice)	Farming (cassava, rice, ground nut, vegetables)
House boy	Mobile phone charging /repair	Selling bush sticks
Petty trading/Street hawking	Metal works	Hairdressing
Carpentry	Masonry Road works	Cookery shop
Tailoring	Artisanal old/diamond mining	Selling tea/bread/cooked eggs
Photography	Driving	Prostitution/transactional sex
Art and crafts	Weaving	Soap making
Loading and off-loading of transport vehicles	Stone breaking	Cloth weaving
Sand mining		Art and crafts
Selling bush sticks		

Young people's perception of the labour market

Young men interviewed by this study found it easier to get a job than young women, and Tonkolili had the most young people who found it easy, whereas Kenema had the least. Young people who had completed secondary school were more optimistic about finding a job than those with no, or conversely, university education. This implies that there most job opportunities per job seeker in Tonkolili and that those with secondary school education are most likely to achieve labour market entry. Single people found it easier than married people to find a job, since they are more mobile and flexible. 15-25 year olds saw that the perception of being too young, and the fact of being female as their greatest obstacle to getting a job, while among 25-35 year olds not knowing where or how to seek work, low wages, not enough jobs available and too high entry requirements posed the greatest challenge, implying that obstacle to gaining employment changes with age.

Just over half of young men interviewed expected that there will be better prospects of getting a job over the next two years, whereas only a third of young women held that view. Young people in Tonkolili and Pujehun were most optimistic about improved job opportunities over the next two years, whereas young people in Freetown were the least optimistic. Those who had completed secondary or university were the most optimistic. Their optimism was linked to the emergence/re-emergence of the mining industry, to the possibility of change of government (November 2012), or because of their belief in God. Those without optimism were concerned about the lack of a jobs creation plan emerging from the government, the lack of investors, the lack of their own qualifications, or because of their family situation. Young men and women, 15-24 and 25-35 year olds, those without or without children and those single or married were all equally worried about the future (76-80%). Young people in Kailahun were most worried, whereas young people in Kono were least worried.

For young women, the most important goal is having lots of money, followed by having a good family life and being successful in work, whereas for young men being successful in work is the most important, followed by having lots of money. Single young people were more concerned about being successful in work, whereas married young people are more concerned with having lots of money. Those with some or no primary school education want to have money. Those who have completed secondary school want to be successful in work, while those with a university degree are concerned with making a contribution to society. This suggests that those with lower education levels and young women generally feel more vulnerable without stable income supply, whereas young men, especially those with some education are paying attention to the success status of their working life, and those are the highest education level are the only ones with enough spare personal capacity to priorities society contribution.

5.3.2 Sectors of young people's work activity by District

Most popular working activities of young people interviewed were agriculture, hotel and restaurant, mining and quarrying, transport, workshop manufacture, security, construction, education, motor vehicle maintenance, general trading, and other. Table 10 below shows the most common sectors of activity for young people in each district.

Table 10. Most common sector of youth activity in each district

District	Sector of activity	District	Sector of activity
Kailahun	Agriculture production Maintenance of motor vehicles Security	Tonkolili	Mining and Quarrying Construction Health

	Education Trading		Trading Other
Kenema	Agriculture production Mining and Quarrying Factory/workshop manufacturing Construction Hotel and restaurant	Pujehun	Agriculture production Construction Security Trading Other
Kono	Agriculture production Mining and Quarrying Maintenance of motor vehicles Security Trading Other	Western Area Urban (Freetown)	Workshop manufacturing Construction Motor vehicle maintenance Transport Education Trading Other
Koinadugu	Agriculture production Hotel and restaurant Transport Trading		

Koinadugu

The intense period of post war support to training and livelihoods recovery in Koinadugu has been reduced or redirected and many, especially the generation who grew up during the war (now 25-35 years old) are struggling to make a living with limited skills, connections or access to capital. Some who have been trained in quality workshops in Freetown, come back to the district without any certification or access to capital, and are blocked from setting up their own workshops or being hired as regular workers. Others who were partially trained on short courses struggle to become established in their own right and bounce around different trades, depending on which one offers quick cash in the moment. The local skilled and semi-skilled youth are also faced with competition from more skilled and often certified workers coming across from Guinea.

Tonkolili

Many of the young men in the district with secondary school education to WASSCE level, or with a skill certificate are reported to have the opportunity to get employed at African Minerals Limited. This also means that these educated young people (mostly young men) are likely to leave their towns and villages en masse and spend most of their time in Bumbuna. Women (younger and older) are left to manage the family when the men go, and often they are forced to become autonomous when the husband/partner does not return for long periods. Others who cannot find on-going work are engaged in agriculture, but at a barely subsistence level and most do not make any profit. There is seasonal work/money to be earned in activities such as grass planting (along the AML train line) and stone pitching, but payment is only made every three months into a bank account, leaving long periods with no new income.

'Anyone with an education (WASSCE) has gone to AML.'
(NGO Director Tonkolili)

Western Area Urban

The high rural to urban migration contributes greatly to the increasing numbers of unemployed and underemployed Freetown youth. As they move from rural areas without employable skills, their conditions do not improve. Many cannot enrol into available training facilities since they are fully occupied with the basics of life, such as food, shelter clothing. Many of the post war trainings provided to young people in Freetown were of short duration, usually 3-6 months. Such training was considered by young people and employers as insufficient and inspired little confidence in employers to hire

young people they consider under trained. Many of these graduates, under pressure to earn, abandoned these skills for other livelihood options.

Young people based in Freetown can be supported to set up small-medium size companies in processing, production, processing and marketing vegetables, cut flowers, fish, fruits , palm oil and other local products from up country. These companies can now be linked to production centres in rural districts to forge profitable business relationships. The companies can be linked to start-up capital in the form of soft loan following training. There is also underexploited potential for self-employment and job creation in Freetown in the areas of youth led companies to carry out feeder roads rehabilitation contracts and waste management.

Kono

The most common livelihood activities for young people in Kono district are tailoring, mining, agriculture, driving, weaving, okada riding and petty trading. Despite its low returns, many young men of the district are engaged in artisanal mining which only provides for their daily sustenance. Young people of school going age are often seen in the diamond pits, thus neglecting their education. Many young people who lost their parents during the war did not complete school, and so their source of livelihoods seems very uncertain. With no skills, these youths resort to the mines for their daily survival. Focus groups revealed that most of these young youths earn Le 15,000 – Le25,000 inclusive of feeding. Those without access to start-up capital to get into petty trading see the mines as an easy way to get ‘fast money’ for survival or to start a business. Interventions by the World Bank, Red Cross and others in supporting youth training programmes in the district do not have the scale or duration to be able to solve the problem of unskilled labour. Larger mining companies reported their struggle to satisfy their demands for skilled labour within the district while training programmes do not appear to be addressing training of local youth. For example, there is high

Box 2. The ‘okada’ phenomenon

Sierra Leone’s rugged topography, poor road network and limited public transport options have opened up a rapidly expanding market in ‘okada’ motor bike taxi riding. In some of the research districts, motorbikes provide the only form of transport during the rainy season when roads are impassable to four wheeled vehicles. This was confirmed by the consumer study that identified okada motorbike taxis as the services most in demand.

Most of the okada drivers are young men in the early 20’s. If they can buy their own bike (usually through a sponsor, approximately \$200 second hand), they can bring home \$20-\$30 a day, before fuel and repair costs. If they do not own a bike, they must rent at \$8-\$10 a day. In some case they rent on a ‘lease-to-buy’ arrangement, though the owner often breaks the arrangement just before the full amount is paid, and takes on a new leaser. Some of the drivers ‘do okada’ as their primary or only income stream, while others drive as part of a mixed livelihood strategy (eg junior teacher, subsistence farmer). Most do not see okada riding as a long term job, given its physically exhausting and dangerous nature. Typically, young men take up okada to allow them to accumulate capital to get the tools and work space to do another business, as well as taking care of their immediate financial needs (‘fast money’).

The riders usually have no licence and insurance arrangements are vague. Often they have no experience riding a bike before starting and accidents are frequent. There are reports of okada drivers dying from pneumonia and other conditions contracted as a result of the work. In larger towns they are frequently stopped by police who extract bribes. The government is planning to introduce measures to regulate the service, but there is currently no effective enforcement. Okada drivers are usually organised into associations which are very articulate in expressing the livelihood ambitions and desire for improved conditions of riders (for example associations in Kenema and Bumbuna asked for provision of soft loans for members to buy their own bikes). These associations are also important in that they are representing a section of Sierra Leone society which finds itself socially and economically excluded and which has the potential to instigate social unrest if their issues are not responded to.

There is room for NGO supportive structures to work with okada associations to improve their working conditions as well as the regulation of this increasingly important sub sector. Access to micro finance, banking and savings can be considered alongside training in bike riding, simple bike maintenance, certification and licencing literacy, business planning, sexual health and soft skills.

demand for bull dozer operators which cannot be responded to by local youths who don't have driving licences. Local youths are largely employed by these companies only as casual manual labourers.

Demand for mobile repairers is growing with few qualified practitioners to respond. Focus groups revealed growing interest in tailoring as source of livelihood among female youths. However many of the young people interviewed are obstructed from establishing such businesses by lack of access to capital, equipment and enterprise training. In the rural areas of Kono, subsistence farming coupled with mining activities is the daily economic life of the youths. Arable land is not being utilized to its fullest and support to farmers in the form of improved seedlings and tools seem to be very limited.

Kailahun

Though Kailahun is known for its cash crop production, especially cocoa, agricultural activity for many seems to be at subsistence level with little hope of increasing household income. Cocoa farmers are not able to add significant value to their crop since there is an absence of functional commercial processing facilities locally and farmers tend to sell their sun dried cocoa directly to traders. Young people, and women of all ages, are largely restricted from entering into cocoa growing, and petty trading and okada riding are most attractive to youths. Technical skills training facilities are also very limited. Compounding these problems is the difficult terrain and poor road network of the district.

Pujehun

In Pujehun district, very few formal employment opportunities exist. These are found mostly in local and international NGOs, District Council and devolved ministries but even these are restricted largely to the district headquarter town. Self-employment opportunities hold the biggest potential for youth employment in the district. The majority of self-employed young men and women are engaged in subsistence farming and artisanal fishing. Others ride okada motor bike taxi, or engage in tailoring, barbing, hairdressing, selling food and drinks on a small scale, or petty trading, mostly in food stuffs and imported manufactured goods. Most females seem to be engaged in petty trading and both males and females often mix subsistence farming with other livelihood options.

Young people have also expressed interest in driving, and operating tractors and heavy duty machines. Certified training can increase the employability of young people for big companies engaged in mining, agriculture and roads works. Young people could be trained through an 'agency' that could facilitate training and hiring to larger companies that have difficulty in recruiting locally.

Kenema District

Young people in Kenema district seem to have more options for both formal employment and self-employment than in other districts. In addition to NGOs, local councils and devolved ministries, many private companies and businesses are concentrated in the district. The presence of diamond mining opportunities attracts both big businesses and young people from other districts. The majority of

Box 3. Agriculture Value Chain Potential

The potential for cash crop agriculture is still under exploited in all six rural districts. Value chains such as cocoa, coffee, cassava and pineapples can be explored, and the fertile grassland (especially in Pujehun and Tonkolili) lends itself to mechanized rice cultivation.

Underused land can be developed and shared among hundreds of youths alongside training, farm inputs (eg processing machines, warehousing facility) and other extension services. Other youth actors, including those in urban areas, can be trained to participate profitably along the entire rice value chain from production, processing, storage, transportation and marketing.

There is also significant room in Pujehun for increased engagement of young people in fresh water and sea fishing, processing, storing and selling.

young people, however, are without the requisite qualifications to benefit from formal employment opportunities. The bulk of the youth population in Kenema district are concentrated in the diamond-deferous chiefdoms of Nongowa (13%) and Lower Bambara (24%). These youth are largely illiterate and have very little employable skills.

Many young people also expressed interest in driving vehicles, operate tractors, heavy duty machines etc. Though very common, okada riding can only be considered profitable to young people if they own a bike, otherwise they pay at least half their income in daily bike rent. Carpentry and tailoring appeared prominently in all youth communities visited, though the quality of training, through both institutions and master trainers, as well as post training linking with employers and clients, is in need of strengthening. There are increased opportunities for catering and cook-shops, especially in the larger towns and an increasing number of young women expressed an interest in tailoring.

Emerging trades such as repairs to mobile phones, motor bikes, generators, water pumps, refrigerators and air conditioners, were said to be in high demand in Kenema city and photography, auto-electrical works, wiring of building, and aluminium works also came out strongly. Other common self-employment activities include small scale farming, street hawking, soap making, cloth weaving, art and crafts, loading and off-loading of transport vehicles, barbing and hair dressing. Currently dominated by larger national and international businesses, there is room for increased engagement of young people in growing, processing, packaging, transporting and marketing on various value chains including cocoa, coffee and pineapples.

5.3.3 Conclusions

Single young men with some secondary school education were the most optimistic about their job potential over the coming year. This is reflective of the demand of re/emerging industries (especially mining and commercial agriculture) for English speaking literate young male workers. Young married women with no education felt farthest from employment and were the most likely to lean to micro-enterprise options. Low levels of formal education and lack of employable skills are common among young people. Large employers find it difficult to employ local young people because of their lack of certified skills. Many young people are under pressure to contribute significantly to household income from an early age, thus not having the luxury of time to develop a full skill. Livelihood strategies of young women and young men differ significantly. Skill trained rural youth will engage in that activity when work is available. Otherwise they will work their own farm, provide casual labour to others' farms, or drive 'okada' motorbike taxis. Most young people (especially young men) are trained under a 'Bossman', a small or medium master tradesman who hires the youth as an 'apprentice'. Larger employers hire young people with basic education, qualification or reputation, and they retrain them to their own standard internally.

There is significant room for delivery of interventions in skill training completion for partially trained youth, and in post training business set up and employer linkage services for reasonably qualified youth from formal and informal training experiences. Most young people identified access to capital as the major constraint to establishing a business, but they did not mention savings, or display much other sign of financial literacy beyond accessing the capital. This is an area which can be further explored.

Table 11 below outlines some key sectors and sub sectors where NGO partners can intervene to exploit employment creation opportunity for young people. These include agriculture value chains

include agri-processing, fishing, machinery and vehicle operation, catering, hospitality, repairs of electronics, light engineering and mechanics, construction, tailoring and petty trading. Intervention in some of these areas requires going beyond the traditional model of short skill training (eg carpentry, hairdressing) to develop and test more enterprise oriented models. This may require the set-up of a public-private partnership or social enterprise arm, for example to act as a recruitment agency finding, training and placing young people in large companies.

Table 11. Sectors with potential for employment creation intervention by NGO partners

Sector/ Gender	Koinadugu		Tonkolili		Western Area		Kono		Kailahun		Pujehun		Kenema	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Agriculture processing/ value chain production	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Fishing											x	x		
Machinery operation/ Driving	x		x		x		x		x		x		x	
Catering	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Hospitality			x	x	x	x							x	x
Electronics repairs	x		x		x		x		x		x		x	
Light engineering / Mechanics	x		x		x		x		x		x		x	
Construction			x		x						x		x	
Petty trading		x		x	x	x		x		x		x		x
Tailoring		x	x	x										

In all of these approaches NGO partners have to take into account some of the realities of young people's working lives so that they can strengthen and not dilute their livelihood strategies. Most young people, especially those in more fragmented markets, are using a mixed livelihood approach and do not depend on only one source of income. This is especially the case for those who contribute to their family's subsistence farms, or who provide other non-paid/family labour and who also carry out off farm trade to earn cash. The NGO programming approach must not expect young people to live off one income stream only which will not meet all their needs. Further, tapping into increased demand from both consumers and other enterprises will require some displacement of young workers and attention must be paid to the social and economic consequences of this for their families and communities. Finally it should also be noted that employed young people are very vulnerable in the market place and have made reports of economic, physical and sexual exploitation from their employers. Thus there is a role for NGO partners to examine and respond to the working conditions of young people who do gain entry to the labour market.

5.4 Gaps between supply and demands of jobs and goods or services relevant for the target groups' employment or business development.

5.4.1 Overview

The most important management problems identified by the enterprises interviewed were not labour shortages, but lack of financial services, competition in the domestic market and cost of production material and energy.³³ However, 51% of employers reported to have faced particular problems recruiting young workers for their business. The number one youth recruitment problem faced by employers is not technical skills or literacy levels, but '*attitude and behaviour to work*'. This also featured as the second most pressing difficulty for employers who indicated a different first preference. Employers identified '*communication skills*' as the third greatest difficulty facing

³³ See Annex 4 Management Problems Faced by Enterprises

employers when hiring young people. This response indicates that preparation of young people for the labour market requires 'employability' soft skill training including communication, punctuality, reliability, numeracy, leadership and problem solving skills.

Supply and demand of labour for enterprise

21% of enterprises surveyed claimed to employ young people aged 15-24 years in a Manager or Professional capacity and 17.5% claimed to hire 25-35 year olds in this role. An average 18.2% reported hiring young people aged 15-35 as Technicians or Associate Professionals, 17.1% had hired young people as Service and Sales workers and 18.6% hired young people in Elementary Occupations or as Manual Labourers. It is noted however, that 50% of the enterprises surveyed were managed by someone under 36 years old, and so many of these higher level positions relate to self-employed youth (referring to themselves as young managers) who are also hiring other young people.

Table 12. Types of positions reportedly held by young workers in the enterprise

Types of Positions	% Age 15-24%	% Age 25-35%	% Average 15-35 years
Managers/Professionals	21.0	17.5	19.7
Technicians and associate professionals	17.5	19.3	18.2
Clerical support workers	7.2	7.7	7.4
Service and Sales workers	18.1	15.5	17.1
Skilled agricultural, forestry, and fishery workers	4.6	4.7	4.7
Craft and related trades workers	7.8	9.0	8.2
Plant and machine operators, and assemblers	6.0	6.6	6.2
Elementary occupations/Manual Labourers	18.0	19.6	18.6
Total	100	100	100

Of the employers that indicated minimum requirements for recruitment to management position, 58% look for a degree, 44.9% for leadership skills, 32% look at years of experience, 30% require literacy and 26.3% like to have prior knowledge of the candidate. 19% of employers look for IT skills in their professional ('office job') staff. 24.2% require IT skills in their technical staff, while only 19.3 demand vocational skills. 23.2% ask for senior secondary school qualifications and 19.4% require IT skills from their clerical staff. For service and sales workers, employers pay attention to gender, numeracy, secondary school certificates, good interviews and prior knowledge.

Employers had no strong preference in these minimum requirements for skilled agricultural, forestry, and fishery workers or plant and machine operators, and assemblers. Numeracy is key for 20% of craft and related trades workers, while age and gender are the most important requirements for employers of elementary occupations and manual labourers. These are the types of positions most accessible to the GOAL, IBIS and Save the Children targeted vulnerable youth and the survey indicates that strengthening of soft skills and numeracy would give these young people much greater access to entry level opportunities.

Gaps in labour and enterprise supply

Each of the districts studied have specific opportunities within the sectors prominent there which require more detailed study to identify sector specific gaps between supply and demands of jobs and goods or services relevant for the target groups' employment or business development. On labour supply gaps, this study identified, for example, that though bound by an agreement on quota for local hire in Bumbuna and Mabonto in Tonkolili, Africa Minerals Limited experiences significant difficulty in

hiring locally. AML requires secondary level school certification and some technical certification for its technical areas.³⁴ In its first round of hiring in 2012, AML recruited outside of these requirements and established its own training centre to bring new recruits up to desired basic education standard. However, AML has informed its new recruitment candidates that the minimum threshold will be upheld. Negotiations are said to be on-going with the Government Technical Institute in Magburaka to partner with the Government on technical training. These kind of recruitment challenges and potential for associated social tension can be addressed through partnership with employers to address specific recruitment gaps. Similarly, the presence of Socfin Agricultural Company is creating increased demand for labour and service providers in Pujehun. As described above training of youths is required in plantation agriculture, extension workers and others to be gainfully employed, albeit seasonally.

On gaps in enterprise supply, as outlined above, there are opportunities for young farmers in Kenema to be supported to set up in production in the re-emerging cocoa and coffee value chains on a minimum of 1-2 acres per person and provided with training, and marketing outlets. Jobs can be created all along these value chains from production to processing and marketing. Rubber is another re-emerging agriculture value chain that has potentially lucrative external markets. Timber production once supplied a thriving carpentry industry in Kenema. The National Forest Industries is now defunct, but was a major employer producing timber products for local and international markets. Linking training institutions with timber production and carpentry and joinery capacity to supply products across the country can be considered. The Pujehun ecology, consisting of the Atlantic coast line, large navigable rivers (Moa and Wanjei), tropical rain forest, and vast arable grassland lends itself to mechanised crop production and fishing, both currently under exploited. Training and support to engage in artisanal fishing, boat transportation, fish processing and preservation can all be considered. Young people can be trained in valuation, polishing, and cutting of diamonds to fill local gaps in the value chain and achieve greater profits. They can also be trained as drivers and operators of light vehicles, heavy duty trucks and earth moving machines and organised into companies to provide sub contracted services for mining companies.

5.4.2 Conclusions

Enterprises encounter challenges of lack financial services, competition in the domestic market and cost of production material and energy, more pressingly than youth labour shortages. Age is an advantage for entry to elementary and manual labour occupations as employers want strong young workers. In the absence of adequate training facilities, some employers are delivering their own on-the-job technical training, if they can find the 'right' young people who are willing to learn.

However, particular problems relating to recruitment of young workers for these elementary and manual labour occupations include poor attitude and behaviour to work, lack of communication and leadership skills and poor numeracy abilities. These elementary and manual labour occupations are the most accessible to GOAL, IBIS and Save the Children targeted vulnerable, low educated youth and these are the areas where training packages are being considered. Preparation of these young people for the labour market requires 'employability' soft skill training including communication, punctuality, reliability, leadership and problem solving skills. It should also be noted that occupational roles are strictly gender coded and even attention must be given to the recruitment and enterprise gaps open young women and young men.

³⁴ IBIS staff in Bumbuna reported that it had been disclosed to them that getting a job with AML often requires under the table payment to human resources of up to Le 500,000.

Each of the districts in this study has specific employment and enterprise opportunities within prominent sectors. Further study is required to examine the sector specific employment and self-employment opportunities for each of the districts at chiefdom and employer level. Bearing in mind the target group of vulnerable, low education young women and men, further research should develop more detailed proposals on sector and employer specific gaps between supply and demands of jobs and goods or services relevant for the target groups` employment or business development and propose appropriate partnership responses.

5.5 Profitable products, goods, services and market outlets that can improve youth entrepreneur’s access to local markets.

5.5.1 Overview

The interviews with consumers identified a degree of consistency in the goods and services most in demand in the market place of the seven districts. These findings can be further tested with locally specific consumer surveys which will identify gaps specific to that locality.

Goods and services with unsatisfied demand

Okada motorbike taxis and tailor were the two services most in demand. Following these are mobile phone repair/charging, poda poda minibus transport, cook shop (street food) and photographer/videographer. The third most purchased services are blacksmith/welder/aluminium maker, cut fruit or vegetables, food/drinks in a restaurant/bar, mason/bricklayer, okada/vehicle mechanic, barber, beautician/hairdresser, and ataya base/tea shop.

However, consumers also expressed their dissatisfaction with all these services, and in the same order of priority. The most common reasons for dissatisfaction were too expensive, poor quality and poor customer service. Consumers found okada, mobile phone repair/charging, poda poda, cook shop, food/drinks in a restaurant/bar, photographer/videographer, tailor and beautician/hairdresser too expensive. They found mobile phone repair/charging and cook shop to be poor quality and they complained that okada, mobile phone repair/charging, and poda poda practiced poor customer service. There is room on most of the market places surveyed for new services actors, especially those with stronger quality and customer service.

Consumers were also asked about the goods they most purchased in the market. Table 13 below reflects the goods most in demand in the market as well as second and third priority goods. They are a mix of locally produced and imported goods.

Table 13. Goods in Demand in the Market

Most purchased	Second most Purchased	Third Most Purchased
Palm Oil -local	Local Rice	Packaged oil/margarine/butter
Fish	Casava/Maize	Meat (sheep, goat or cow)
Imported Rice	Milk products	Poultry (local)
Bread (freshly baked)	Fruit (local)	Charcoal/fuel/gas
Cassava, Gari	Vegetables (local)	Toiletries & Beauty Items
Nuts (eg groundnut, cashew)	Eggs	
Sugar/salt/spices	Coffee, nescafe, tea, cacao	
Imported Clothes and Footwear	Soft drinks	
Second-hand Clothes & Footwear	Accessories (eg belts, sunglasses, jewelry,	
Medicines	phone cases)	
Household products (soap etc)	Cloth & Sewing Items including lapas	
	Children's clothes	

	Stationary/school materials Phones/phone credit	
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Consumers are also expressing dissatisfaction with some of these goods, in terms of being too expensive, poor quality, or lack of supply. Consumers find local fish, nuts, as well as imported rice, sugar/salt/spices, soft drinks, cloth & sewing items, locally made clothes and footwear, second-hand clothes & footwear, stationary/school materials, medicines, and phones/phone credit, to be too expensive. They are unhappy with the quality of the locally produced meat, bread, eggs, nuts, as well as imported poultry, luggage, accessories, locally made clothes and footwear, second-hand clothes and footwear, children's clothes, and medicines. Consumers are faced with lack of supply of fish to meet their demand.

With 16% inflation, most consumers are struggling with prices of good in Sierra Leone. Here there may be room to set up new actors with access to better bulk buying and transportation networks that can lower cost and make them more competitive. Lack of supply of fish came out strongly across most districts, indicating room in the fish catching, processing, storing and marketing value chain for new actors.

Businesses interviewed for this study identified a number of inputs that they require for the functioning of their increasingly mechanised business. They placed an emphasis on their demand mechanical spare parts and tools, especially in relation to agriculture processing, cars, motorbikes, and energy sources. They are concerned with the quality, cost and level of technology of available inputs. Some of this is linked to lack of access to capital, forcing entrepreneurs to opt for cheaper low quality inputs which have to be replaced or repaired more regularly. This challenge does however result in creating more demand in the sale and service of parts. Business also identified problems in sourcing inputs such as fuel, transport, marketing, vegetables, animal foods, medicines and shop fittings. This demonstrates that there is room for strengthened income generation by young economic actors both in the consumer as well as in the supply and value chain markets.

5.5.2 Conclusions

The study identified unsatisfied demand in the consumer and business supply chains for a number of goods and service. The dissatisfaction typically stems from cost, quality, availability or customer service. There is room for the introduction of young entrepreneurs in providing some of these goods and services if their businesses can be organised to compete on cost, quality, availability and/or customer service.

New entrepreneurs should target supply chains for existing businesses as well as public consumers. Consumers at both levels are generally concerned about cost and quality. NGO supportive structures can establish mechanisms to support youth entrepreneurs to source better quality goods in larger bulk, thus giving them an advantage in the marketplace. This will require the intervention of NGOs with some experience in private sector operations as the organisation will take a role in sourcing, storing and intermediate supplying or facilitating supply to young entrepreneurs at least in the incubation phase.

NGO programming can also support young entrepreneurs in improving their customer relations by working with young people to produce a standard customer relations training package which will give vulnerable youth an edge over their competition.

5.6 Barriers for youth employment in access to jobs and/or self-employment.

5.6.1 Overview

Young people are confronted by a number of problems in establishing enterprises after vocational or (mostly unstructured) apprenticeship training in the districts studied. The absence of support in accessing equipment, toolkits, financial support (loans) and business coaching are typical barriers.

Barriers in graduation from apprentice to self employed

Young people interviewed did not easily distinguish between being self-employed in one's own business and being a casual skilled worker available for hire to established entrepreneurs is in itself quite blurred. Graduated apprentices refer to having their own business, but in fact their graduated status only allows them to be called upon to work on bigger jobs and to negotiate the price they get from the boss. Through this combination of casual work on big jobs, their own work on smaller jobs and the reputation of the boss they trained under, they can start building up their own clientele. These self-employment/enterprises tend to remain informal.

Box 4 Successful young entrepreneurs

Almost 50% of the employers interviewed for this study were under 35 years of age, ie they were young people themselves. Some of their success has been attributed to receiving start up support, usually from a family member, having some entrepreneurial ability, employing workers younger than them ('easier to control'), and being able to find and satisfy customer demand. However, there is room for further study of these successful young entrepreneurs to understand more deeply why they are succeeding over others who are not.

For the purposes of this study, self-employment is to refer to someone who is in a position to sell their products or services to another. Progressing to self-employment depends on the young person having the sponsorship of a parent or NGO project to support them to get their tools and/or a work space. Access to tools and a work space decides whether or not the young person will pursue this trade. If they buy or receive cheap tools, they are back at zero when the tools wear out and can fall out of the trade.

Through these unstructured apprenticeships, young workers are getting no business training or advice on how to access finance. They rarely have a sense of business model/business planning. They have no idea how to put money aside to buy new tools (reinvest in the business). They believe that the only costs deductible from the income is raw materials, and the rest is payment for their labour. Some who are trained in urban centres (eg Kabala) go back to their own village and find there is no/less market in the village for the products they now know, and the tools and materials they learned to use are not available.

Even before completing the apprenticeship, many apprentices will leave the trade to 'ride okada', which gives them 'fast money'. They believe that through okada riding they can build up capital to get the tools and work space to do the trade, as well as taking care of their immediate financial needs. Others look to build capital through working for artisanal gold mining teams. To have their own artisanal gold mining, they need le 1-2m for equipment and know they are taking a gamble that they may not get that investment returned. If they find gold, they can make significant money (over le 1m) but if they don't, they will earn nothing. Many of these however, will not go back to the trade they trained in. When asked why trainees do not become successful tradesmen/women with training and start-up kit, they gave a number of reasons:

- The tools are not good quality and do not last;

- There is not enough business for all the class in the same place, so some sell their start-up kit to those more likely to succeed and use the capital for something else;
- They rarely have access to a place of work/shop and are mostly working mobile;
- They do not know how/where to find clients;
- They cannot compete immediately with existing products/services and get discouraged;
- They want/need fast money and building up their own business takes too much time;
- The skill they wanted was not offered/was oversubscribed, so they took the next thing on offer;
- They will do any training that comes along (*'because they can always learn something'*) but they are not really interested in working in that trade.

Young people engaged in self-employment in trades such as masonry, welding, electrical works and plumbing in Pujehun and Kenema districts identified specific barriers relating to their location, including: restricted access market for especially in remote chiefdoms; poor road conditions which increase their production costs; restricted access to production inputs and supplies; poor electricity supply which forces them to rely on a private generator with high running cost; lack of training facilities in remote places; and lack of paper qualification from existing training opportunities. Supports to overcome these barriers have to be factored into self-employment set-up interventions.

Access to financial support, micro-finance, credit or opportunities

A number of financial services and products are available in the districts studied.³⁵ However, the enterprise related financial products are generally available for the expansion of an existing business only. They require that the business owner has been in business for at least one year and has a publicly visible enterprise that grounds them and makes them credible. Most of the small business loans are dispersed through group solidarity mechanisms. Therefore, only those young entrepreneurs who have established an on-going business, and who have enough social capital to be trusted by a group of at least five other members to guarantor for them, can have access to these loans. Many youths seem to shy away from such credit opportunities either because they do not understand its relevance or the product is not youth friendly. These products however can be viewed as a graduation option for youth entrepreneurs who are reaching the end of project support and whose businesses have become established. The potential for expansion of these businesses opens up their capacity to hire further workers, even on a casual basis.

Barriers to gaining employment

In situations of new employment opening up, eg with AML in Tonkolili, young people with secondary school qualifications, or with 'good connections' are said to have access to opportunities. Few of the young people interviewed are expecting to be hired by big formal employers.³⁶ They say big employers want certificates from school or training, which most don't have, and contractors come to projects with their own workers. Some who had worked for big employers (eg Salcost on road construction) left the job and came back to their own village because they were being constantly moved around the country and felt disoriented. Others are 'employed' in family and managed owned enterprises where reward for work done is mostly in the form of feeding and lodging.

³⁵ More details on financial products available in the districts studied are available in Annex 8

³⁶ Though non-working youth were over represented in the focus groups since those with jobs were at work and were not available to contribute.

Public sector jobs are limited and in most cases recruitment is done in Freetown, the seat of power. The ministries represented in the districts are allowed in some cases only to employ casual labour from the communities, often on 'cash for works' programmes eg through NACSA.

Gender specific barriers to employment or self-employment

The number of skills being offered to young women is very limited and gara tie dye, soap making and hair planting were mostly mentioned. The exception is young women sponsored by FAWE in GTI Magburaka to do electrical installation and masonry and at the Kakajama training centre in Kenema some women were sponsored by Help-SL to do auto-mechanics. However, unlike young men who do odd jobs in their trade at weekends and evenings to earn money, thus also gaining practical experience, these young women do not appear willing to do manual labour to get experience and want to go straight to being contractors.

The other exception is agricultural processing, especially rice and cassava.³⁷ Rice processing is increasing in presence, through the various programmes supporting the SCP, though mechanical rice processing is more seen as men's work since it involves a fuel powered machine. Petty trade (retail of imported, dried and cooked goods) and farming continue to be the most important livelihoods options for women in villages and petty trade for women in urban areas. This can be supplemented with 'hair planting' on an ad hoc basis. Young women are also supporting themselves through keeping 'boyfriends', through 'paspas' or transactional sex, ie social and sexual partners who give them money for everything from school fees to feeding their baby. When asked about the higher dropout rate among females when they train outside of their own villages they gave the following reasons:

- Their family sends them on a training course but they don't have enough to pay all the fees and later can't continue.
- The relatives they are staying with don't feed them and they can't survive.
- They take boyfriends ('lay with them') to help them with their living and fees, and get pregnant with him.
- The teacher wants to 'lay with them' and they get pregnant with him, or they have to leave if they resist.
- Once pregnant they cannot continue with the training.

There were reports of parents being increasingly worried about sending their girls to another village or town to get trained because '*they will not come back trained but pregnant*'. Once pregnant, parents cannot get their young women trained in any kind of job or activity and they become a burden on the family, or get sent out by the family. Having a child in this way also decreases the potential for the young woman to marry a 'good husband' and so her material prospects overall are reduced. Options for avoiding young women becoming pregnant during training include:

- Do the training in their own village.
- Give them stipend/cover their fees so they don't have to take boyfriend.
- Put a female on the trainer team so they can protect/monitor from male teachers.
- Include female leaders as mentors on the training to give advice on how to avoid transactional sex /take care of themselves in relation to sex.
- Give them access to family planning advice and contraception.
- Make facilities available for children to join them on the training (eg FAWE creche).

³⁷ Currently being supported by the World Bank funded Youth Employment Support Programme (YESP), in Koinadugu, Tonkolili and Pujehun.

5.6.2 Conclusions

The study found little evidence of support to enterprise/self-employment set up and little or no bridging to waged employment. Self-employed training graduates can get casual skilled work on a very irregular basis and mix with agriculture, okada riding, or anything else that earns subsistence and capital accumulation. Financial products are available to existing and viable businesses, but soft loan are needed to support young entrepreneurs to reach this viable stage followed by graduation to MFIs. There is room to support young people with completion technical training, business training, access 'soft' credit and mentoring and support for business development. It is realistic to establish young entrepreneurs in full time technical enterprises in urban areas and head quarter towns, and as a complementary income generating option in more rural areas.

Training graduates can get work with big/formal employers only if they have certification. Young people can be supported to overcome barriers to newer employment opportunities through a combination package of technical and soft skills. Employment/self-employment options for young women are more limited and many young women are supplementing their livelihood strategies with transactional sex, and often become pregnant very young,³⁸ increasing the pressure to earn, but reducing their employment options further. Training courses outside of their home place without subsistence support can also lead young women to transactional sex, pregnancy and drop out and NGO supportive structures have to take measures to avoid displacing young women where possible, alleviating the pressure to earn through subsidised training and at least one daily meal, and through access to reproductive health services.

6. Findings - Component B: Mapping of training providers, skills development opportunities and supportive structures.

6.1 Opportunities for private company, training and apprenticeships at local and district that can deliver or offer relevant and marketable vocational skills trainings to youths

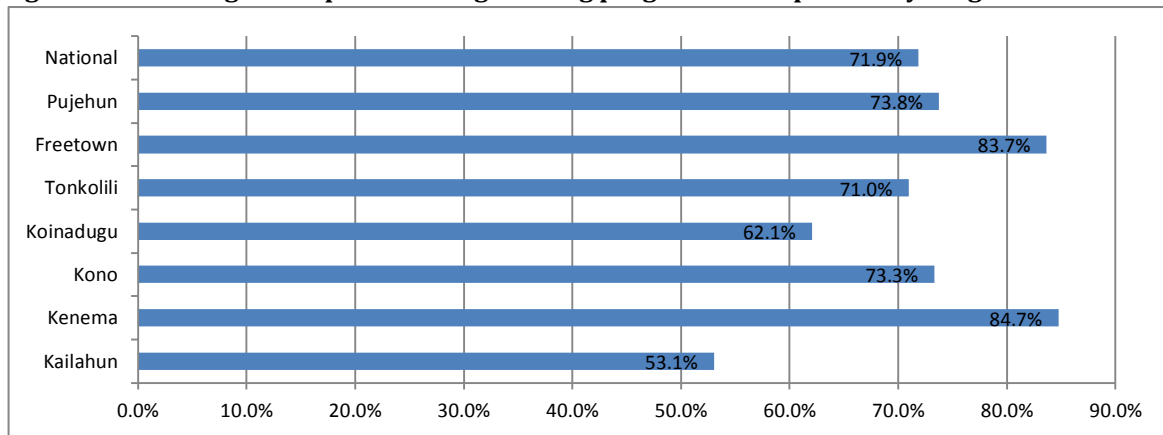
6.1.1 Overview

Young men interviewed were overwhelmingly more likely to have done an apprenticeship or internship than young women (80% to 20%). Additionally, young people over 25 were more likely to have done an apprenticeship than those under 25 years. Young people were most likely to have done an apprenticeship in Freetown, followed by Pujehun and Kenema, and were least likely to have done one in Kono. Those with some or completed secondary school (58%) were also more likely to have been apprentices. One third of apprentices lasted 3-13 months, while another third lasted over two years.

An average of 71.9% of employers claimed to have training programmes in place for young and entry level workers. The highest was in Kenema where 84.7% of employers have training programmes, and lowest in Kailahun where 53.2% have trainings in place. However, the vast majority of this training relates to informal apprenticeships, over 93% in Tonkolili to 74.5% in Freetown. Formal apprenticeships are highest in Freetown at 17% and none were identified in Koinadugu. This is consistent from the findings of focus groups where young people spoke only of informal unstructured apprenticeships.

³⁸ 80% by the age of 25 – 'Youth Employment in Sierra Leone'; World Bank; 2009

Figure 5. Percentage enterprises having training programmes in place for young workers



Training, apprenticeship, internship in large, medium and small private companies.

Large companies (those with more than 50 employees) indicated that they require a minimum junior secondary school education level when hiring young workers in any capacity. However, even with this criteria, the ‘apprenticeships’ on offer are typically unstructured, with no defined timeframe or curriculum. Graduation is at the discretion of the supervisor, or when the young person is no longer prepared to work at apprentice stipend rates. New opportunities had opened up in districts with new mining projects eg Tonkolili. However, young people remarked on a lack of transparency in allocation of apprenticeship places and those without ‘connections’ are less optimistic of gaining a place. More generally there is a lack of apprenticeship opportunities in rural areas compared with urban areas.

There were reports of young workers being exploited as unpaid ‘interns’ in the hospitality sector in Freetown. Some described a situation of worker displacement, where permanent workers are sent on unpaid leave and replaced with interns who work without pay. The UNDP pilot internship project was introduced in 2012 and selected 150 interns which are then placed for 3 months in formal private companies. The outcomes of the project are expected to inform a more structured approach to formal sector internship systems.

Some young people in rural areas mentioned positive apprenticeship experiences with medium sized employers (more than 10 employees), for example in large carpentry workshops in Freetown. The apprentices learned a lot through the scope of the work they had access to, and they were permitted to carry out some of their own work using their employers’ facilities, thus increasing their immediate income. Once they had ‘graduated’ (have own tools, no longer accept to work for ‘stipend’) and returned to district towns, they found themselves struggling to set up their own workshop. Young people in Freetown also spoke of such apprenticeship opportunities but again these were unstructured and how much they benefitted depended on the diligence of the apprentice and the openness of the employer.

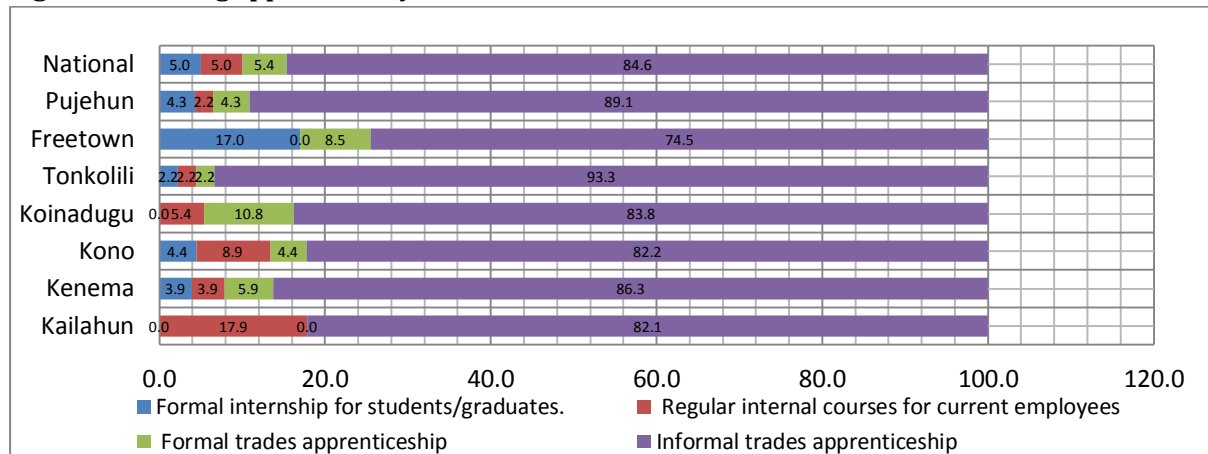
In the absence of functioning formal training centres or structured apprenticeships, most young people are being trained through informal unstructured apprenticeship with small employers (less than 10 employees). There was little mention of on-going mentoring or support from a parent or guardian. Some young people and master tradesmen mentioned a parent bringing them to the ‘Bossman’ and an exchange of kola, blessing and responsibilities. Thus the ‘Bossman’ becomes like surrogate parent, especially in cases where the parent or guardian can no longer provide for the young person. The young person ‘graduates’ from the apprenticeship only when they can afford their own

tools. They don't receive any certification or written reference since they are mostly illiterate and so is their boss. If an apprentice comes with their own tools or machine (through family or NGO support), they will get more practical training and more possibility to earn on small jobs during their training.

6.1.2 Training and apprenticeship opportunities by District

Though the training landscape in private companies is dominated by informal apprenticeships, there were some variations by District. Figure 6 below outlines the breakdown of training approaches by district.

Figure 6. Training approaches by District



Western Area Urban (Freetown)

There are various employers that are ready to provide apprenticeship opportunities for vocational training students, especially in the hospitality, tourism and banking sectors. Hotels and guest houses in Freetown expressed willingness to provide internships or apprenticeship for vocational training students. The Sierra Bottling Company, the mobile phone companies, and Sierra Leone Brewery all have procedures in place for accepting students on apprenticeship. These companies could accept apprentices from established training institutions upon recommendation.

For this to be successful a company's needs in terms of skills must first be identified and then vocational training students matched with these companies. The performance of such students during internship could respond to companies recruitment gaps. However such internship and apprenticeship programmes have to be closely monitored for unintended consequences, especially the replacement of paid workers with unpaid interns (substitution effect).

Kono

The proliferation of mining companies in Kono has not resulted in increased apprenticeship or internship opportunities.³⁹ Interview access to these companies proved to be difficult, indicating that training institutions might also find it difficult to send students on interns/apprenticeships to these companies. NGOs supportive structures would have to develop relationships with individual companies for the purpose of providing employment ready interns for positions that companies have difficulty in recruiting.

³⁹ Among these mining companies are OCTEA Mining Company, Nimini Gold Mining, Green Stone Mining Company, Gouji Mining Company, Global Carat Mining Company.

Focus groups revealed that there is an increase in demand for masons in the building and road construction sectors, but there are few apprentices hired currently as the projects are time-bound and workers are normally hired on casual labour short contracts. However, construction companies could be engaged by training institutions and supportive structures to test a structured approach to apprenticeship within time-bound projects.

Kailahun

Kailahun, the agricultural basin of the Eastern Region, is known for cash crop production, especially tree crops cocoa, coffee, and kola. However, there is no major agricultural production company in the district and the cash crops are usually sold to agents in raw form through the regional headquarter town of Kenema. Other agricultural activities are mostly at subsistence level and do not produce significantly for the market. Therefore internship or apprenticeship opportunities are lacking in this district because of the absence of well established companies.

Tonkolili

Large companies in the studied chiefdoms of Tonkolili are limited to the mining company African Minerals Limited (AML) and the Magbass sugar farm and refinery. Apprenticeship opportunities are available to those (mostly young men) with secondary school education, or those with a relative already working in the company. AML have their own training centre for literacy and technical training of the first round of new entrants. In subsequent rounds, only those with certification will be accepted. Training for nurses' aides is taking place at Masanga Hospital and young women with secondary school education are benefitting from this opportunity. Apprenticeships in the district are otherwise limited to unstructured opportunities with small employers.

Koinadugu

Opportunities for apprenticeships are mostly limited to the small employer 'Bossman' scenario. Gold mining companies in the district do not appear to have any openness to apprenticeship schemes and are reported to recruit their skilled workers from the rest of the country and the region. Many travel to Freetown or Makeni seeking apprenticeship opportunities. Young people with tertiary education are taking unpaid volunteer positions with NGOs and health facilities in order to gain experience and contacts.

Pujehun

NGOs and the District Council in Pujehun reported that they are prepared to accept interns if contacted in that regard. However, none currently have their own intern programmes.

Kenema

Kenema has many NGOs, companies, restaurants and hospitality facilities willing to accept interns. Many of the training institutions visited reported to have sent at least one trainee on internship to work with a formal company. However, the ease with which interns are accepted at hospitality facilities may not be unconnected with the requirement that interns work for free.

6.1.3 Conclusions

Young men in urban areas with some secondary school (JSSCE level) are the most likely to have opportunities to learn a trade through a reasonably structured apprenticeship. Others are learning through informal, undefined apprenticeships.

Larger companies in Freetown, and less frequently in the districts, are more likely to offer semi-formal apprenticeship positions. These companies vary greatly in their approach to entry level recruitment but can be approached on a case by case basis to identify opportunities for piloting more structured apprenticeship programmes. None of the larger companies are linking with technical institutes for their entry level recruitment, and appear to prefer to deliver their own training system internally.⁴⁰ Smaller and medium employers hire young people as ‘apprentices’ until they are deemed capable of independent work, they can afford their own tools, or the apprentice gets tired of working for irregular or no money.

All companies emphasised that the soft skills they require for entry level workers in whom they are prepared to invest in internal technical training. NGO partners can approach large and medium companies in an individual basis to identify recruitment gaps and can respond by providing soft skill training packages (especially communication, leadership, problem solving, literacy and numeracy) to young people with the capacity to succeed through apprenticeship positions. NGOs can also work with small and informal employers to create a more structured apprenticeship format including business training and certification and access to finance and set-up support on graduation.⁴¹

6.2 Accessibility, efficiency, effectiveness, relevance and quality of selected vocational education and training providers; and their ability to prepare young people for job and self-employment and to support safe bridging to the labour market.

6.2.1 Overview

Most training activities are undertaken by institutes without making reference to the needs of employers across the country. In all seven districts, the demand for quality training greatly outstrips the supply. The majority of the existing training institutions are very weak, with some notable exceptions. Only 28% of young men and 27% of young women had been enrolled in any vocational skills training programme. A third of 25-35 years had enrolled, and a fifth of 15-24 year olds. The highest enrolment was recorded in Pujehun (41%) and Kenema (31%) and Kono (36%) while only 8% or respondents in Koinadugu had enrolled. More young men had been supported by an NGO, while more young women had been supported by an employer. The courses were paid most by family in Pujehun, by the employer in Kenema, Koinadugu, and Tonkolili, by the Government in Freetown and Kailahun, by an international NGO in Kenema and by ‘another’ in Kono. 69% of males and 32% of females reported completing the course.

Bridging support to young people to enter the labour market

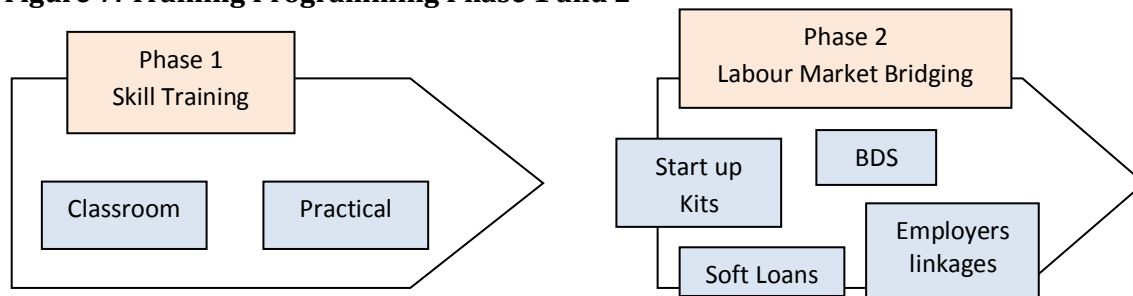
The process for bridging young people to enter the labour market requires two phases, as outlined in Figure 7 below. Phase 1 involves classroom and practical training. However, even if the training is of sufficient quality, young graduates (especially those considered vulnerable) face significant challenge in transitioning to employment or self-employment, as described above. Bridging support can assist graduates to overcome these challenges, through a combination of access to tools and workspace (through soft loans or supply of materials), business development services (BDS) including business training and information on access to finance, and linkages to potential employers or contractors.

⁴⁰ The exception is the Sierra Leone Opportunities Industrialization Center in Makeni (outside the research area) which trains entry level recruits for many companies including the National Power Authority.

⁴¹ GIZ has developed a programme for structuring informal apprenticeships in Ghana – See - *Ghana Skills Development Initiative (GSDI)*; Sourced at <http://www.cotvet.org/new/downloads/GSDI-Flyer.pdf>

None of the training programmes identified in this research are providing effective bridging support to the labour or self-employment market, and there is a programming cliff edge for young people passing through these training programmes at the end of Phase 1. Given the limitation in equipment, as well as duration and tutor quality, the graduates are often poorly trained and then released onto the labour market without the technical, communication or business skills to successfully use the skill.

Figure 7. Training Programming Phase 1 and 2



All of the training facilities identified are providing skill training of various quality and duration with typically limited equipment and ad hoc practical arrangements. Few are providing start up tools, and those which are, provide poor quality tools which don't last long. None are providing or linking with credit facilities, post training business development support or links to employers seeking qualified workers. Many of the training programmes do not have a long enough duration to produce a fully trained worker and many of the trainees take up a skill because it is offered, not because it is their chosen skill area. There is significant lack of continuation of trainees in their trained area and the trainees reported experiencing a cut off in support immediately after the training that leaves them unable to operate independently.

There were also worrying reports of the numbers of young women who go to another town or village to undergo training which they do not complete when they become pregnant, often following engagement in transactional sex to pay their basic expenses. They return to their families pregnant and unqualified, not in a stronger livelihood position, but as a burden to their families and with reduced options in achieving a quality marriage. Some are excluded from their family and end up on the streets of headquarter towns.⁴² Young men trainees are able to find money through casual labour and through ad hoc okada riding.

6.2.2 Training facilities in the seven districts

The vocational training facilities are almost all clustered in the district headquarter towns. The rural towns are relatively far and are not easily reached by youths wanting to undertake the training. The case is slightly different in Kono where there are some community or private run training centres in remote villages. This is as a result of an IBIS model taking youth training to the door steps of the rural youths. The community ownership of training modules and service providers is also a strength of the model and could enhance sustainability of the programme. However, all trainees interviewed claimed that no financial assistance has ever been given to them for the setting up of a business after training. The following vocational education and training providers were identified in the seven districts considered by the study.

⁴² Interview with *StreetChild* in Magburaka.

Western Area Urban (Freetown)

In Western Area there are a number of training providers of varying quality. Various 'youth training workshops' are being run by master artisans who take on youth in unstructured apprenticeships in the Western Area and the districts. These 'Master Trainers' are interested to engage but they need a partner/contractor who will provide the curriculum and other elements of the training structure.

Freetown is also host to many vocational training institutes. Some are formal with a purpose build campus with structured curricular while others have curricular but campus, or neither. In Freetown, the study was able to visit and interview fifteen vocational training institutes in the operational areas of SCI and GOAL, five in each of East, Centre and West of the city. The training institutes were classified into Class A – those which are high functioning with campus, curriculum, equipment and regular programme; and Class B – those which do not have structured curriculum, course duration, or formal assessment but which recruit young people to train in their workshops, mostly as mechanics. Five Class A institutes were identified – the Mulriado Vocational Training Centre; the Young Women Christian Association (YWCA) Government Assisted Training Centre, the Youth Development Movement Centre and the East Freetown Government Training Centre all provide technical training to a decent standard, although could benefit from investment in better or more equipment. The Obasanjo Youth Training Centre offers training for youth in IT, Business Studies and Peace Studies. GOAL Sierra Leone and Save the Children are providing support to youth skill training in Wellington, Mabella and Grey Bush through provision of tuition fees.

Kailahun

One fully functioning training centre run by the NGO Child Advocacy and Rehabilitation was identified in Kailahun. The mission run Red Rose Partnership Training Centre is open but is not very operational. Owned by the MEST, the Njaluhun Technical Centre is newly opened but is not yet equipped.

Kono

Technical training in Kono is provided by a number of private, NGO or community owned facilities both in the headquarter town of Koidu and in other location. Inside Koidu, the Women's Development Initiative is privately owned and caters for females and males between the ages of 16 and 25. The Progressive Women's Organisation has a structured curriculum and trains females and males with at least class five education. Kono Technical Educational Centre is run by Advocate for Vulnerable Aid (AVA) and has a purpose build campus with classrooms, administrative offices, and laboratories for practical training. Outside Koidu, the privately owned Daughter Vocational Training Centre operates in Sandor Chiefdom, and the Quedondoya Development Association in Nimikoro Chiefdom is a community built structure owned by the residents of the chiefdom. These two are supported by IBIS in curriculum development.

Tonkolili

Tonkolili vocational training facilities are concentrated in the headquarter town of Magburaka. The Government Training Institute (GTI) in Magburaka is a unit of Northern Polytechnic (which is under MEST). African Minerals Limited has carried out a study on the GTI facilities and is expected to make investment of \$3m to refurbish the campus. However, no evidence of this investment plan was available. St Josephs Vocational Training Centre is supported by Government and by the Sisters of Cluny trains 50 young women a year in agriculture, gara tie dye, tailoring, cloth weaving, and cosmetology. The GTI and St Josephs are both severely limited in their resources and have no links to employers or to business set up for their graduates. The Kansas tailoring training has a reputation in

Magburaka for producing effective tailors and the business model is based on selling the apprentices produce and religious belief. Though not specifically vocational training, the most effective trainer is the COSSTECH which is being approached by employers seeking to hire graduates, and provides training for to the level of NGO workers. The MECC and St Matthews SS in Bumbuna are providing some IT training, but there is room for expansion and increased effectiveness for both.

The Masanga Hospital (MH) campus is undergoing considerable renovation, and the organisation is going through a significant restructure. There is room for its carpentry and tailoring workshops to become profit making and to increase the number of apprentices to four each. Though these are still very small numbers, there is potential for MH to develop a model of structured and certified workshop based apprenticeship that does not currently exist in the district. IBIS hosts the MH Collaboration and Partnerships Officer in Freetown who is supporting the development of the Tonkolili District College of Health Sciences and Technology, which had its first intake of 62 student nurses in 2012. The College is training its third batch of 60 Nurses Aides who work in the MH and submitted its proposal to the Tertiary Education Commission in 2012 to establish technical and vocational training in electrics, plumbing, metalwork, carpentry, bicycle maintenance, tailoring and soap making, with core subjects in English and maths. Fundraising is on-going and training is expected to start in 2013/2014, using the NCTVA curriculum. The first courses will follow an 18 month programme in carpentry and tailoring.

Koinadugu

In Koinadugu there are two closed purpose built training centres. The GIZ centre was closed and handed over to Government in 2009 but has not been reopened. The Red Cross (Spain) Centre was closed in 2012 when programme funding was not renewed. The buildings are available for rent for ad hoc training. Both were established during the post conflict demobilisation period. Kabala Cheshire Services is providing training for disabled youth through master trainers. FAWE (Forum for African Women Educationalists) runs a high functioning training centre in Koinadugu targeting vulnerable young women.

Kenema

Seven training providers operate in Kenema with varying levels of quality, and trainees also travel from neighbouring districts. The Government owned Eastern Polytechnic is highly functional with a purpose built campus. It is moderately equipped and has qualified trainers. The other six training providers – Ben Hirsch Training Institute, Catholic Technical Vocational Institute, Kakajama Technical Vocational Training Institute, Muloma Womens' Development Association, Young Mens' Christian Association Technical Vocational Training Centre, and Zenith Community Education Centre - reported having 100 to 500 students enrolled and are operating with varying quality of equipment, premises and certification systems.

Pujehun

In Pujehun, the Community Education Centre (CEC), a low functioning mission run training centre and a community owned Growth Centre are providing training for 18 and 36 months respectively. Two non-functioning training centres were identified outside the head quarter town, namely the Zimi Trade Centre (50 miles east of Pujehun town) and the Gendema Training Centre (on the Sierra Leone-Liberia border - 70 miles from Pujehun). No functioning training centres were identified outside of Pujehun town.

6.2.3 Conclusions:

Training centres in Tonkolili, Koinadugu, Kailahun, Pujehun and Kono are limited or weak in terms of equipment, premises, and curriculum. Only Kenema and Freetown had high functioning training available in significant numbers, and they are consequentially oversubscribed. Government centres are weakest, though some private institutions are also in a state of neglect. Equipment is limited and tutors are poorly trained. Some of the training providers were well funded during the training boom in the early post war demobilisation era, but funding has diminished. Most of the training facilities are clustered in headquarter towns and are not easily accessed by rural youth. The exception is the community training facility model being developed by IBIS in Kono. The entrance requirements in the Government training institutes are too high for most vulnerable youth who don't have secondary school education qualifications, though some of the private and NGO facilities have adapted to offer training to young people with lower education levels. Many of the courses are too short (typically 6 months) to produce competent skilled workers in that technical area. There is a cliff edge after training with no follow up to support graduates to establish themselves in a livelihood.

NGO supportive structures expecting to partner with training institutions in five out of the seven districts face a shortage of functional trainer options. However, there are a number of trainers which as least have venues. In this context, NGOs have to identify specific training areas in niches identified in the local market, and work closely with the training centres to develop the curriculum, qualify trainers and invest in equipment. NGOs also have the option to work with Master Trainers, but they will also require investment in curriculum development, trainer qualification and in enough equipment to ensure trainees have adequate access to practical work. Selection processes should give preference to those (locally identified) who are most likely to continue with the skill after the training. There is significant room for completion training for existing partly trained graduates.

NGOs also have huge potential to develop more solid and effective models to bridge graduates to the labour market. As a starting point, youth employment actors have to recognise the necessity, and to budget for, continued support to graduates for a minimum of one year post training. On-the-job placements can be incorporated, thereby establishing trust relationships with local trades people. Poor quality start up kits can be replaced with accompaniment of the young trainee to local suppliers and training on negotiating of supply chain relationships, and availability of soft capital. After having established themselves over one year, the young entrepreneur can be introduced to local credit facilities and supported to become financially autonomous from the programme. NGOs can also provide on-going business, literacy and other soft skill training. The training and accompaniment packages have to have enough flexibility to adapt to urban (city/town) and rural (village) circumstances and to gender differences.

6.3 Supportive structures and services that can support youth in accessing training and sustaining employment or self-employment.

6.3.1 Overview

Local and international supportive structures are active in supporting young people into employment. However, they are limited in the numbers they can reach and in the follow up they can do throughout the district, especially over difficult terrain and in the long rainy season (May-October). Support to youth employment is in the form of short skill trainings and start up assets, with little follow-up and poor likelihood of sustainable livelihoods being established from these skill training. Beneficiaries are often attracted by the training stipend and by the chance to get connected to an NGO, because of the

greater benefits this might offer. There is little linkage of newly skilled workers or entrepreneurs with business development services (which often don't exist), with financial services, or with employers. The National Youth Commission, though established in Freetown, doesn't yet have a firm root in the rural districts. Their functions in promoting youth employment seem to be limited to a tangential role on the World Bank funded Youth Employment Support Programme (YESP).

6.3.2 Supportive structures and services in the districts.

Kono

Intervention by supportive structures in Kono to support youth training and employment or self-employment is very limited. The National Youth Commission's only youth employment promoting functions in Kono is a tangential role in the YESP. The Ministry of Agriculture Forestry and Food Security (MAFFS) is supporting young farmers in all fourteen chiefdoms through the provision of fertilizers, seed rice and tools. The Kono District councils does not have any direct youth employment programmes but supports NGO delivery.

Life After Diamond is a project that empowers youths with financial aid and inputs to establish a farm. The Drivers Union chairman claimed that they provide training in driving but there was no evidence of a vehicle or of trainees. IBIS is active in Kono in the training of youths, including agricultural training, in partnership with AVA and other local organizations. IBIS is also working through master trainers and has developed curricula for master training of apprentices in some technical areas.

Kailahun

Youth employment and self-employment is being supported in Kailahun by the Ministry of Education Science and Technology (MEST), GIZ, and World Food Programme. MEST works with the World Food Programme (WFP), Plan International and Save the Children to provide employment for youths in agriculture through establishing new farms, and providing equipment and materials for youth farm groups. MEST recently built a new Technical Training Centre but is not yet equipped to provide the anticipated courses.

The GIZ Employment Promotion Programme is supporting cocoa value chain development through access to land and productivity training for smallholder farmers and youth groups. GIZ also supports the Kailahun District Youth Empowerment Promotion Committee, tasked with advocacy on youth employment issues. WFP is helping youth people in cassava and palm oil processing and in adding value to local rice.

Pujehun

Stakeholders involved in youth development in Pujehun district include the District Council, the District Youth Council, GIZ, and a few local NGOs. The Pujehun District Council has a Youth and Sport Committee headed by a Councillor that provides overall direction for youth development in the district. The Ministry of Youth Employment and Sports (MYES) also maintains a youth desk at the Council and works closely with the District Youth Council. The District Youth Council is the local representation of the National Youth Commission and is tasked with

Box 5. Local Actors - Kailahun

Mr. Sattie Banya is the chairman of the Kailahun District Youth Employment Promotion Committee (KDYEPC). He sees that agriculture is the main occupation in the district and youths are interested in it. The major constraint he sees is the lack of support from government and donor agencies for training in agricultural processes and packaging to satisfy the demands of the market.

Car Wash, according to the chairman, is becoming an important source of employment for young men in urban parts of the district. The youths see this as a means of daily survival where an average daily income is Le 5,000, far less than their expenditures. The absence of equipment and leadership is a major constraint. Therefore, equipping and training of youths is key for the development of this sector.

coordination, mobilization, advocacy and creating linkages with the District Council on youth development. However, there was no evidence of any youth employment interventions by any of these local government structures at the time of the research.

Only a few NGOs are involved in youth work in Pujehun district. The Pujehun Development Organisation (PDO) is a local charity focusing on education, water and sanitation and livelihood strategies. The Pujehun Youth for Development organization is a local charity with GIZ support and works in agriculture training and input supply, peace building, health and sanitation. GIZ works with a local entrepreneur to support young cocoa farmers in Barri and Kpeje chiefdoms.

Western Area Urban (Freetown)

Given its position as capital city and its population of over one million, Freetown is served by numerous national and international structures which provide support to youth employment and self-employment. The most prominent in the three communities covered in the research are mentioned here. The Youth Unemployment Advocacy Group (national), and Restless Development (international) provide certified internship programmes for youths and is also responsible for the development of the UNDP funded Business Development Services based at Newton. The international NGO Don Bosco Fambul provides support to youth employment in Freetown through sub contracted training providers, working mainly with street children and vulnerable youths in difficult circumstances. Child Fund is an international child-focused NGO which is implementing the World Bank supported Youth Employment Support Project component for urban youths, focusing on technical and vocational skills training and on linking youths to job opportunities and self-employment.

Koinadugu

There are two closed technical training centres in Koinadugu. The Deputy Director for Education in Koinadugu claimed that the former GIZ technical training centre will be reopened in 2013, with capacity for 100-200 and offering carpentry, masonry, auto mechanic, IT, tailoring, catering, hairdressing, agriculture, along with English and maths. However, there was no evidence of preparation for the reopening. A second closed training centre, belonging to Red Cross Spain is used for adhoc trainings and there are no plans to fully reopen the facility.

There are also supportive structure interventions engaging young people in agriculture value chains. GIZ is currently focusing on developing value chains in rice and cattle husbandry, including training of young community animal health workers. CCDP is a partner to PARD in the delivery of the Youth Employment Support Programme (YESP), through which low educated young people aged 18-35 years (50% female, 50% male) are being trained (by FAWE) for three months, in groups of 25, in rice and cassava processing and enterprise development. Child Fund are providing short livelihood trainings to people aged 18-60 who are living with HIV. Daindenbeh Foundation is a community based organization and partner of Child Fund that provides support to youth led farm groups through training and processing machines inputs. NACSA is providing cash for works opportunities for young people, repairing or maintaining feeder roads and community assets.

Tonkolili

Structures supporting youth employment in Tonkolili are all based in the headquarter town of Magburaka. Despite the number of organisations, their reach is generally limited and the quality of their programmes varies greatly. The MAFFS is supporting farmer based organisations through farmer field schools, business and record keeping training (through Gbonfa and Affod). NACSA is delivering

the cash for works component of the WB funded YESP. The infrastructure intervention includes road maintenance, especially spot repairs and culvert construction. The agriculture intervention engages young people for preparing of land for new group farms. Chiefdom youth committees have been set up by Tonkolili District Council. These are all volunteers and there is no paid District Youth Officer yet. Youth committees⁴³ are given small public works in urban cleaning, or store construction, and NACSA is providing short work opportunities on road construction (Le7500 a day is too small).

CODALS is a local NGO engaged in agriculture and adult literacy using REFLECT methodologies. CCDP is a partner to PARD for the delivery of the YESP and is coordinating the training of 8 groups of 40 young people over two years in rice and cassava processing. CCDP is also building the stores and installing the machinery that the groups will use to establish their gari and rice processing businesses. CIDA is engaged in female empowerment, skills training for livelihood development and promoting basic education for adults. MAPCO is a small CBO training four apprentices at a time through master trainers in weaving and tailoring. HELP SL is supporting young people to be trained in computing, tailoring, gara tie dye and hairdressing at St Josephs Vocational Training Centre. Street Child Sierra Leone is addressing the needs of street children in Tonkolili through access to education and reintegration to their families.

Kenema

Many NGOs in Kenema claim to be providing support young people to prepare them for employment. However, the support being delivered has limited coverage and is of varying quality. With support from UNDP, a unit has been created at the Eastern Polytechnic for career guidance, setting up apprenticeships and job placements. GOAL-Ireland is providing skills, literacy and enterprise training for youth in two chiefdoms (Nongowa and Lower Bambara). The Sierra Leone Red Cross Society trains young people to become community volunteers, providing them with work experience. The Kenema District Youth Council is attached to the local council and claims to be working closely with the district and city councils in mobilising young people, providing training, and engaging youth groups in the implementation of public works projects. Kenema District Youth Coalition is a coalition of smaller youth groups and is independent of the District Youth Council created by Government. They focus on skills training, micro credit, farming, and support okada riders through soft loans.

Box 6. Working with vulnerable youth

Some supportive structures identified particular challenges in working with vulnerable youth. They recognise that these youth are complicated people, and specialist skills are required to work with them. Many participants are only attracted to the programme for the stipend, and will only want to turn up on the last day of the month. Project workers have to work closely with the young people to get them to engage and turn up every day. They identified that though there is a pressure to put large numbers through interventions, large groups are hard to manage. Individual attention is required to make them 'feel like a family inside the programme'. Home visits are part of that strategy but these actions are labour intensive.

6.3.3 Conclusions

Supportive structures often do not have business development expertise and the trainings often do not respect market realities in their timeframe. For example, it takes at least 18 months to train an effective tailor, and this cannot be achieved in 6 months. Supportive structures are stronger in social analysis, in their understanding of the context, and in adult education. Funders are content to bring young people to the point of graduation from training, without attention to what they do with the training. The lack of available functional training institutions makes it difficult for structures to partner with effective training deliverers. The result is that training is being delivered through weak

⁴³ National Youth Commission youth committees in all districts are predominantly male and there are no such government supported structures representing young women.

institutions or through ‘master trainers’ with little structure. Graduates cannot set up in business with such limited skills, and without any business expertise or access to durable tools, capital or workshop. In addition to these inputs, graduates need follow up support for at least one year to allow them to establish a credible business.

In order for them to be more successful in establishing young people in sustainable livelihood strategies, supportive structures operating in youth employment need to develop technical expertise in vocational training, enterprise development, and understanding labour, product, and services markets. They must budget for minimum one year post training follow up to facilitate the young person’s transition to the labour market. They cannot assume that a contracting training institution can deliver the training quality that the project model requires and they will have to prepare to invest in capacity building of training providers (curriculum, tutor training, equipment) to allow them to reach the required standard.

Through these additional measures, supportive structures will be able to get beyond the current approach which is limited to accessing weak technical training and releasing partly trained young people onto the labour market without the requisite skills to navigate it.

6.4 Gaps and barriers to youth participation in TVET or other skills training and apprenticeship programmes.

6.4.1 Overview

Participation and completion rates of young people in technical training are very low. Almost three quarters of young women and men interviewed had never enrolled in any vocational skills training programme. Two thirds of 25-35 years and 80% of 15-24 year olds had never enrolled. Even among those enrolled, only 32% of young women and 69% of young men completed their course. Young people and training providers identified a number of barriers to their participation in TVET training opportunities or other skills training. These obstacles include entrance requirements, the non-availability of financial support to pay fees, breakdown of parental support, distance from vocational training centres and the lack of career counsellors in the districts.

A major barrier to government training facilities is the entrance requirement. Training Centres often require trainees to have a minimum education level of WASSCE (Senior Secondary School) or BECE (Junior Secondary School). This is out of the reach of most 15-35 year old youth, especially those who were primary school age during or shortly after the war. Literacy levels are at less than 50% for the 15-24 age group. This represents a structural problem in that the government training infrastructure is out of sync with the typical education levels of young people seeking to enter the technical professions. In Sierra Leone, completing secondary school education represents an opportunity to enter professional careers, given their scarcity relative to the population. Young people without secondary school education are more attracted to technical trades. Conversely, the lack of a secondary school qualification excludes these young people from into technical training.

The vocational training facilities are almost all clustered in the district headquarter towns. The rural towns are relatively far and are not easily reachable, especially in the six month rainy season. In Kenema district for example, all TVET facilities are located in Kenema town and none are in rural towns like Tongo Fields. Young people had to travel to Kenema to access these opportunities at very

high costs. The case is slightly different in Kono where there are some community or private run training centres in remote villages under a community owned model being developed by IBIS.

Cost is also a barrier for participation in TVET training. Though the fees are heavily subsidised (eg \$25/NGO to \$200/GTI a year per student), they are out of reach of most young people and their families. The extra charges for training materials and other incidentals have all contributed to pushing training courses out of the reach of many youths. In addition to the fee and materials costs, there is the cost of not earning. Many of the young people interviewed assume income generation responsibilities at a young age and are under pressure to find 'fast money'. They do not have the option to not earn while engaging in a training course. Also related to cost is the issue of distance to the training centre and the burden of daily transport fees, or alternatively, the challenges in finding lodgings close to the training. Many lodge with extended family in the town of the training, but often the resources are limited in that household also and many reported going without eating.

Linked to the vulnerabilities around lodging is the issue of gender. For young men who are training, they can get casual labour jobs for example on construction projects. These options are less for young women and many opt for transactional sex as a way to get money to buy food and materials. As mentioned elsewhere, this can lead to unplanned pregnancy, forcing dropout from the course and potentially even rejection from their family.

Many of the young people also commented on the quality of training available. The training at most institutions (especially government) is said to be theoretical only. The institutions are only very lightly equipped and many of the tools for the trade are not available, so the trainees graduate not knowing how to use them. The lack of structured on-the-job-training is also a deterrent. This also links to the issue of bridging to the labour and self-employment market. While some of the training courses provide basic tools and small start-up capital, none of the courses on offer either from government or from NGOs have solid bridging strategies and many young people know of graduates who fell out of the trade after graduating when they could not get a foot hold in the market.

It should also be noted that some young people are very motivated to do any course made available to them as long as they '*learn something*'. Some see the trainings as a vehicle to connect them to a wider support system (especially if attached to an NGO). Others do courses out of having nothing better to do, or because they are attracted by the stipend which helps them survive while they are exploring all options. Some also do a number of short courses in different skills, not being fully trained in any, but allowing them to 'have options' by having a foothold in different trades. Equally young people are attracted to informal and unstructured apprenticeships as it gives them something to do, provides a small stipend, gives them their first links to the labour market, or because they are instructed by their families to do so.

6.4.2 Conclusions

Most young people are not impressed by the training on offer in the seven districts and are not willing to make the personal sacrifices required. For some young women, engaging in training presents real dangers. Others again will adopt a 'wait and see' approach. They will engage in a training because of where the relationship with the trainer or supportive structure might lead, and not because they are committed to establishing that livelihood.

Training packages for sustainable livelihoods in the seven districts require considerable strengthening to overcome these constraints and become more attractive to young people and employers. NGO partners will have to re-examine the location of training programmes so that they are accessible to vulnerable young people outside of cities and headquarter towns. This will mean bringing the training to the village level through community facilities or master trainers, or covering transport and lodging costs for centrally located training. Sexual and reproductive health services should be aligned with the training, especially where trainees have relocated from their family home, and where young women are being targeted. The quality of training will have to be improved to convince both young people and potential employers of its usefulness. Local employers should be involved in the development of new courses, and they should also be engaged for on-the-job trainee placements. Investment will be required in the curriculum development, tutor qualification and practical equipment and materials.

Supportive structures have to make a difficult decision between continuing with the existing model of weak, short term training with little bridge to the labour market, which is not attractive to most young people, and investing in a more thorough, comprehensive package which will have more significant long term outcomes, but which will be more costly initially. There may be room for partnerships between NGOs to share some of the capacity building costs of selected training providers.

6.5 Capacity of existing entrepreneurship support and training for youth.

6.5.1 Overview

In assessing entrepreneurship training and support, it is important to distinguish between support for opportunity entrepreneurs and for necessity entrepreneurs. A necessity entrepreneur is defined as one who starts a business because they cannot find a satisfactory job. In contrast, an opportunity entrepreneur is one who starts a business to take advantage of a business opportunity. Many argue that growth happens by investing in the 'opportunity' entrepreneurs who choose to start new enterprises in response to market needs. While 'necessity' entrepreneurs create a job for themselves, the value is limited and their number decreases as the economy develops.⁴⁴

Much of the entrepreneurship support in Sierra Leone, especially in relation to youth employment, is geared towards necessity entrepreneurs. Even within this category there is much blurring of the definition of self-employed and entrepreneur. Many training graduates, from both courses and unstructured apprenticeships defined themselves as 'employed' if they have semi-regular casual work with a master tradesman/woman. However, they may also be categorized as self-employed or entrepreneurial as they are selling their labour to these contractors on an assignment by assignment basis. Given the lack of structured support for bridging to establish real enterprises, many trainee graduates languish in this position. Some will go to mining, okada or transactional sex to get capital together to establish a business site and proper tools. But without strong business planning and coaching, most will not succeed and these will engage in casual labour, petty trade, farming, or another training course to supplement their income.

6.5.2 Entrepreneurship support available to young people

Interviews with young people revealed the low level of coverage of existing entrepreneurship support from government, NGOs and the private sector. 15% of young men and 14% of young women reported to have received some support from a vocational or training centre to find a job or self-employment. The highest response was Freetown where 38% received support from a training centre and the

⁴⁴ *Moving away from necessity entrepreneurship*; sourced at <http://beyondprofit.com/moving-away-from-necessity-entrepreneurship>

lowest was Kono, Koinadugu and Pujehun where none had received such support. Only 13% of young women and 11% of young men in Freetown received support from the National Youth Commission did any of these young people receive the support. Support from a local NGO was also uneven. 25% of young people in Kono and 42% in Freetown received support, whereas none received any local NGO support in Tonkolili, Kailahun, or Kenema. 44% of young people interviewed in Freetown and 20% in Tonkolili were supported by an international NGO while none in Kono or Pujehun received any INGO support. The most significant support to young people came from their family (especially parent, uncle, brother) or friends.

Of those that did report support, 60% got business training, 13% were helped to write a business plan, 8% were connected to credit or financial services, 4% were connected to suppliers (only males), 15% were connected to customers and markets, and none reported receiving start up kits. Of those that received help, Koinadugu and Pujehun were strongest on business training, Kono on business plan writing, Tonkolili on connection to financial services, Kenema on connection to suppliers and Kono on connection to customers and markets.

More young men than young women believed it relatively easy to set up a business, and young people with some or completed secondary school education found it easiest. Young people overwhelmingly saw that lack of access to capital was the primary obstacle to starting a business, although some 15-24 year olds recognised that they did not have enough experience or did not know how to go about starting. Young people with secondary school, and those with no education at all were more likely to value business training after access to capital. Young people in Koinadugu also cited technical and vocation training as a need, but this was not echoed in the other districts. Political connections were not cited as important for starting a business.

Support to opportunity entrepreneurs is being provided through interventions supported by UNDP, ILO, Soros Economic Development Fund and the UK Department for International Development (DFID). UNDP is supporting the set up and running of five Business Development Service (BDS) centres in Kenema, Bo, Makeni, Waterloo and Freetown. The BDS centres will provide start-up mentoring, business management training, and access to finance to young entrepreneurs, with a particular focus on agro business. The centres will also support cultivation of inland valley swamp (IVS) and addition rice value chain and establishment of market outlets for finished agro products.

The Business Bomba National Business Plan Competition is an initiative of the Government of Sierra Leone through the Ministry of Trade and Industry and is supported by the Soros Economic Development Fund and the UK Department for International Development (DFID). It identifies talented entrepreneurs with innovative business ideas which they could use to expand existing businesses or establish new businesses designed to create employment and alleviate poverty. The agri-business sector is a key focus area. The initiative is implemented by AFFORD, who are also implementing the Makeni business development services centre and are coordinating a network of BDS advisors in the country.

The ILO is collaborating with the National Youth Commission to develop the capacity of local partners to implement the 'Start and Improve your Business' programme in training youths to start and grow their businesses. A ten day Training of Trainers workshop was conducted for twenty three participants in November 2012. Eighty four young people (6 from each of the 14 districts) were expected to receive entrepreneurship training from these trainers during December 2012.

6.5.3 Conclusions

The entrepreneurship support needed by necessity entrepreneurs to create a job for themselves includes tools, running capital, workshop space and further training opportunities to improve the quality of their product. This is mostly being provided by socially oriented supportive structures that do not have significant business expertise and the programming typically ends at training and start-up capital or kits. This is too limited and does not serve to set up the young person in a sustainable livelihood. This short lived support may even serve to discourage young people from the labour market when they are not successful. Financial products are available, but only after a minimum one year of business success.

Support for opportunity entrepreneurs is evolving in Sierra Leone but at a very slow and limited pace. The developments in business development services, including support for business planning, accounting and financial planning, and access to financial services is improving under UNDP, ILO, DFID and Soros supported initiatives. However, there is still much to be done in terms of scale and reach.

NGO partners have to be clear about whether they are supporting opportunity or necessity entrepreneurs. The most vulnerable youth are more likely to fall into the category of necessity entrepreneurs and NGO supportive structures will have to respond to their needs accordingly. As described elsewhere, this requires a package of support in addition to technical training that includes mentoring and coaching, access to start up inputs, accompaniment in setting up supply chain relationships and access to longer term credit facilities.

7. Conclusions

Young people in Sierra Leone are trying to find employment and self-employment in a low income, post conflict and highly informal working environment. The government and partners are striving to achieve economic growth primarily through the development of the agriculture and mining sectors and through promoting enterprise. Despite progress in recent years, there is still no policy framework to guide youth employment and the ministries responsible do not have a lot of capacity. Youth employment interventions are predominantly donor led and are therefore short term and have limited reach.

At 21.3% GDP growth in 2012, Sierra Leone has reached an important economic development milestone, and some of the economic dividends are spilling over to complementary sectors and local trade. Yet the economies of all seven districts explored in this study remain underdeveloped. Apart from general constraints of infrastructure, education levels and access to finance, the districts of the east are constrained by their mountainous topography, making parts of them inaccessible for much of the year. There is a risk that unskilled young men will increasingly abandon agriculture for mining, causing oversupply of unskilled labour in mining areas and accompanying social tensions and labour shortage in agricultural areas. While Western Area (Urban) has the advantage of the deep harbour and some industrialisation, it also suffers from overcrowding, exclusion of unskilled non-literate labour, and low returns for small enterprise.

Single young men with some secondary school education are the most likely to gain employment and set up businesses, though they face challenges of access to capital, reliability of supply chains and of their employees. Young married women with no education are farthest from employment and are most likely to lean to micro-enterprise options. Many young people are under pressure to contribute

to household income from an early age, thus not having the luxury of time to develop a full skill. Skill trained rural youth will engage in that activity when work is available. Otherwise they will work their own farm, provide casual labour to others' farms, or drive 'okada' motorbike taxis. Livelihood strategies of young women and young men differ significantly. Employment and self-employment options for young women are more limited and many are supplementing their livelihood strategies with transactional sex, often become pregnant very young which increases their pressure to earn, but reduces their employment options. Training courses outside of their home place require subsistence support and sexual and reproductive health services.

Smaller and medium employers hire young people as 'apprentices' until they are deemed capable of independent work, they can afford their own tools, or the apprentice gets tired of working for irregular money. Larger companies in Freetown, and less frequently in the districts, are more likely to offer semi-formal apprenticeship positions.

There are very few opportunities in the research zone for young people to access quality technical training. Those without senior secondary school qualification (majority rural) are excluded from government technical training. Non-government training is targeting lower education levels but numbers are very small and training is often short and low on practical experience, with little or no effective bridging support to the labour market. NGO supportive structures expecting to partner with training institutions face a shortage of functional training providers.

There are however distinct opportunities to engage directly with economic actors to identify labour market entry points for underemployed young people. Large and small employers identified the shortage of skilled and dependable labour as a significant constraint to the growth and stability of their businesses, and all employers identified attitudes and behaviour to work as the primary obstacle to their hiring young people.

NGO supportive structures have to identify specific training areas in niches identified in the local market, and work closely with the training centres to respond more effectively. This will require supportive structures going beyond the current approach of accessing weak technical training and releasing partly trained young people onto the labour market, to develop technical expertise in vocational training, enterprise development, and understanding of labour, product, and services markets. Quality of training will have to be improved to convince both young people and potential employers of its usefulness. Investment is required in the curriculum development, tutor qualification and practical equipment and materials of training providers. Local employers should be involved in the development of new courses, and engaged for on-the-job trainee placements. Master Trainers also require investment in curriculum development, trainer qualification and equipment. NGO partners will have to re-examine the location of training programmes so that they are accessible to vulnerable young people outside of cities and headquarter towns. This can mean bringing the training to the village, or covering transport and lodging costs for centrally located training. Sexual and reproductive health services should be aligned with the training. Partnerships between NGOs can share some of the capacity building costs of selected training providers. Participants of previous short courses, who are partially trained and still underemployed, can be supported with completion technical training, employer linkage services, business training, access 'soft' credit and mentoring and support for business development.

There is potential for working in partnership with employers in all of the sectors to provide (NGO) certified skilled youth who are trained to their apprentice and entry level technical and literacy standards. NGO partners can capitalise on their expertise in 'employability' training to respond to employers demand for soft skills including communication, punctuality, reliability, leadership and problem solving skills as well as functional literacy and numeracy. Similarly they can work with small and informal employers to create a more structured apprenticeship format including certification, business training and access to finance and set-up support on graduation. Partnerships with commercial training providers (eg driving schools) could extend training opportunities to smaller towns.

NGOs have the potential to develop more solid and effective models to bridge graduates to the labour market. On-the-job placements can be incorporated, thereby establishing trust relationships with local trades people. All interventions will have to budget for continued support to graduates for a minimum of one year post training or apprenticeship. The training and accompaniment packages have to have enough flexibility to adapt to urban (city/town) and rural (village) circumstances and to gender differences.

With regard to enterprise development, it is important to make a distinction between 'necessity entrepreneurs' who are largely sole traders and 'opportunity entrepreneurs' who are more likely to grow into potential employers. The most vulnerable youth are more likely to fall into the category of 'necessity' entrepreneurs and NGO supportive structures will have to respond to their needs accordingly. This requires a package of post training support including coaching, access to start up inputs, accompaniment in setting up supply chain relationships and access to longer term credit facilities. Most young people identified access to capital as the major constraint to establishing a business, but they did not mention savings, or display any other sign of financial literacy beyond accessing the capital. This is an area which can be further explored. The study identified room for the introduction of young entrepreneurs if their businesses can be organised to compete on cost, quality, and customer service. Intervention will require the participation of NGOs with some experience in private sector development especially sourcing, storing and intermediate supply to young entrepreneurs, at least in the incubation phase.

There are a number of sectors and sub sectors where NGO partners can intervene, including agriculture value chain activity such as agri-processing, fishing, machinery and vehicle operation; catering and hospitality; repairs of electronics, light engineering and mechanics; construction; tailoring; and petty trading. Intervention in these areas requires going beyond the traditional model of short skill training, to develop and test more enterprise oriented models. This may require the set-up of a public-private partnership or social enterprise arm, for example to act as a recruitment agency finding, training and placing young people in large companies.

Bearing in mind the target group of vulnerable, low education young women and men, further research can develop more detailed proposals on responding to employer specific recruitment gaps. Negotiation of Community Development Agreements with mining companies, as anticipated in the Mining and Minerals Act (2009), can be promoted. Alongside these agreements, supportive structures can carry out communities based feasibility studies to identify specific markets with recruitment or supply gaps, and build training programmes according to the findings of these studies. There is also a role for NGO partners to respond to the poor working conditions of young people who do gain entry to the labour market.

Finally, it was noted that almost 50% of the employers interviewed for this study were under 35 years, ie they are youths themselves. Some of their success of these existing young entrepreneurs has been attributed to receiving start up support, usually from a family member, having some entrepreneurial ability, employing workers younger than them (easier to control), and being able to find and satisfy customer demand. There is room for further study of these successful young entrepreneurs to understand more deeply why they are succeeding. Through further examination, NGO partners can model pathways to successful youth enterprise development.

8. Recommendations

GOAL, IBIS, Save the Children are among various NGO supportive structures considering entering into or expanding their programming in youth employment. These organisations have significant expertise in psychosocial support and basic education and this expertise is and will continue to be very useful in implementation of youth employment programming. However, they will also have to add other technical expertise, especially in private sector development, labour market navigation, and employment related policy if they are to be successful in promoting young people's labour market outcomes.

In addition to their own technical capacity constraints, supportive structures in Sierra Leone are operating in a context of weak training providers which can dilute the effect of sub contracted training components. There is a risk that this combination will result in programming that does not address the real livelihood needs and ambitions of young people who find themselves only partly trained and not able to establish a secure livelihood from their skill area after the intervention.

The following recommendations assume that supportive structures can make a bigger impact on youth employment through focusing on the policy environment and on the development of private sector oriented models that have more effective outcomes in terms of young people's medium to long term livelihood strategies, though potentially for smaller number of beneficiaries in the short term.

Recommendations on the Policy Environment

1. Supportive structures can support national advocacy and lobbying on youth employment policy environment to achieve the finalisation of the National Employment Policy, TVET Policy, and the National Youth Employment Action Plan.
2. Supportive structures can promote the setting up of a capacity building fund for local enterprises to stimulate greater local procurement in accordance with the recently passed Local Content Policy.
3. Supportive structures can collaborate with and strengthen okada riders association and petty traders association to promote the welfare of their young men and women members.
4. Supportive structures can respond to the poor working conditions of vulnerable young people who do gain entry to the labour market, through confidential whistleblowing forums on exploitative practice; employer or sector based campaigns for improved conditions; training on dispute mediation; access to finance, savings, enterprise and technical training; and access to health care.

Recommendations on Youth Employment Methodology and Approach

5. Supportive structures can work with large and medium employers to create better apprenticeships and access to entry level positions for vulnerable youth. Some good practice

examples of training partnerships with private companies were identified outside the research area (eg London Mining Lonsar). Supportive structures can introduce such partnerships with private companies in their operational districts.

6. Supportive structures can work with small and informal employers to create more structured and certified apprenticeships models. This should include curriculum based training and NGO certification on completion.
7. Supportive structures can develop relationships with, and invest in, training institutions to design and deliver sector specific curriculum, training of tutors, access to equipment, on the job or placement training, and linkages to start-up tools and/or soft loans. In addition to producing employable graduates, this will contribute to setting standards in the training industry.
8. Supportive structures can engage similarly with master trainers through curriculum development, tutor training, and investment in equipment for trainees. Master trainers interviewed are more likely to cooperate with structured training when incentivised through stipend per trainee, equipment per trainee, and through consistency of engagement.
9. All training development should engage employers on training content and on opportunities for on-the-job placements.
10. Supportive structures should avoid engaging in any further short training courses of 3-6 months which produce partly trained graduates who don't have enough skill or capital to establish in that trade. Most trades require minimum one year training with an ideal training period of 18-36 months. Short courses should only be used as a technical top up training for young people who have already established their potential in a given area.
11. Supportive structures can invest in completion of technical training and business development training and set up for young people who were partially trained in previous courses and remain underemployed.
12. Supportive structures can share the trainer capacity building costs with partner NGOs who will contract the same trainers.
13. Supportive structures can capitalise on their strengths in the areas of employability, soft skills and life skills training, especially in relation to aptitudes in attitude to work, communication, leadership, problem solving, literacy and numeracy. Employers have indicated that these skills are as important as technical training and should be given at least as much attention and curriculum space.
14. Supportive structures should align employment related training with sexual and reproductive health services for young women and men, especially on training which temporarily displaces young women trainees from their families.
15. Supportive structures have to develop the practice of budgeting for one year post training follow up support with vulnerable youth. Well supervised placements will improve relationships with employers, improving chances of post training employment. Minimum self-employment support should include access to savings and loan facilities, numeracy training, and communication and behaviour at work training.
16. Supportive structures have to distinguish between 'necessity' entrepreneurs who are more likely to be self-employed sole traders, and 'opportunity' entrepreneurs who are more likely to go on to employ others, and develop set up support packages appropriate to each.
17. Supportive structures have to invest on financial literacy of underemployed young people, especially the use of savings to manage cash flow and to build credit lines.
18. It is not recommended for supportive structures to pursue national certification of their training courses in the short term as the existing structure only benefits the limited number that have basic

education and is not useful to the more vulnerable target groups. NGO certification holds as much or more value, especially when back by a reputation for quality graduates.

19. In Tonkolili, IBIS can support Masanga Hospital to host a small pilot project in structured apprenticeship in tailoring and carpentry, linked with classroom training⁴⁵, to support the development of a training model for the proposal new technical college in the hospital campus (to be launched in 2014).
20. Supportive structures can carry out further research on successful young entrepreneurs to understand why they are succeeding. This research can assist supportive structures in modelling pathways to successful youth enterprise development.

Recommendations on Sectors for Intervention

21. To successfully integrate vulnerable young people in Sierra Leone's growing economy, supportive structures will have to develop more enterprise oriented models in the form of public private partnership or social enterprise arms, which operate for example as a recruitment and placement agency.
22. Supportive structures have to engage directly with the local economy action through, for example, the development of Community Development Agreements with mining companies, and community driven feasibility studies to identify specific recruitment of supply gaps. Training and bridging programmes and investment in training providers should be developed out of the results of these processes.
23. Sectors identified by this research with potential for full time or complementary employment of vulnerable young people include:
 - a) Agriculture value chain activity such as agro-processing, including linkages between rural youths in production and urban youths in processing, packaging and marketing; fishing; machinery and vehicle operation.
 - b) Mining related trades including driving heavy duty trucks, and operating earth moving machines and tractors.
 - c) Construction, especially quality masons and carpenters.
 - d) Manufacturing especially small workshop manufacturing of high quality products in tailoring (especially young women), carpentry, and metal works.
 - e) Services, including repair mechanics for light machinery such as mobile phones, motor bikes, generators, and water pumps; catering and hospitality; and tailoring (especially females).
 - f) Public works, though more sustainable employment can be created through training of labour intensive contractors and ring fencing of public works projects for delivery through labour intensive methods.
 - g) Commerce, especially petty trade, is important for young women, but can be more lucrative through cooperative bulk buying of better quality goods and better calculation of margins.
 - h) Home produced goods (biscuits, cooked rice, soap etc) are particularly important for young women in rural areas which do not operate on a cash economy and where barter of valued products is key to survival.
 - i) Tourism is re-emerging, but opportunities will depend on the infrastructure being developed by the government and the hospitality industry.

⁴⁵ For example at OCI (Opportunity Industrialisation Centre) Makeni

Annex 1. Research Terms of Reference

Consultant to Conduct Market and Economic Survey and Mapping of Training Providers and Supportive Structures in Sierra Leone for Save the Children, IBIS and GOAL

1. Background

1.1 Save the Children

Save the Children is a leading international charity, working with and for children to realize their rights to health, education, protection and freedom from hunger. SC has worked in Sierra Leone continuously since 1999, to promote and protect the rights of all children.

Save the Children in Sierra Leone is working in the areas of Child Protection, Child Rights Governance, Education and Newborn and Child Survival (Health). Our geographic focus in Sierra Leone includes Freetown's urban marginalized slum communities and the remote communities in Kailahun and Pujehun Districts. Save the Children is also active at national level, influencing national policies and practice.

1.2 IBIS

IBIS is an international organization focusing on education as the driver for development. IBIS has been working in Sierra Leone since 2006 providing primary schooling to children and youth whom were unable to attend during the conflict. Since 2009, IBIS has been established with a full country programme working within both education and governance. The Thematic Programmes objectives are:

- Education : Communities and education actors at local, district and national level work actively for children and youth in marginalised areas of Sierra Leone to achieve their right to accessible, relevant, gender-sensitive, quality education.
- Governance: Strengthened public and civil society capacity to facilitate interaction for pro-poor and accountable governance policies and practices in Sierra Leone with special focus on women and youth representation and participation.

1.3 GOAL

GOAL is a non-denominational, non-governmental and non-political international humanitarian organisation working in Sierra Leone since 1999. Their Child Protection and Empowerment programme is currently focused on working toward combating the worst forms of child labour through a combination of four key areas:

- Reintegration and educational support for some of the most marginalised children
- Income generation support to some caregivers to sustain children in education
- Vocational training for children aged 15-18
- Awareness raising of legislation within communities and strengthening of Child Welfare Committees as advocates for children

GOAL's geographical focus includes Freetown and Kenema. Their programme is in part implemented through local partners.

1.5 Background to the Study

Save the Children, IBIS and GOAL currently work with and/or are planning programmes that help improve opportunities for youth in Sierra Leone, particularly in skills development and training that leads to employment. As a means of collaborating and harmonizing efforts, Save the Children, IBIS and GOAL would like to partner together to gather in-depth information on the context of employment opportunities for youth that will not only be useful in informing their own individual programs, but can serve as a representative piece for other partners and stakeholders in Sierra Leone in

understanding labor market supply and demand for youth. This assessment will be based on two major components: 1) a market and economic survey, and 2) mapping and capacity analysis of training providers.

2. Purpose and Objectives of the Assessment

2.1 Purpose

The overall purpose of the **Market and Economic Survey** and **Mapping of Training Providers and supportive structures** is to provide important contextual information, analysis and recommendations that will inform Save the Children, GOAL, and IBIS and its partners to initiate and develop programming for youth on employment opportunities and social inclusion of marginalized and vulnerable youth involved in Sierra Leone. The analysis will touch broadly on the national level context but more specifically at the district and local levels and will cover town centers and at least 2 Chiefdoms from the following districts: Kono, Kenema, Koinadugu, Tonkolili, Pujehun, Kailahun, and Western Area.

2.2. Objectives of the Market and Economic Survey

The overall objective of the **market and economic survey** is to improve employment opportunities for youth. The survey will seek to provide an in-depth knowledge and analyses of which jobs and services are in high demand in the labour market (both from the formal and informal sector) and have potential for job or self-employment opportunities for youth. Findings from this survey will not only help inform the design of quality demand driven training to beneficiaries that link youth to employment, but can inform and influence development of relevant and efficient employment and entrepreneurship support for project youth, and ensuring them a safe bridging from VET to the labor market. The **specific objectives** of the market and economic survey are:

- Provide a brief analysis of the legislative and policy context of youth employment (wage and self-employment) in Sierra Leone.
- Provide a brief analysis of youth employment and unemployment trends at local and district level.
- Assess sectors (jobs and services) at local, district and national levels that are in high demand in the labour market and/or have high potential for providing jobs or self-employment opportunities for youth.
- Assess economic development trends that positively influence employment or self-employment of the target groups of the project.
- Assess profitable products, goods, services and market outlets that can improve youth entrepreneur's access to local markets.
- Identify barriers for youth employment, both access to jobs and or self-employment.
- Identify gaps between supply and demands of jobs and goods or services relevant for the target groups' employment or business development. This should include an analysis of sub sectors of jobs with a deficit or surplus of qualified labour, and under developed or unutilised markets for services or goods, that can be delivered through self-employment.

2.3. Objectives of mapping of training providers, skills development opportunities and supportive structures in the future project intervention areas

The **overall objective** of the mapping is to provide in-depth information of existing opportunities for vocational training and other skills development training opportunities (including apprenticeships) and their capacity to prepare youth for jobs and self-employment as well as creates linkages to the labour market that ensure youth are gainfully employed.

The **specific objectives** of the mapping include:

- Explore opportunities for private company, training and apprenticeships at local and district that can deliver or offer relevant and marketable vocational skills trainings to youths

- Analyse the accessibility, efficiency, relevance quality of selected VET providers and effectiveness, and of their ability to provide support for and preparing youth for job and self-employment as well as giving support to safe bridging to the labour market.
- Identify and assess supportive structures and services that can support youth in accessing training and sustaining employment or self-employment.
- Identify gaps and barriers to youth participation in TVET training opportunities or other skills training and apprenticeship programs.
- Map and analyse the capacity of existing entrepreneurship support and training for youth

3. Scope of the study

The expected project intervention to be developed will target unemployed youth in Sierra Leone ages, 15-35 and duty-bearers that work with youth. For this study, Save the Children is primarily interested in the findings relative to youth aged 15-25. IBIS is interested in the findings relative to youth ages 15-35 as per the youth bracket of Sierra Leone. GOAL are interested in findings relative to both age brackets to inform work with youth and caregivers. The assessment will be carried out in a sample of select chiefdoms in Kono, Koinadugu, Kenema, Tonkolili, Kailahun, and Pujehun Districts, as well as Western Area .

The overall assessment will provide a concrete and updated overview/analysis of formal and informal economic sectors with potential for target youth employment or startup of micro-business (self-employment) opportunities as well as identification and analysis of local institutions/companies that will provide marketable or viable skills training opportunities to the target youth in the project areas. It will also identify possible pathways and linkages that help bridge the gap between completing training and becoming successfully employed.

The two components of the assessment should address the following issues:

3.1 Issues to be addressed in Market and Economic Survey

- Identify sectors or sub-sectors that have high potential and demand at local labour market
- Assess existing employment opportunities by the government and private companies which can provide profit and a sustainable income for vulnerable and marginalized youth
- Identify sectors or sub-sectors, jobs and services in formal and informal sectors that require technical vocational and business skills that can be achieved through short term(6-12 months) trainings and also through company based trainings supplemented with entrepreneurship trainings relevant to target groups
- Identify products, goods or services from the local area that sells well locally or in the markets and are profitable which are relevant for the target groups of the project.
- Identify and analyse profitable market outlets and initiatives that support job and self-employment and which can improve youth entrepreneurs' access to local and external markets, and opportunities to add value to locally produced products
- Assess the requirements of private /public companies in hiring youths in terms of gender, age group, educational background, etc.)
- Identify types of access to financial support, micro-finance, credit or opportunities for saving and loan schemes available for youth, and identify their relevance and youth friendliness.
- Identify barriers for youth employment, both access to jobs and or self-employment.
- Identify major challenges faced by youth entrepreneurs (male and female), in terms of establishment, and development of their business, as well as the training needs and support needs of vulnerable youth to develop successful business.

3.2 Issues to be addressed in mapping of training providers, skills development opportunities and supportive structures in the project intervention areas

- Depending on availability of government records, identify public and private (including company based, NGOs, CBOS) technical vocational skills training providers as well as community skills training centres that can deliver **relevant and marketable skills** to target groups in the respective intervention areas
- Identify the types of vocational skills trainings provided in the training institutions, courses offered, duration of training, number of students, and enrolment criteria.
- Assess the accessibility of selected centres (conditions for admission and geographical coverage), relevance of training to the market, effectiveness and quality of the training provided⁴⁶. This should also include assessment of their abilities to work with vulnerable youth and make successful bridging to decent employment.
- Assess and analyse the capacity of the training institutions in terms of qualified teachers, availability of required equipment, availability of workshops, quantity of students trained, and the current quantity the institution has capacity to train including gaps.
- Identify opportunities for literacy and numeracy being offered in training that prepare students for successful TVET enrolment and completion.
- Assess the accreditation of the training certificate after completion of the training
- Map potential and assess capacity of public or private companies that provide apprenticeship for students after completion of the vocational or skills training
- Identify successful ways of engaging public and private sector companies as apprenticeship training providers for target groups and how to motivate them for supporting youth employment in the project areas
- Assess whether and how the training institutions are facilitating ways where youth can be engaged in formal and informal sector job employment or self-employment opportunities after training and assess their success rate of linking youth to employment.
- Assess the quality, relevance and success of existing entrepreneurship support (government, NGO, private) to determine how best the project entrepreneurship training and support can link to and utilize these in supporting the project youth entrepreneurs.

4. Methodology

4.1. Data Collection Methods

Both qualitative and quantitative data collection methods shall be employed in the two assessments. The quantitative data shall be collected through structured questionnaire and /or semi structured questionnaires. The qualitative data shall be collected through in-depth interview guide and focus group discussions.

4.2. Data Source

The study will employ both primary and secondary sources of information to generate data for the study.

The primary sources of information include information that will be obtained from:

- Sample citizens
- Youth representatives (to be inclusive of different target groups and vulnerabilities)
- Employers (national and sector as well as formal and informal)
- National Youth Coalition
- Youth Commission
- Youth Associations

⁴⁶The assessment should be based on parameters such as relevance of training compared to market needs, skills and capacity of trainers (practical and theoretical), quality of workshops and availability of required tools and machinery, use of accredited curricula and availability of relevant training materials, magnitude and quality of practical training, internships and apprenticeships, support for social empowerment, employment support, entrepreneurship or business start up support, trainee employability and cooperation with the private sector.

- Okada Riders Association
- Training institution personnel from sample institutes (teachers, counselors, managers)
- Students at the training institutions
- Local micro-finance and entrepreneur supporting institutions
- Youth entrepreneurs
- TVET trainees and graduates from TVET (employed and unemployed)
- Chamber of Commerce, Industry and Agriculture
- Line ministries including Ministry of Education Science and Technology, Ministry of Youth Sports, Ministry of Social Welfare, Gender and Children’s Affairs, Ministry of Labour, Ministry of Trade and Industry, Ministry of Works, Housing and Infrastructural Development
- National and International institutions working on youth
- Local NGOs and CBOS working with youth programs.

The secondary sources of information include:

- National Youth Policy and Agenda for Change
- Records of trainees in the training institutions
- Skills Gap Analysis in Sierra Leone: 2012 Economic Sector Work (African Development Bank)
- Youth Employment Promotion Programme Documentation (GIZ)
- Labour Market Research in Selected Chiefdoms (Finnish Refugee Council)
- Out-of-School Children study (UNICEF)
- World Bank documentation on Vocational Schools in Provincial capital
- Other documents or existing studies carried out by Government or other NGOs (if any) in targeted districts or in similar districts that may be relevant.
- The Child Rights Act 2007
- The Employment Act

4.3. Data Analysis

Data should be disaggregated and analyzed by gender, age group, and location (national, district, and local).

4.4. Sampling

The mapping of Training Providers and Supportive Structures will be conducted in 2 chiefdom headquarter towns per district. Regarding the Market and Economic Survey, the consulting firm should come up with their own sampling procedures considering the target groups and operational areas in which IBIS, SC and GOAL work.

5. Team composition and Profile

The study will be undertaken by a lead consultant/consulting firm and team of enumerators with extensive knowledge and experience in the Sierra Leone context as well as strong technical expertise conducting research of similar nature. If needed, SC, GOAL, and IBIS can provide assistance in identifying enumerators.

Support will also be provided by Save the Children Denmark who will provide a Technical Lead Person to be in country at specific times during the process. It is expected that the consultant collaborates with the Technical Unit throughout the process both remotely and in-country.

Specifically, the consultant/consulting firm members should possess the following

- A minimum level of education: M.A. in Social sciences, preferably Economics, Labour Market or Marketing Management, Entrepreneurship, Business Administration or other relevant field.
- Demonstrated skills in both quantitative and qualitative data collection and analysis.

- Proven experience conducting labour market and economic surveys in regard to jobs, skills and services preferably in a developing, post-conflict context.
- Excellent analytical skills
- Excellent written and spoken English
- Excellent report writing and presentation skills
- Ability and willingness to travel and work in remote regions with often challenging living conditions.

6. Deliverables

With technical support from the partner organizations , the consultant/consulting firm will lead the entire research process. This will include developing the data collection tools, training staff and enumerators in data collection, collecting, cleaning, and analyzing data, presenting findings and recommendations into a final report. The key findings and recommendations must also be summarized in dissemination materials, including a 2-3 page executive summary and a power point presentation. Specific deliverables include:

- Develop data collection tools with support from organisations.
- Provision of training of enumerators with support from organisations
- Preparation of First Draft Report
- Presentation and Debriefing session with Power Point
- Final Report
- Power Point Presentation
- 2-3 Page Executive summary

Annex 2. Data sources and Sample Breakdown

Primary Data sources - Local		Sample Size
Young people	Youth (15-35) who have little or no primary education; Who have little or no secondary education; who have some vocational training education; Who have/are doing university education; 50% female, 50% male	280 (Questionnaires) 255 (Focus Groups)
Employers	Engaged in the following sectors: Agriculture production, Agri-processing, Livestock, and Fisheries (50%), industry (25%), and Services (25%)	420
Consumers	Any members of households found in market centres and social gatherings; 50% female, 50% male	350
Training institutions	Managers, Principals, Teachers	92
Supportive Structures	Local NGOs and CBOS working with youth programs	
	Micro-finance institutions	
	Entrepreneur supporting institutions	
Other local actors	District Youth Committee Chairs	
	Okada Riders Association	
	Local Government (Education, Agriculture)	
Primary Data Sources – National		
National Youth Commission		
Ministry of Education Science and Technology		
Ministry of Youth Employment and Sports		
Ministry of Labour		
Ministry of Trade and Industry		
National and International institutions working on youth (GIZ, UNDP, ILO)		
Secondary Data Sources		
Agenda for Change (PRSPII) (2008-2012)		
The Child Rights Act (2007)		
National Youth Policy (2003)		
National Employment Act (1960); Draft Employment Policy (2011)		
Draft National Youth Employment Action Plan (2011)		
Youth Employment Promotion Programme Documentation (GIZ)		
Labour Market Research in Selected Chiefdoms (Finnish Refugee Council)		
Out-of-School Children Study (UNICEF)		
Private Sector and Youth Employment Mapping – Sierra Leone (Sykes/DFID 2008)		
Promoting Job Creation for Young People in Multinational Enterprises and Their Supply Chains in Sierra Leone; (Arai, Cisse, Sock/ILO; 2010)		

Annex 3. Time Use by Demographic Group

<i>Categories</i>	15-19	20-24	25-35	36-65
Male				
Employed	21.8	39.1	73.7	86.8
Unemployed	1.0	4.4	5.2	1.9
Work and school	2.3	1.4	0.1	0.2
School	64.1	31.2	4.8	0.2
Out of the labour force	10.9	23.9	16.2	10.9
Labour force participation	25	44.9	79.0	88.9
Female				
Employed	34.0	58.0	77.6	75.7
Unemployed	2.1	2.9	1.5	0.6
Work and school	1.2	0.5	0.1	0
School	45.0	15.5	1.2	0.04
Out of the labour force	17.7	23.2	19.5	23.7
Labour force participation	37.3	61.3	79.3	76.3
Urban				
Employed	13.9	32.6	65.3	77.5
Unemployed	3.2	6.2	6.3	4.5
Work and school	1.1	0.4	0.3	0.4
School	68.3	30.5	3.5	20.8
Out of the labour force	13.6	30.3	24.7	22.0
Labour force participation	18.1	39.2	71.8	57.2
Rural				
Employed	39.3	68.7	83.6	83.3
Unemployed	0.3	0.7	0.7	0.4
Work and school	2.2	1.4	0.02	0.1
School	43.2	13.6	2.1	0.1
Out of the labour force	15.0	15.7	13.6	16.1
Labour force participation	41.8	70.7	84.3	83.8
Total				
Employed	28.0	49.4	76.1	81.1
Unemployed	1.5	3.6	3.0	1.3
Work and school	1.7	0.9	0.1	0.1
School	54.4	22.6	2.7	0.1
Out of the labour force	14.4	23.5	18.2	17.4
Labour force participation	31.3	53.9	79.2	82.5

Annex 4. Management Problems Faced by Enterprises

Problems faced by enterprise	First	Second
Business information	6.8%	3.0%
Marketing services	9.0%	4.0%
Financial services	22.9%	13.8%
Legal regulations	2.0%	1.8%
Competition in domestic market	13.8%	7.3%
Competition in export market	2.8%	2.3%
Labour costs	7.3%	9.0%
Quality of labour force	3.8%	3.8%
Labour shortages	2.3%	3.3%
Political uncertainties	0.8%	1.3%
Productivity	0.8%	1.3%
Access to technology	5.0%	8.0%
Product development	0.3%	0.8%
Costs of production material, energy	16.1%	17.8%
Others	6.5%	22.6%
Total	100.0%	100.0%

Annex 5. Goods and services in demand in the market place

Services in Demand in The Market		
Most purchased >300	Second most Purchased 200-300	Third Most Purchased 100-200
Okada Tailor	Mobile phone repair/charging Poda poda Cook shop Photographer/videographer	Cut fruit or vegetables Food/drinks in a restaurant/bar Blacksmith/welder/aluminium maker Mason/bricklayer Okada/vehicle mechanic Barber Beautician/Hairdresser Ataya base/Tea shop

Least Satisfied Services in The Market		
Most Dissatisfied >200	Second most Dissatisfied 100-200	Third Most Dissatisfied 50-500
Okada Tailor	Mobile phone repair/charging Poda poda Cook shop Photographer/videographer	Cut fruit or vegetables Food/drinks in a restaurant/bar Blacksmith/welder/aluminium maker Mason/bricklayer Okada/vehicle mechanic Barber Beautician/Hairdresser Ataya base/Tea shop

Reasons Dissatisfied with Services		
Too expensive >80	Poor quality >20	Poor Customer Service >30
Okada Mobile phone repair/charging Poda poda Cook shop Food/drinks in a restaurant/bar Photographer/videographer Tailor Beautician/Hairdresser	Mobile phone repair/charging Cook shop	Okada Mobile phone repair/charging Poda poda

Goods in Demand in The Market		
Most purchased	Second most Purchased	Third Most Purchased
Palm Oil -local Fish Imported Rice Bread (freshly baked) Cassava, Gari Nuts (eg groundnut, cashew) Sugar/salt/spices Imported Clothes and Footwear Second-hand Clothes & Footwear Medicines Household products (soap etc)	Local Rice Casava/Maize Milk products Fruit (local) Vegetables (local) Eggs Coffee, nescafe, tea, cacao Soft drinks Accessories (eg belts, sunglasses, jewelry, phone cases) Cloth & Sewing Items including lapas Children's clothes Stationary/school materials Phones/phone credit	Packaged oil/margarine/butter Meat (sheep, goat or cow) Poultry (local) Charcoal/fuel/gas Toiletries & Beauty Items

Least Satisfied Goods in The Market		
Most Dissatisfied >200	Second most Dissatisfied 100-200	Third Most Dissatisfied 50-500
Fish Imported Rice Sugar/salt/spices Eggs Soft drinks	Palm Oil -local Meat (sheep, goat or cow) Local Rice Bread (freshly baked) Nuts (eg groundnut, cashew) Milk products Poultry (local) Poultry (imported) Accessories (eg belts, sunglasses, jewellery, phone cases) Charcoal/fuel/gas Children's clothes Toiletries & Beauty Items	Packaged oil/margarine/butter Casava/Maize/Gari Fruit (local) Flour Coffee, nescafe, tea, cacao Prepared/Processed Food Products Luggage Locally made cooking pots and tools Locally made Tools (Agricultural and Other) Locally-made Wood Products & Furniture Locally Made Clothes & Footwear Household products (soap etc)

Reasons for Dissatisfaction with Goods Purchased		
Too expensive >150	Poor quality >15	Lack of supply >15
Fish Imported Rice Nuts (eg groundnut, cashew) Sugar/salt/spices Soft drinks	Meat Bread Eggs Nuts (eg groundnut, cashew) Poultry imported	Fish

<p>Cloth & Sewing Items including lapas Imported Clothes and Footwear Second-hand Clothes & Footwear Stationary/school materials Medicines Phones/phone credit</p>	<p>Luggages Accessories Imported Clothes and Footwear Second-hand Clothes & Footwear Children's clothes Medicines</p>	
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Annex 6. Vocational Education Training Providers

Western Area Urban (Freetown)

Young Women Christian Association (YWCA) - Government Assisted Training Centre. The institute has youth training programmes with structured curriculum and qualified tutors. It graduates a minimum of 150 youths every year. The core Training programmes of this institute include Enterprise, Training, Hairdressing, Catering, Tailoring, and Commercial Studies. Literacy and numeracy introductory courses are designed to strengthen trainees with poor literacy and numeracy background and whose education level is below the Junior Secondary School. The institute has a purpose build campus conducive for the training of youths in these vocations. However, more equipment is required for the practical sessions.

Youth Development Movement Centre: Structured Curriculum that caters for women aged 15 – 35 with a course duration of two years. Programmes include Tailoring, Catering, Business Studies, IT, Hairdressing, Numeracy and Literacy. The major constraints facing this institution are the limited training equipment and overcrowding of students in the classroom.

A Government Training Centre with a purpose build campus is located in the eastern part of Freetown. The centre collaborates with NGOs in the design and implementation of vocational training programmes. One such NGO is HELP Sierra Leone with who a training package for vulnerable youths is currently in progress. The training follows a structured curriculum with a specific teaching methodology. Qualified training instructors are employed in the relevant skills training. The Centre admits over 500 male and female students aged 15 – 35 every year and most training programmes last for two years. 'Adult youths', ie those over 35 years are in some circumstances admitted in the training programmes. Training Programmes include but not limited to the Motor Mechanic, Carpentry, Commercial Studies including enterprise development, Plumbing and Cabinet Making. The institute has some equipment but requires an improvement in making sure that modern equipment is available for student practicals.

The Mulriado Vocational Training Institute is a conducive and purpose built campus. Courses structure has a defined curriculum delivered by qualified instructors. Over 400 male and female students are admitted annually. Programmes offered by this training institute include Mason, Hairdressing, Tailoring, Literacy and Numeracy. Entrepreneurship is a must for all training programmes. The centre requires more training equipment.

Obasanjo Youth Training Centre offers training for youth in IT, Business Studies and Peace Studies. In the Peace Studies Programme, youths are trained in advocacy and community engagement. The institute has an equipped computer laboratory conducive for youth learning. Located in the outskirts of Freetown, the centre admits literate and non-literate male and female youth. The centre's cluster assessment system allows the students to assess their colleagues with the supervision of the tutor.

GOAL Sierra Leone is providing tuition fees support for vulnerable youths training in carpentry, tailoring, hairdressing and motor mechanics in Wellington, Eastern Freetown and Mabella. A major constraint on these courses, according to beneficiaries, is the lack of equipment or materials for practical training. Save the Children supports training of youths in Grey Bush Community.

Kailahun

The Red Rose Partnership Training Centre has a structured curriculum for training in Tailoring, Carpentry and Gara Making. The institution is owned by the Methodist Mission. But support from the mission seems to be very minimal and staff salaries not paid on time. Trained staff and equipment are limited. There is a school structure with very few students catering more for women.

The Child Advocacy and Rehabilitation has a purpose built campus and it is privately owned. The institute has a structured curriculum and employs trained tutors. Currently 150 vulnerable youths, mostly women (especially lactating mothers), are in training. Training programmes lasting for one year include Carpentry, Mason, Weaving, Tailoring and Broidering, Catering, Gara tie dying, soap making, Numeracy and Literacy. There is a child care centre for lactating mothers in the campus with no cost attached. Administrative structures are intact and admission done using application forms. Assessment is done through practicals and in some instances written examinations, depending on the level of trainees. Training equipment and materials seem to be adequate and are made available to trainees.

Owned by the Ministry of Education, the Njaluhun Technical Centre is newly opened. Some youth training programmes have a structured curriculum while some programmes are without a defined curriculum and duration of training programmes is 3 years. There is a problem with trained manpower for the delivery of training modules. Some tutors are learning how to teach through apprenticeship. There is limited or no equipment and materials. 90% of trainees are young girls below the age of 18 and many are lactating mothers. Training programmes include Carpentry, Mason, Agriculture, Hairdressing, weaving, Tailoring, soap making and Gara dying, This training centre requires a lot of support if the facility is to be well used for vocational training in the district.

Pujehun

Institution	Capacity	Remarks
Community Education Centre (CEC) (Pujehun township)	Owned by Catholic Mission Training objectives that is to –prepare participants for employment/self-employment. Carpentry, agriculture, motor mechanic, gara making, weaving, needle work, numeracy, literacy Claim to have apprenticeship as part of their training. They both use exams and practical to assess trainees All courses last for 18 months Entrance requires some basic education	Very few equipment for training Few tutors with basic certificate or mere experience in a trade. Structures and staff quarters in very bad shape No bridging support to the labour market nor start up kits to trainees No standard curriculum Issue trade and craft certificate recognized by government
Growth Centre (Pujehun township)	Community owned Training objectives to –prepare for employment/self-employment. Carpentry, masonry , agriculture , catering and tailoring numeracy, literacy, computer training Claim to have apprenticeship, use exams and practical to assess 36 months for all courses Entrance purely based on willingness to	Very few training equipment Few tutors with basic certificate or mere experience in a trade. More trainees than available space. Few durable structures but fairly well maintained No bridging support to the labour market nor start up kits to trainees

	learn something	No standard curriculum and they issue trade and craft certificate that is recognized by government
Zimi Trade Centre	Not visited – river not crossable – Set up by GIZ and handed over to government – not functional	(50 miles east of Pujehun town)
Gendema Training Centre	Not visited – river not crossable – constructed by a local NGO ,RADA - no longer functional	(Sierra Leone- Liberia border - 70 miles from Pujehun)

Kenema

The Eastern Polytechnic is Government owned and is the equivalent of the MMCET Congo Cross campus in Freetown. It is highly functional with purpose built campus , moderately equipped and has qualified trainers. Minimum entrance requirement is WASSCE and there were 3000 students enrolled at the time of the research. 70% of the students are male. The courses on offer include plumbing, agriculture, motor mechanics, entrepreneurship training, and marketing. Duration of training is 1 year to 3years. Fees range from Le0.6m -1.2m.

The Catholic Technical Vocational Institute is located in the centre of Kenema town. It has a purpose built campus and the institution is owned by the Catholic mission. Minimum entrance requirement is JSS level and about 300 students are enrolled. Courses offered include computer studies, electrical and electronics, and carpentry. Training duration is 1-2 years.

The Kakajama Institute is privately owned with make shift structures. It offers non-formal training without any entrance requirement and formal training requiring a minimum of JSS level education. Courses offered include electrical installation and house wiring, auto-electrical, weaving, tailoring, welding and steel bending. Structured training curriculum is followed for and the Institute had about 200 trainees.

The Ben Hirsch Institute is located in the business district of Kenema Township and it had about 500 trainees at the time of interview. Entrance is not based on educational level but willingness of trainee to learn a skill. Skill areas include hairdressing, weaving, tailoring, art & craft and catering. The Institute follows structured curriculum and has both qualified trainers as well as master artisans who serve as trainers. Equipment for training is very basic with more trainees than it can support. Training duration for all skills areas was reported to be 2 years and the institution only issues a trades certificate. The institution is privately owned and had a single non-purpose built structure housing all skills areas.

The Muloma Womens’ Development Association is a private institution with two non-purpose built structures. Caters only for girls and entrance requirement not based on educational level. About 100 trainees were in attendance at the time of the visit and main skills offered were masonry, carpentry, and hairdressing, catering and tailoring alongside basic numeracy. Duration for skills areas is 18 months and a certificate below the level of trade certificate is awarded. The institution depends on qualified teachers as well as master artisans to deliver training and follows standard curriculum.

The Zenith Community Education Centre is privately owned with a single non-purpose built structure offering skills areas such as carpentry, masonry, catering, tailoring, hairdressing and gara tie dying

alongside literacy and numeracy. Duration for all skills areas is 3 years and had 260 trainees at the time of visit. It had qualified trainers and follows a standard curriculum. Fees were reported to be Le 100,000 a year. Entrance requirement not based on educational level and only the Ordinary Technical Vocational Certificate is awarded after completion.

The YMCA Technical Vocational Training Centre is owned by the Christian mission in Kenema, and was built with support from GIZ. It has purpose built structures, relies on qualified trainers to deliver training, and had 105 trainees at time of visit, 60% of them female. Entrance requirement is not based on educational level. Skills offered include carpentry, masonry, gara-dying and literacy. The Ordinary Certificate of completion is awarded at end of training. All skills areas take 2 years to complete.

Koinadugu

After the end of the war, GIZ built and ran a technical training vocational centre in Kabala. In 2009, the training centre was handed over to Government and was closed down. The centre remains closed, but the buildings are in a good state of repair and some of the stored equipment is still usable. Currently in Koinadugu, GIZ is focusing on developing value chains in rice and cattle husbandry, including training of young community animal health workers. They are also providing adult literacy training, support to youth groups for advocacy on youth employment, and employ young people on infrastructure/public works projects (road maintenance and well construction) in partnership with NACSA.

Kabala Cheshire Services youth livelihoods intervention targets disabled young people who have dropped out of school with master trainer based skill training/formal apprenticeship. Master Trainers are given additional tools and are paid 665,000 a month for their role. The young people are assessed and matched to a trade they are interested in and which they are able to physically do. These include, tailoring, soap making, gara tie dying, auto and motorbike mechanic, phone repair, black smith and tin smith courses which last 6 months to one year. Trainees receive a small transport stipend but no lodging is available. All of the training currently takes places inside Kabala town though master trainers in the rest of the district are being sought. Some of the trainees from outside the town drop out when they can no longer afford their lodgings. Graduates are given materials and tools start up kits but no support to find a workspace. KCS also supports a small number of young disabled people who have finished secondary school with university scholarships.

FAWE (Forum for African Women Educationalists) run a high functioning Training Centre in Koinadugu targeting vulnerable young women (young mothers, those who have suffered, low/no education). Creche facilities are available for children up to 4 years. Full time one year courses are offered in catering, tailoring and agriculture. Matching of students to courses is influenced by literacy level, the more literate going to catering, and the less literate doing agriculture production and processing. Core courses in health, gender and literacy, and 3 months on-the-job training are integrated. The curriculums are developed under NCTVA guidance and time is split 40% theory, 60% practical. An application for approval for tecvoc certification was submitted in 2011. The Centre is funded by Finnish Christian Aid and no fees are charged to participants. FAWE's own certificate is respected in the district and students are taught to defend the FAWE name by the quality of their work in the labour market. Graduates get one week business training and start up kits, and then one day a month follow up training during the first year of graduation. Groups of six in the same trade can apply for a group loan from a revolving fund. FAWE has also been contracted by PARD and CCDP under the WB funded Youth Employment Support Programme to deliver three month training for 120 young people in gari and rice processing.

Red Cross (Spanish) provided skills training for 150 young people a year during 2003 – 2011. The programme targeted 18-35 year old war orphans and those with little or no schooling. Twelve month courses in agriculture, carpentry, masonry, welding, auto and motorbike mechanic, catering and blacksmith were offered at a purpose built training centre in Kabala town. Core courses in literacy, drama, health and counselling were integrated. The curriculums were taken from RC international best practice. In-house sexual health services and a daily meal were also provided. Pregnant young women were encouraged to complete the courses. Graduates were given start up materials and le150,000. Given the dispersal of graduates throughout the district, there was little follow up after graduation.

Tonkolili

The Government Technical Institute (GTI) in Magburaka aims to train middle level manpower. The GTI was well equipped and fully functional before the war. It did benefit from some refurbishment after the war in the DDR period, but the institution is currently in a very weak state. It trains 80-100 students aged 19-20, a year. 20% of the students are female and are sponsored by FAWE (Forum for African Women Educationalists) scholarships. The minimum entry requirement is WAS – the Senior Secondary School certificate. The Junior Secondary School certificate – BECE is also accepted but those students have to do an additional year of tutoring to catch up to WAS standard. The eight skills taught are carpentry, tailoring and dress making, masonry, AC and refrigeration, plumbing, painting and décor, motor mechanic and hairdressing.

The GTI uses the national curriculum developed but the NCTVA. Entrepreneurship, maths, communication and IT are also taught as core courses. All of the technical courses have a 2 year duration and cost le350,000. There is not 'on the job training' and all practical experience is done in-house. However the GTI is very lacking in equipment and students complain that the training is mostly theoretical. The only practical exercises are available when teachers have outside contracts for which they pick some of the students to assist. There are no stipends paid to students and accommodation is available in a former dorm, if the students bring their own bedding and board for the windows.

St Josephs Vocational Training Centre was opened in 1985 as a technical vocation training centre for women who had not been to school. It is supported by Government and by the Sisters of Cluny. 50 students mostly aged 15-25 are currently registered though some are expected to drop out when fees are due. They pay le30,000 a term (le90,000 the year) and buy a uniform. Some students are supported through NGO programmes. Courses have a mixed duration and include agriculture, gara tie dye, tailoring (3-4 years), cloth weaving (1.5 years), and cosmetology (2 years). The Centre is currently undersubscribed and is looking for more students. There are no links with employers or support to set up in business after graduating. The Centre issues its own certificates.

COSSTECH (College of Social Science and Technology) targets young people over 18 and adult learners who have completed Secondary School. Around 100 students are class room trained a year, 40% female and 60% male, in business studies, secretarial studies, accounting and finance, store management, community development studies (with agriculture or health), basic ICT, mass communication, computer studies, and electronic technology.

Vocational training in masonry, carpentry and catering is expected to be added in the future. Courses range in price from le650-900,000. A work experience component is included. The College is linked into the NCTVA system and carries out external exams and awards national certificates, OND and HND. COSSTECH has developed a strong reputation and is approached by employers seeking to recruit graduates. They also provide training to existing employees eg national staff of Concern Worldwide are trained in Community Development Studies.

MECC is a public IT training centre run by REACT and supported by the Danish Retro Association. MECC provides beginner (24 hours) and advanced (16 hours) IT training to mostly secondary and post-secondary student (80% male, 20% female) aged 15-20 years. The beginner course costs 60,000 and the advanced course is le70,000. The pass rate on the beginner week course is 50%. Some of the participants stay with the course long enough just to know the basics eg how to turn on the computer and open a document. This level of knowledge allows them to apply for entry level jobs with NGOs or as data officers with the National Election Commission etc.

Kansas Community Development Training Centre was established by the Free Gospel Missionary in 1993. The centre has around 15 machines and trains 24 apprentice tailors, (mostly male, have dropped out of school), over three years. The curriculum is entirely practical, steered by the orders from customers, and includes morning bible study. Students receive a stipend of 10,000 a week. The three teachers are not paid but can use the centre for their own work. Funds for the upkeep of the centre come from the sale of tailoring goods and they deal in big orders for school uniforms etc.

Opened in 2011, St Matthews Senior Secondary School in Bumbuna is the only Senior Secondary School serving the three chiefdoms of Kalansogia, Kafe Samira and Sana Bendugu. It has no science lab and therefore teaches no science subjects. It has a small IT facility providing basic courses to the wider community.

Masanga Hospital was run as a leper hospital by the Adventist Missionaries until it closed during the war. MH has been reopened by the Danish based Friends of Masanga Association (FMA) and the Sierra Leone Adventists Abroad (SLAA). The MH has three work streams, the medical stream which runs a general hospital, the education stream under which a Nursing College and Nurses Aid School has just been established and the business stream which seeks to create revenue to support one third of the hospital's running costs. A carpentry workshop provides all the hospital's furniture and sits under the medical division. The carpenters have completed their training under the OIC in Makeni. A number of other workshops sit under the business division. A bicycle repair shop receives second-hand bicycles from Denmark and refurbishes and sells them. The tailoring workshop makes bags from bicycle tyres and African prints for sale to the Danish market. The catering and soap workshops provide food to the patients and visitors canteen and soap to the hospital.

The MH campus is undergoing considerable renovation, and the organisation is going through a significant restructure. There is room for the carpentry and tailoring workshops to become profit making entities and to increase the number of apprentices to four each. Though these are still very small numbers, there is potential for MH to develop a model of structured and certified workshop based apprenticeship that does not currently exist in the district.

IBIS hosts the MH Collaboration and Partnerships Officer in Freetown who is supporting the development of the Tonkolili District College of Health Sciences and Technology, which had its first

intake of 62 student nurses in 2012. The College is training its third batch of 60 Nurses Aides who work in the MH. Earlier in 2012 the College submitted its proposal to the Tertiary Education Commission to establish technical and vocational training in electrics, plumbing, metalwork, carpentry, bicycle maintenance, tailoring and soap making, with core subjects in English and maths. Fundraising is on-going, and once approved, training is expected to start in 2013/2014, and will follow the NCTVA curriculum. The first courses will follow an 18 month programme in carpentry and tailoring.

Kono

The privately owned Daughter Vocational Training Centre, in Sandor Chiefdom, has a physical structure that can accommodate 35 trainees, though classrooms are overcrowded. The owner is an indigene of the chiefdom residing in Freetown who occasionally supervises the operations. The curriculum was not made available, though tutors claimed to have one. The centre admits women between the ages of 18 and 35 years and its free of charge. Sources of funding include the sale of trainee products and contributions from the local community. Tutors are master artisans and are not certificated tutors. Local residents are trained and employed to be part of the teaching staff. Training Programmes include Tailoring, Hairdressing, Gara dying, Literacy and Numeracy. At the end of training, the trainees are provided with start-up kits.

Quedondoya Development Association, Nimikoro Chiefdom, is a community built structure owned by the local residents of the chiefdom. There is a lot more to be done on the physical structure and the environment in order to make it conducive for learning. The institute is sponsored by Ibis with the aim of ensuring that it is community owned. There is no structured Curriculum and learning is through practicals. Duration of training is on average two years. Trainees are between the ages of 15 – 35 years, catering for both males and females in the chiefdom. Admission targets former IBIS Complementary Rapid Educational Programme (CREP) students. Training Programmes include Carpentry, Bike Mechanic, Tailoring, and Weaving. Tutors are locally based artisans who learn how to teach on the job.

The Women's Development Initiative is privately owned and caters for both females and males between the ages of 16 to 25. There is a structure with classrooms but with limited teaching and learning materials. Administrative capacity seems to be lacking. Both literate and non-literate trainees are admitted. Tutors are certificate holders. Training Programmes include: Tailoring, Embroidering, Hairdressing, Soap Making, Gara Tie Dying, Literacy and Numeracy. Training last for two or three years depending on the level of trainees. Trainees pay tuition and other charges.

Kono Technical Educational Centre (Advocate for Vulnerable Aid) has a purpose build campus with classrooms, administrative offices, and laboratories for practical training. Training is done using a specialized curriculum that is delivered by trained and qualified tutors. About 300 males and females trainees aged 15 – 35 are admitted into training programmes every year. Training Programmes include Carpentry, Mason, Agricultural Training, Hairdressing, Motor Mechanic, Health Care, Catering, Electrical Installation, Tailoring and Dressmaking, Entrepreneurship, Literacy, and Numeracy. The Training institute is well established and the environment is conducive for learning. Administrative structures are intact and admission done using application forms. Assessment is done through written and practical exams. The centre also provides support services for other training institutes in the district, including Help SL which pays tuition fees for its own beneficiaries.

Progressive Women's Organisation has a structured Curriculum and trains females and males with at least class five education. The tutors are qualified to HND, OND or TC level. The average duration of courses is two years. Tuition fees are paid by the students. Courses on offer are Carpentry, Mason, Tailoring, Hairdressing, Embroidering, Catering, Literacy and Numeracy.

Annex 7. Supportive Structures and Services that can support youth in accessing training and sustaining employment of self-employment

Western Area Urban (Freetown)

Both the Youth Unemployment Advocacy Group (national), and Restless Development (international) provide internship programmes for youths, facilitating work experience and certification through volunteerism. Restless Development is also responsible for the development of the UNDP funded Business Development Services based at Newton.

Located on Fourth Street in central Freetown, the international NGO Don Bosco Fambul provides support to youth employment in Freetown, working mainly with street children and vulnerable youths in difficult circumstances. At the time of the visit, there were 100 young women aged 16-24 years benefiting from a new Girls Education and Job Centre project. The project provides skills and vocational training opportunity to its beneficiaries through an apprenticeship approach. A number of business houses, garages and workshops identified within Freetown, had signed an MOU with the project to provide a conducive environment for on the job training of the beneficiary young women for a period of 18 months. Skills areas identified in collaboration with the young women include auto and motor mechanics, carpentry, catering and hospitality, electrical installations, refrigeration mechanics, and masonry.

Child Fund is an international child-focused NGO with offices located at Hill station in the west of Freetown. Child fund currently implements a World Bank supported Youth Employment Support project with emphasis on urban youths. The project focuses on technical and vocational skills training and on linking youths to job opportunities and self-employment. The organisation conducted a market study to assess the labour demand in the country, and worked with the Ministries of Labour, and Youth, as well as youth serving agencies to develop training modules for youths with low level of education. Child Fund then embarked on screening of youths for enrolment and training in urban towns and cities like Makeni, Freetown, Bo , Kono and Kenema. A number of training providers in these locations have been contracted and training had commenced during the study period. Skills areas reported to be in high demand by the agency include auto mechanics , electrical installations, building & construction, metal works, electronics and catering., metal works included fabricating buckets, pots, metal stoves etc. Mobile phone repairs and charging, car wash and decoration are also included. GOAL Sierra Leone and Save the Children are supporting training for vulnerable youths in Mabella, Kroobay, and Greybush through payment of tuition fees.

Pujehun

The Pujehun District Council has a Youth and Sport Committee headed by a Councillor that provides overall direction for youth development in the district. The Ministry of Youth Employment and Sports (MYES) also maintains a youth desk at the Council and works closely with the District Youth Council. The District Youth Council is the local representation of the National Youth Commission and elects chieftom chairmen from all of the 12 chiefdoms. Its main task is coordination, mobilization, and advocacy and creating linkages with the District Council and other development actors in and outside the district. The District Youth Council is supported by youth development committees at chiefdom, section and village levels. These committees are mostly used for consultations, and mobilization of youth opinions. Although officials of the Pujehun District Council and the Pujehun District Youth Council reported to have engaged young people in many projects in various parts of the district, all

three FGDs conducted reveal the contrary. Moreover, there were no signs of any interventions by any of the youth structures mentioned above at the time of this research.

Only a few NGOs are involved in youth work in Pujehun district. The Pujehun Development Organisation (PDO) is a local charity focusing on education, water and sanitation and livelihood strategy for communities. Visible signs of PDOs activities include schools, water wells, latrines and farms, rice mills and cassava processing equipment in some villages visited in Barri and Kpeje chiefdoms. The Pujehun Youth for Development organization is a local charity with German support and works in the areas of agriculture (training, capacity building and input supply), peace building, health and sanitation. They have completed a modern library in Pujehun township to support youth learning. The charity operates in Sowa, Kpanga Kabondeh, YKK and Mano Sakrim chiefdoms.

The GIZ Employment Promotion Programme is supporting agriculture value chain development and youth empowerment, focusing mainly on cocoa farmers. With support from GIZ, a local entrepreneur Balmal Holdings has erected a cocoa processing facility (fermentation and drying) has trained farmers in its use. The private entrepreneur provides support in the form of soft loans to young farmers for plantation and rehabilitation and buys their produce upon harvest. This arrangement is currently operating only in Barri and Kpeje chiefdoms in the district.

Kailahun

The Ministry of Education Science and Technology opened a new Technical Training Centre which is not yet equipped to provide the anticipated courses. MEST works with the World Food Programme, Plan International and Save the Children to provide employment opportunities for youths in agriculture through establishing new farms, and providing equipment and materials for youth farm groups.

GIZ is an International Organisation whose Employment Promotion Programme is supporting agriculture value chain development and youth empowerment. The programme offers training to improve the productivity of smallholder farmers and access to new cocoa farms for youth groups. GIZ has supported the formation of the Kailahun District Youth Empowerment Promotion Committee in May 2011. The Objectives of the Committee include lobbying and advocating for youth employment in the district; giving direction to youth programmes provided by government and development partners; supporting the District authorities in the planning and coordination of youth employment in the district; conducting research on the activities of youth serving agencies in the district.

The World Food Programme (WFP) is helping the youths in the area of cassava processing and adding value to local rice for sale to the public. Presently the WFP is working with youths in the district in converting palm oil into vegetable oil.

Kono

IBIS in Kono is active in the training of youths, including agricultural training, in partnership with AVA and other local organizations. The target population is male and female youths especially in the rural districts.

Advocacy for Vulnerable Aid (AVA) is a local Non Governmental Organisation in Koidu that supports not only vocational training for youths, but also provides employment opportunities for youths in agriculture and training of trainers in various vocations, provides internships and collaborates with

line ministries in identifying vulnerable youths and designing appropriate skills training programmes to fit their needs.

Life After Diamond is a local Non-Governmental Organisation that empowers youths with financial aid in the field of agriculture. The main aim of the organization is to redirect the youths away from the diamond mining industry and into agriculture. Financial support takes the form of Support to farmers to hire labour to brush cash crop farms, Support to Youths to start cash crop farming, and Support Youth Entrepreneurs.

The chairman claimed that the Drivers Union Provides training in driving but there was no evidence of a vehicle or of trainees. However, driving is a major employment potential with mining operations in the district. Training of youths in this vocation requires a structured professional training programme especially in the area of bull dozer operations.

The Ministry of Agriculture Forestry and Food Security (MAFFS) is supporting young farmers in all 14 chiefdoms through the provision of fertilizers, seed rice and tools. The Ministry is also engaging youths in tree crop rehabilitation, feeder road construction and is facilitating training in the use of agricultural machines, Crop Production Techniques, Live Stock Management, and Agro Enterprise Management. Partners in Supporting Youth training and empowerment in the district include Bio – United, a produce company that engages youths in buying produce; IBIS and AVA for youth training; GIZ and Mines youth groups, mobilizing youths for employment and training opportunities. Policies and programmes guiding the activities of the Ministry include the Smallholder Commercialisation Programme, Rural Private Sector Policy, Nutritional Policy and Increased Agricultural Production and Diversification Policy.

Koinadugu

The Deputy Director for Education in Koinadugu claimed that the former GIZ technical training centre will be reopened in 2013. With capacity for 100-200, the new 'Sokrala' Centre will offer carpentry, masonry, auto mechanic, IT, tailoring, catering, hairdressing, agriculture, along with English and maths. However, the certification system is yet to be decided and there was no evidence of preparation for reopening. The MEST is expected to undertake a review of the technical training curriculum in the coming years. The emphasis will be on skilling the country's middle manpower and promoting self-employment. Teacher training is also needed since there are so many untrained teachers in schools.

Child Fund are providing short livelihood trainings to people aged 18-60 who are living with HIV. Thirty six people a year are trained for one month in gara tie dying or soap making. Graduates are given seed money of le500,000-700,000 to start production. Child Fund is also supporting orphans and vulnerable children with school fees.

Daindenbeh Foundation is a community based organization that provides support to youth led farm groups in palm oil, rice, cassava and pineapples, through training and processing machines inputs. DF is also a partner to Child Fund and delivers the child sponsorship component, with over 6400 children being sponsored in Koinadugu.

CCDP is a partner to PARD in the delivery of the WB funded Youth Employment Support Programme. Low educated young people aged 18-35 years (50% female, 50% male) are being trained (by FAWE) for three months, in groups of 25, in rice and cassava processing and enterprise development. The

groups are then supported for a further nine months with access to processing machines, branded packaging, and le3m startup capital to establish a food processing business. 1,440 young people will go through this process with CCDP in Koinadugu over 2 years.

NACSA is providing short term employment for young people through 'cash for works' public works programmes

GIZ is focusing on developing value chains in rice and cattle husbandry, including training of young community animal health workers in Koinadugu. They are also providing adult literacy training, support to youth groups for advocacy on youth employment, and employ young people on infrastructure/public works projects (road maintenance and well construction) in partnership with NACSA.

Tonkolili

The Government Training Institute in Magburaka is a unit of Northern Polytechnic, which is under MEST. The Deputy Director Education confirmed that the GTI received le6,700,000 (USD\$1,550) in 2011/12 for new tools and that African Minerals has carried out a study on the GTI facilities and is expected to make investment of \$3m to refurbish the campus. The refurbished GTI will require new management, though it is difficult to find qualified people for this kind of role. However, no evidence of this investment plan was available. The current fee structure is too high for most youth and will have to be revised. The GTI is stigmatised as a place for drop outs and this will have to change. There is no other government training in the rest of the district. COSSTECH could receive government support but will have to restructure its management committee, and only use the 'college' name once approved by government. The DDE is concerned that there are too many trainings in soap making and hairdressing and more emphasis should be placed on computer training, construction, tailoring, electrician, and mechanics.

The MAFFS is supporting farmer based organisations through farmer field schools, business and record keeping training (through Gbonfa and Affod). A revolving fund for seed, fertiliser, and livestock has been established. Seventeen Agriculture Business Centres have been built in Tonkolili, and nine more are planned. The ABCs have been equipped with a generator, an entertainment centre, processing and bagging machinery and are also providing price monitoring. MAFFS is also carrying out road and store construction through the Rural and Private Sector Project to promote access to markets for producers and is supporting the Concern BRACE2 project through paravet training.

NACSA is delivering both interventions of the cash for works component of the WB funded YESP. The infrastructure intervention includes road maintenance, especially spot repairs and culvert construction. The works are managed by local skilled contractors and young people are hired as labour for two months and are paid le7500 a day. In 2012 NACSA delivered eighteen sub projects, each recruiting sixty five workers. Urban beautification projects are expected to be added in 2013. The agriculture intervention engages young people for preparing of land for new group farms. One group farm was established in 2012 and some of the group members are young people. NACSA links with the NYC local committees in the recruitment of youth and the management of the projects. Young people are selected through identification of vulnerable wards and through self-selection by setting the daily rate below the market average.

Chiefdom youth committees have been set up by Tonkolili District Council. These are all volunteers and there is no paid District Youth Officer yet. Youth committees (male) are given small public works in urban cleaning, or store construction, and NACSA is providing short work opportunities on road construction (Le7500 a day is too small). The District Youth Chairman reported that the Youth committees want to do rice and cassava producing and processing for which they need access to machinery. Young women are mostly doing petty trade, or depend on social grants. Many have difficulty handling money and more training is required before giving out loans. Youth Committee Chairmen / National Youth Commission representatives were concerned that though young people have high expectations, the GTI is not producing well qualified graduates, and it is not respected as a training institution, expect when another agency (eg UNDP) runs a training there. The GTI is not producing graduates training in modern skills eg refrigeration mechanics, and the skills being offered are not matched with what employers (eg AML) want. Young men have more work opportunities in big towns (eg okada riding), but in the rural areas, youth are leaving their villages to go to mining. They don't have the right equipment or skills to be successful, and need skills to do something else. The only NYC youth employment programme is the YESP, for which NACSA is delivering Component 1 Cash for Works, and under Component 2, CCDP (PARD) is training youth (le5000 daily stipend) on gari and rice processing at GTI.

CODALS is a local NGO engaged in agriculture (IFAD – IVS rehabilitation, FBO training, seed banks, first aid kits) and adult education. Staff were trained by Concern in REFLECT methodologies and have delivered adult literacy programmes for Concern. Currently CODALS is running a pilot adult literacy training (2hrs x 2 days/week x 12 months) for 18 males and females aged 18-40, using the SLADIA Accelerated Literacy Programme, which also links students to in-house skill training in weaving, tailoring, carving, soap, embroidery, and gara tie dye. The skill training period is 6-18 months and includes enterprise development training.

CCDP is a partner to PARD for the delivery of the YESP. CCDP is coordinating the training of 320 (8 groups of 40) young people over two years in rice and cassava processing, and is building the stores and installing the machinery that the groups will use to establish their gari and rice processing businesses. The target group are not working or in employment and are self-selecting.

In partnership with Concern, Gbonfa is engaged in inland valley swamp (IVS) rehabilitation, fish pond restocking and adult literacy (subcontracted to CODALS), primary education promotion through debating, and political education. Gbonfa have seen that basic education is an important foundation for the absorbtion of agriculture and other technologies.

CIDA is engaged in female empowerment, skills training for livelihood development and promoting basic education for adults. With support from UNFPA, CIDA is currently doing 6 months training for 25 women in soap making, gara tie dying and cloth weaving. A pilot programme is being developed to connect this training with adult literacy in Mabonto village. Business development skills and 'soft loans' are necessary for those who are not ready to engage with MFIs like BRAC.

MAPCO is a small CBO training four apprentices at a time through master trainers in weaving and tailoring (gets 400,000 quarterly for training materials). Graduates receive a start-up loan from a revolving fund, and the next four borrowers get access to the fund when the last four have paid in full.

HELP SL is supporting young people to be trained in computing, tailoring, gara tie dye and hairdressing at St Josephs Vocational Training Centre. A new programme is being developed to support graduates from skill training with access to capital and business development services to build stronger entrepreneurs.

Street Child Sierra Leone is addressing the needs of street children in Tonkolili. Early pregnancy and parental poverty are the two primary reasons for children and young people ending up on the street. SCSL makes contact with street children/youth in Magburaka and provides counselling, family tracing, mediation and reunification, and provides school fees and materials for the first year of reintegration. SCSL also provides 18 months of small enterprise and savings support (training and le500,000, no skills training) to reintegrating families, most of which are based in Magburaka and are not the birth parents of the child/youth but members of the extended family. In Bumbuna, SCSL has supported the building of the first Senior Secondary School in the town and of a second Junior Secondary School, as attendance at SS in other towns was identified as a factor in children/young people ending up on the streets.

Kenema

With support from UNDP a unit has been created at the Eastern Polytechnic for career guidance, setting up apprenticeships and job placements, holding seminars with students and employers, and orientating students about life and employment after their study. However, the unit had only started and much needs to be done to make it functional.

GOAL-Ireland is engaged in youth work in two chiefdoms in Kenema district (Nongowa and Lower Bambara), through providing skills training, alongside literacy, and enterprise development. The organisation works through local partners who deliver the training at the two locations. The Ben Hirsh Memorial Institute is the main partner for this agency and while its quite active in Nongowa (Kenema township), it is less so in Lower Bambara chiefdom.

The Sierra Leone Red Cross Society trains young people to become community volunteers, providing them the opportunity to gain work experience in community and social work.

The Kenema District Youth Council is attached to the local council and said to be working closely with both the district and city councils in mobilising young people, providing training where necessary, and engaging youth groups in the implementation of public works projects. However, in a focus group discussion with youths , they denied having any knowledge of such a council for youths.

Kenema District Youth Coalition is a coalition of smaller youth groups located within the Kenema township and is independent of the District Youth Council created by Government. The Coalition has a wish list of what they intend to undertake than evidence of what has been accomplished. They claim to focus on skills training, micro credit, farming and support Okada riders with soft loans.

Annex 8 Financial Products Available in the Research Districts

Kabala Community Bank is IFAD funded and aims to provide a reasonable banking service for the rural poor. Shares are bought for 10,000 each. KCD provides loans of le 5m and above to individual business owners when providing collateral (eg appliances) and a guarantor. Groups of up to 10 existing business owners can open an account and take individual loans starting at le 0.5m, acting as guarantor for each other.

Neini Financial Services Association, also funded by IFAD, Arkalia branch, makes credit available to grassroots people for livelihood strengthening. Shareholders buy shares at 5,000 each. Shareholders organise in groups of five and can take out loans at four times the value of the shares they own. Group members act as guarantee for each other. Minimum loan is le 100,000, maximum is le10,000,000. Loans are paid back over 4-10 months with 3.5% interest. Dividends from the FSA profits are distributed back to shareholders annually. Shares can be sold off at any time. Started in 2011, Arkalia branch has 700 shareholders and over 100 borrowers. Individual loans can be obtained using land or house deeds as collateral and agriculture business loans are to be launched soon.

BRAC have two financial products available in Kenema, Tonkolili and Koinadugu. The Small Enterprise Product is available to business owners who have an existing business, can provide land or building deeds as collateral, and a refundable deposit to the value of 10% of the loan. Typical loans are le3-4m and are paid back over 12 months with 2.5% interest. The microfinance loans target women aged 18-50 years in groups of 25. Sub groups of five take loans of 400-600,000 each, which they pay back over 10 months with 2.5% interest. They must have an existing business, pay a 10% refundable deposit and provide an external guarantor. The next cluster is invited to take loans depending in the repayment performance of the previous cluster. Second loans of le 0.5 – 1.2m are available to those who have successfully repaid. Orientation training is provided on the repayment system, but no enterprise training is provided.

LAPO ('Lift Above Poverty') is a Nigerian social enterprise operating throughout West Africa. The Koinadugu and Kenema branches provides loans of le 0.3-1.5m to individual members of groups (15-30), with existing non-agriculture businesses, at 1% interest. They report a high default rate, especially during the rainy season, and when individuals split their loan with others, making the repayments harder to track.

Salone Finance Trust has three loan products in Koinadugu. Solidarity loans starting at le0.5m are available to individuals with existing businesses who approach SFT in groups of five people. Group members act as guarantor for each other. Loans are repaid over 8 months at 2.5% interest. Individual business owners can take an Individual Loan starting as le3m when presenting collateral (house/and deeds). Salary loans are available to borrowers with contracted jobs earning more than le0.5m a month. SFT has suspended loans to farm groups following poor repayment.

Finance Salone Ltd is a micro finance branch of Union Trust Bank. FSL offers three products in Kenema and Tonkolili. The Single Enterprise Loan is offered to expand existing business, when collateral of property deeds and a refundable deposit to the value of 15% of cash loan and two guarantors are presented. The loans of Le2m-10m are paid with 3% interest. Salary Loan of 2.5 times a monthly

salary are available to those who can provide payment slips of a contracted job. Interest is paid at 3%. MEGA (micro enterprise group activity) loans are offered to groups of 5-10 with other members and an outside guarantor acting as collateral. Borrowers must have an existing business and provide a refundable deposit of 10% of the loan. Loans of Le400k-1m are paid back over 6 months with 2.5% interest.

CEDA (Community Empowerment and Development Agency) is a local MFI operating mainly in the southern region of the country. The branch in Pujehun has three loan products exactly like those of Finance Salone Ltd. MAPO provides short term loans of Le150,000-500,000 which must be repaid within one month at interest rate of 25%.