



EDUCATION TRACER STUDY

Dadaab refugee complex, Garissa county, Kenya, March 2021



REACH Informing more effective humanitarian action

BACKGROUND

According to the Kenya National Bureau of Statistics labour force report released in March 2020, 34% of the 12 million Kenyan youth were unemployed¹ with youth aged 20-34 accounting for 14% of the jobless people.² This high unemployment rate is no different within the Dadaab refugee camps. To help bridge this unemployment gap, agencies that are members of the Dadaab Livelihood Working Group (LWG) implement education programmes that support technical skills training for refugees within the Dadaab refugee complex and people in the surrounding host communities. The beneficiaries of these programmes are sponsored by non governmental organisations (NGOs) to take up courses offered by the technical and vocational education training (TVET) institutions while some NGOs tailor make courses for beneficiaries, train them and issue them with certificates upon completion.

REACH Initiative supported the Dadaab LWG in conducting an education tracer study to assess how graduates who benefited from education programmes run by three NGOs namely: The Danish Refugee Council (DRC), Norwegian Refugee Council (NRC) and Peace Winds Japan (PWJ) were impacted by the programmes. The assessment covered beneficiaries who had graduated between 2018, 2019 and 2020.

METHODOLOGY

The assessment tool was designed by the LWG members and covers the Dadaab refugee complex and the surrounding host communities in Dadaab and Fafi sub-counties. The assessment was conducted through individual level interviews from 29 March to 1 April 2021. Out of the 890 graduates, a sample of 225 individuals were interviewed.

The sample was selected through a stratified simple random sampling approach to have data that was representative at agency level with a 95% confidence level and a 10% margin of error. Data collection was undertaken remotely through mobile phones due to public health concerns and movement restrictions linked to the COVID-19 pandemic.

To further inform the findings of this assessment, REACH conducted a follow-up qualitative assessment to provide an indicative overview of the challenges faced in accessing employment and to understand the marketable skills in the area. Key informant interviews (KIIs) were conducted from 13 to 16 May 2021 with graduates who had reported they were unemployed. A total of 30 key informants (KIs) were selected purposively from the three LWG members organisations and interviewed using a semi structured questionnaire.

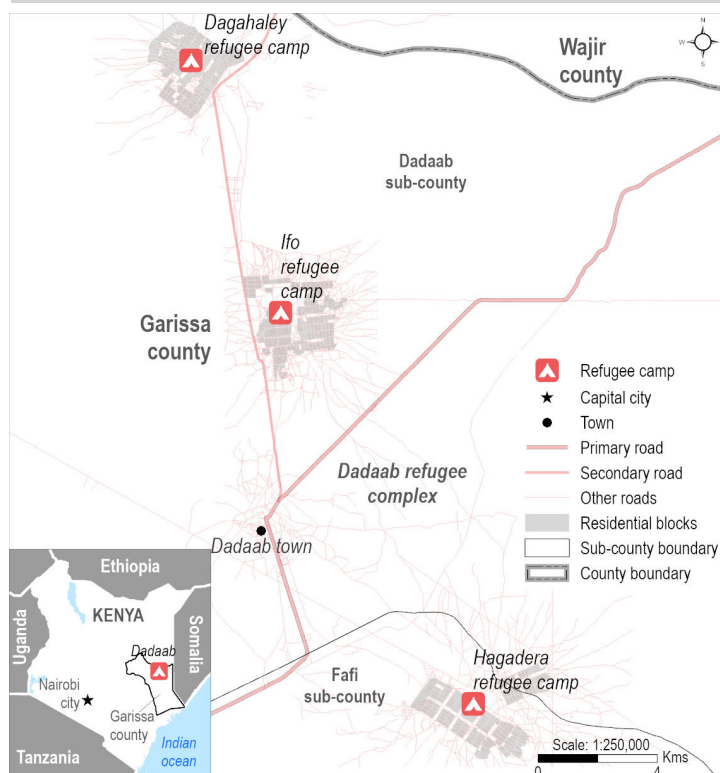
LIMITATIONS

- Findings relating to a subset may have a lower confidence level and a wider margin of error.
- For some questions, the recall period was a year which, considering its length, may affect the answers provided by respondents.
- There was a time lapse between the time when the quantitative and the qualitative assessments were conducted so this may have had an effect on the findings.

KEY FINDINGS

- Seventy-five percent (75%) of the respondents reported that the trainings offered by the LWG members had helped them **develop practical and entrepreneurial skills**.
- Twenty-one percent (21%) of the respondents had never gone to school prior to the training by LWG members.
- More than half of the respondents (51%) reported that **looking at public advertisements for jobs** had proved to be the most successful method to find their first job in the past.
- The **average monthly gross income** for the 23% of respondents that reported they were **currently employed** was found to be **KES 11,939** at the time of data collection.³
- Some of the **challenges** faced by the respondents during the course of their training with the LWG members were reportedly **inadequate training materials (20%), trainers not incorporating practical skills training in the course work (19%)**.
- A majority of the KIs reported the main reason they were **still currently unemployed was because they lacked materials to start their own business**.
- Thirty-five percent (35%) of the respondents reported that they had **undertaken an internship** while they were still undertaking their training. **Of these, 72%** reported that they had gained **practical skills from their internship**. These skills are useful in the job market which implies that going through an internship during training could help trainees get job placements in the future.
- According to a majority of the KIs, **hair and beauty was the most marketable skill** in the area followed by **tailoring** and the jobs associated with the **electrical installation and wiring course**.

ASSESSMENT COVERAGE





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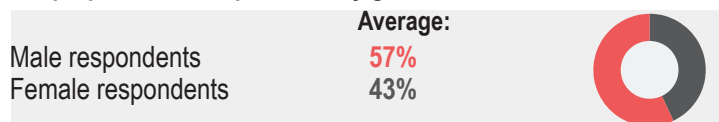


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DEMOGRAPHICS

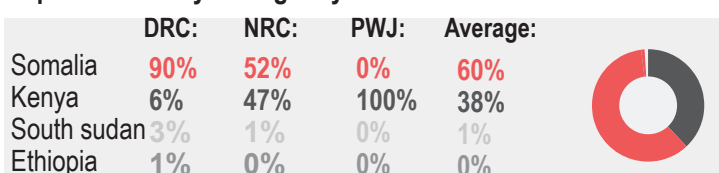
More than half of the respondents (57%) were male while the average age of the respondents was 26 years.

The proportion of respondents by gender:



A high proportion of the respondents (64%) reported they were residing within the Dadaab refugee complex. A majority of the respondents (60%) that were refugees reported that Somalia was their country of origin. All (100%) of PWJ graduates reported being from Kenya.

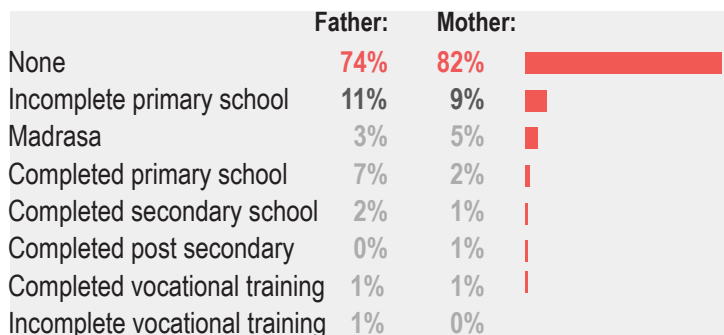
Reported country of origin by % of individuals:



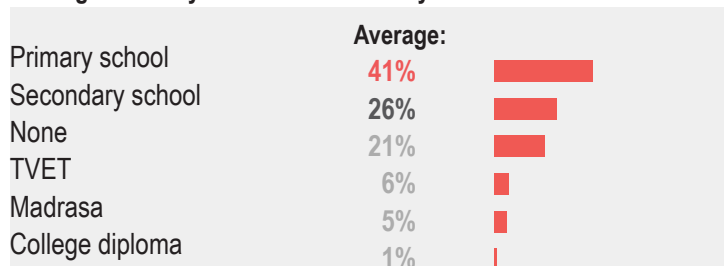
EDUCATION

Findings suggest that a high proportion of the respondents came from a family background where the parents had not gone through the formal education system with 74% and 82% of the respondents reporting that their fathers and mothers respectively have never gone to school at all.

The reported education level of the respondents parents' by % of individuals:



The reported education level of the respondents prior to joining the training offered by the LWG members by % of individuals:



On average, almost half of the respondents (41%) reported primary school as their highest level of education prior to joining any of the training programmes supported by the LWG members. These findings likely indicate that the trainings offered by the NGOs within the Dadaab refugee complex assisted the beneficiaries to advance their education to higher levels such as TVET and for some to gain skills.

QUALIFICATIONS

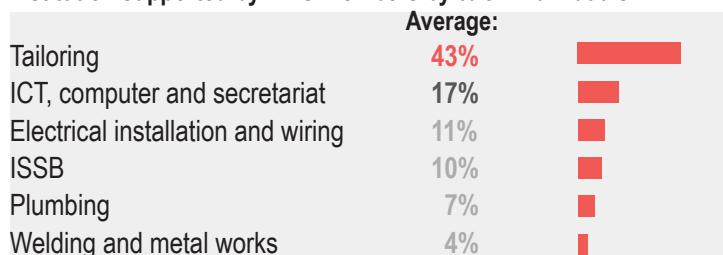
Fifty-five percent (55%) of the respondents reported their enrollment in the training was facilitated by NRC while the remaining 35% and 10% reported their enrollment was facilitated by DRC and PWJ respectively.

On completing the training 65% of the individuals reported that they were issued with certificates by the sponsoring organisations while 35% reported they acquired TVET qualifications. Of the 35% that obtained TVET qualifications 34%, 18% and 48% earned grade 1, grade 2 and grade 3 respectively.

All (100%) respondents from PWJ reported that they undertook an advanced course on the interlocking stabilised soil block (ISSB) after which they were offered certificates by PWJ.

The LWG members trained the respondents on various topics, a high proportion (43%) of the respondents reported that they took up the tailoring course making it the most popular course while 17%, 11% and 10% of the respondents took up the information communication technology (ICT), computers and secretariat, electrical installation and wiring and the ISSB courses respectively.

The main courses reportedly undertaken by the respondents in the institution supported by LWG members by % of individuals:



Upon completion of the course, 83% of the respondents reported that they received a certificate. Of these, 62% received certificates from the sponsoring organisations, while 30% got certificates from the National Industrial Training authority (NITA) and 8% got certificates from the North Eastern National Polytechnic (NENAP). Of the 17% that reported they did not receive certificates, 72% and 28% reported they did not receive certificates because they had not completed the course and they were yet to receive certificates respectively. Certificates are important as they enable graduates to attest that they indeed graduated during the job application process.

SKILLS DEVELOPMENT

Seventy-five percent (75%) of the respondents reported that the trainings offered by the LWG members had helped them develop practical skills. Practical skills are instrumental for students taking up courses such as tailoring which has reportedly been undertaken by 43% of the respondents. The practical skills could help increase the beneficiaries suitability for the job market for those seeking employment and also likely enable some of them to open their own businesses.

Overall, a high proportion (71%) of the respondents also reported that the courses they had taken up during their training had helped them develop social and individual competencies to a great extent with only 3% of the respondents reporting they only gained such competencies to a little extent.



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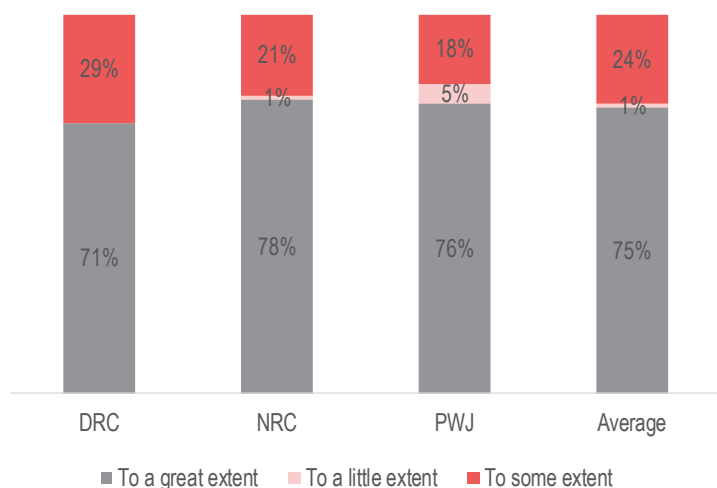


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Three quarter (75%) of the respondents reported that they developed entrepreneurial skills after undertaking the trainings offered by the LWG members. This finding suggests that the trainings offered by LWG members are likely to be of aid to the respondents who want to open their own business in the future as they help them acquire entrepreneurial skills.

Seventy two percent (72%) of the respondents also reported that the training offered by the LWG members helped them gain theoretical knowledge.

The % of individuals reporting they developed practical skills after undertaking a training with one of the LWG members :



Thirty-five percent (35%) of the respondents reported that they had undertaken an internship while they were still undertaking their training with one of the LWG members. Of these, 72% reported that they had gained practical skills from their internship. This likely suggests that including a mandatory internship into the programme's curriculum could contribute to the development of practical skills which are beneficial on the job market as well as in self-employment.

Overall, 72% of the respondents reported that given the chance to choose again they would probably choose the same field of study. This suggests that they were comfortable with the skills acquired.

EMPLOYMENT⁴

At the time they were being trained by LWG members, 97% of the respondents reported that they were unemployed. Upon completion of their training, this proportion reduced by 21% with a lower proportion of respondents (76%) reporting that they were unemployed at the time of data collection. These findings likely suggest that taking up the training programmes offered by the LWG members helped the beneficiaries to secure jobs either in informal or formal set ups while some opened their own businesses.

Twelve-percent (12%) of the respondents reported that they were currently self-employed. This indicates that 12% of the respondents are likely putting to use the entrepreneurial skills they gained during the training.

Another 9% of the respondents reported that they were currently in formal employment. Overall, 23% of the respondents reported that

they were currently employed (informal, self and formal employment and on internship), 89% of these reported that they were utilizing the skills they had acquired during the training to a great extent in their current job.

Another 86% of the 23% also reported that their current professional position was appropriate to the course they took up during the training. This further likely suggests that the courses taken up during the training might help the graduates land jobs.

The reported current employment status of the respondents at the time of data collection by % of individuals:

Average:		
Unemployed	76%	
Self employment	12%	
Formal employment	9%	
Looking for employment	1%	
Informal employment	1%	
Internship	1%	
Not looking for employment	1%	

The 1% of respondents that reported they were not in search of jobs or internships cited the lack of job openings as the reason they were not searching.

Fifty-three percent (53%) of the 12% of respondents that cited they were self employed reported that they had set up tailoring shops. These findings suggest that being trained on tailoring likely enables the graduates to set up their own businesses once they complete the course. It is also likely that there is an unfilled market gap in tailoring that could be further exploited.

The main types of businesses reportedly run by the 12% of respondents in self employment:

Average:		
Tailoring	53%	
Hair dresser/ beauty services	14%	
Hotel	9%	
Shop selling goods other than food	7%	
Sale of electronics	6%	
Wholesale of exclusively/mostly food	5%	
Mechanic/spare parts	4%	
Handicraft/beadwork	3%	

Six percent (6%) of the respondents reported that they got their first job after one to three months after graduation. Amongst the 9% of respondents that reported they were in formal employment 87% reported they were currently working for NGOs. This finding suggests that it is likely that the sponsoring by NGOs helps the graduates to find jobs upon completion of their training.

More than half of the respondents (51%) reported that looking at public advertisements for jobs had proved to be the most successful method of finding their first job in the past. Additionally, 72% reported that they were currently relying on referrals either from friends or relatives working in the organizations they wanted to get jobs in.



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Twenty-one percent (21%) of the respondents reported that they were currently enrolled for further studies with a third of these respondents (33%) reporting that they had enrolled for the motor vehicle mechanics course.

The reported courses the 21% of respondents enrolled in for further studies, by % of individuals:

	Average:	
Motor vehicle mechanics	33%	
Education P1/ECDE ⁵	27%	
Community development	8%	
Business management	7%	
Electrical installation and wiring	6%	

CHALLENGES

Over half (56%) of the respondents reported that they didn't experience any challenges while undertaking the trainings offered by the LWG partners. However, a few of the respondents did report experiencing some challenges, some of the top 3 challenges faced by the beneficiary graduates were reportedly inadequate training materials (20%), trainers not incorporating practical skills training in the course work (19%) and inadequacy in transferring of theoretical skills (5%).

The top 5 reported challenges during trainings identified by the respondents by % of individuals :

	Average:	
No challenges	56%	
Inadequate equipment/training materials	20%	
Inadequate training of practical skills	19%	
Inadequate transfer of theoretical knowledge	5%	
Low quality teaching/training methods	5%	

To improve on these challenges the respondents recommended a couple of ways through which the trainings could be improved. Forty-nine percent (49%) of the respondents reported that they would like to be sponsored to pursue further education upon completion of their TVET courses.

Another 33% recommended that the LWG members support graduates in setting up their businesses by either providing capital to set up the business or helping them to secure funds to start their own business. This might help reduce the proportion of graduates that remain unemployed after graduation in future cohorts as many might get help to open their own businesses.

The top 5 reported recommendations to improve the trainings offered by the LWG members by % of individuals ⁶:

	Average:	
Offering further education	49%	
Support in setting up businesses	33%	
Training allowance/ accommodation	11%	
Provision of transport	10%	
Offer employment/ internship	5%	
Post training mentorship	4%	

MARKETABILITY OF SKILLS

Results from the qualitative component of the assessment revealed that the main reason why a high proportion of the respondents (76%) were reportedly still currently unemployed was because they lacked materials to start their own businesses.

Additionally, some of the KIs cited a lack of capital to start a business as another reason why they were unemployed. Some of the KIs also suggested that provision of start up kits⁷ to trainees by LWG members upon completion of their training would go a long way in helping them open their own businesses after graduation and would also help them to deal with the lack of capital.

According to a majority of the KIs, hair and beauty was the most marketable skill in the area. The KIs cited various reasons as to why this was the case including the ease to operate hair salons within the Daadab refugee complex and the fact that the materials to practice this craft were readily available and that their clientele increased during the festive seasons.

Tailoring was the second most marketable skill in the area according to a majority of the KIs. Another five KIs reported that computer skills were marketable because upon completion of the training one could apply for online jobs. Some KIs also cited that skills associated with the electrical installation and wiring course were marketable because NGOs within the area offered graduates casual wiring jobs while some landed jobs of this nature in neighbouring camp blocks.

The KIs reported that there were mechanical jobs but few personnel were trained in the motor vehicle mechanics course. This might therefore be a niche sector that could be filled in future trainings. Driving jobs were also reportedly available in the area and trainees that took up the course were likely to land jobs.

End notes

1. The Kenya National Bureau of Statistics (KNBS), Quartely labour force report, retrieved from [here](#)
2. Cytonn Investments report, Youth unemployment remains high, KNBS reveals, retrieved from [here](#)
3. 1 USD = KES 108.729 in [March 2021](#)
4. Employed respondents are those who are either currently in formal or informal employment, self-employment or on an internship.
5. Early childhood development and education (ECDE) and Primary 1 (P1) education course.
6. Individuals could select multiple answers.
7. A start up kit is a package that comprises some cash money and other items intended to help graduates start their business.