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**BARINGO COUNTY YOUTH POLICY**

**2022**

**THEME: HARNESSING FOR BARINGO YOUTH**

Table of Contents

[FOREWORD 8](#_Toc121240685)

[PREFACE 10](#_Toc121240686)

[ACKNOWLEDGEMENT 11](#_Toc121240687)

[ABBREVIATIONS AND ACRONYMS 12](#_Toc121240688)

[DEFINITION OF TERMS 14](#_Toc121240689)

[EXECUTIVE SUMMARY 16](#_Toc121240690)

[CHAPTER 1: INTRODUCTION 18](#_Toc121240691)

[1.1 Background 18](#_Toc121240692)

[1.2 Rationale for the County Youth Policy 20](#_Toc121240693)

[1.3 Guiding principles for the youth policy 22](#_Toc121240694)

[1.4 Rights, Obligations and Responsibilities of the youth 24](#_Toc121240695)

[1.5 The Scope of the Policy 26](#_Toc121240696)

[1.6 Alignment of the Policy 28](#_Toc121240697)

[1.7 Organisation of the Policy document 31](#_Toc121240698)

[CHAPTER TWO: SITUATIONAL ANALYSIS 33](#_Toc121240699)

[2.1 Introduction 33](#_Toc121240700)

[2.2 County situation of the youth 36](#_Toc121240701)

[2.3 Youth categories 37](#_Toc121240702)

[2.3.1 Target youth policy audience 38](#_Toc121240703)

[2.3.2 An overview of youth opportunities and potential in the 40](#_Toc121240704)

[2.4 Challenges Affecting the Youth in the County 42](#_Toc121240705)

[2.4.1 Social issues 42](#_Toc121240706)

[2.4.2 Labor pool market 45](#_Toc121240707)

[2.4.3 Access to resources 46](#_Toc121240708)

[2.5 County Youth Intervention and Achievements 49](#_Toc121240709)

[2.5.1 Youth interventions 49](#_Toc121240710)

[2.5.2 Achievements 51](#_Toc121240711)

[2.6 Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis 52](#_Toc121240712)

[2.6.1 Strengths 52](#_Toc121240713)

[2.6,2 Weaknesses 53](#_Toc121240714)

[2.6.3 Opportunities 54](#_Toc121240715)

[2.6.4 Threats 54](#_Toc121240716)

[CHAPTER 3: YOUTH POLICY FRAMEWORK 56](#_Toc121240717)

[3.1 Introduction 56](#_Toc121240718)

[3.2 Youth Vision, Mission, Relaying call and Values 58](#_Toc121240719)

[3.2.1 Vision of the County Youth Policy 58](#_Toc121240720)

[3.2.2 Mission of the County Youth Policy 58](#_Toc121240721)

[3.2.3 Relaying call 58](#_Toc121240722)

[3.2.4 Values 59](#_Toc121240723)

[3.3 Youth Policy Objectives, Priority areas, Measures/Strategies and Interventions 59](#_Toc121240724)

[3.3.1 Youth Policy Objectives 59](#_Toc121240725)

[3.3.2 Policy priority areas 61](#_Toc121240726)

[3.3.3 Youth Policy Objectives, Priority Areas and Measures 63](#_Toc121240727)

[CHAPTER 4: Youth Policy Coordination and Implementation Framework 65](#_Toc121240728)

[4.1 Introduction 65](#_Toc121240729)

[4.2 The process of policy implementation entails; 67](#_Toc121240730)

[4.2.1 Identifying the Problem and Agenda Setting 67](#_Toc121240731)

[4.2.2 Formulation and Adoption 67](#_Toc121240732)

[4.2.3 Implementation of the Policy 67](#_Toc121240733)

[4.2.4 The diffuse nature of the youth policy 68](#_Toc121240734)

[4.2.5 Implementation mechanisms 68](#_Toc121240735)

[4.2.6 Types of implementation strategies 69](#_Toc121240736)

[4.3 Enablers (ICT, transport, skills and development, making markets work etc) 70](#_Toc121240737)

[4.3.1        Health 70](#_Toc121240738)

[4.3.2        Education and Training Skills Development 70](#_Toc121240739)

[4.3.4        Financial Aid and providing mechanisms for youth to earn a decent income 71](#_Toc121240740)

[4.3.5        Technological involvement and ICT 72](#_Toc121240741)

[4.3.6        Agriculture for economic development 74](#_Toc121240742)

[4.3.7        Talent and Youth Creativity 75](#_Toc121240743)

[4.3.8        Entrepreneurship as a Game changer 76](#_Toc121240744)

[4.3.9        Ethics and morality 77](#_Toc121240745)

[4.4 Flagships (Asks for County Government, National Government, private sector, non-state actors) 82](#_Toc121240746)

[4.5 Resource Mobilization and Financing of the Policy 82](#_Toc121240747)

[4.6 IMPLEMENTATION MATRIX 83](#_Toc121240748)

[4.7 Role of Stakeholders 89](#_Toc121240749)

[4.7.1 Responsibilities of key stakeholders. 90](#_Toc121240750)

[CHAPTER 5: MONITORING, EVALUATION AND LEARNING 94](#_Toc121240751)

[5.1 Introduction 95](#_Toc121240752)

[5.2 Monitoring, Evaluation and Learning Framework 96](#_Toc121240753)

[5.2.1 Factors to consider when selecting a mode of policy implementation 98](#_Toc121240754)

[CHAPTER 6: COMMUNICATION 99](#_Toc121240755)

[6.1 Introduction 99](#_Toc121240756)

[6.2 Communication channels (radio, Groups/jamaa, local language, barazas, celebrations meetings) 99](#_Toc121240757)

[6.2.1 Advance communication of the policy with stakeholders 100](#_Toc121240758)

[6.2.2 Communication Plan for Baringo County Youth Policy 102](#_Toc121240759)

[3. Plan and design of message 103](#_Toc121240760)

[6.2.3 Channels of communication 104](#_Toc121240761)

[6.3 Publicity and policy information Sharing 107](#_Toc121240762)

[6.4 Policy Review 108](#_Toc121240763)

[7.0 CONCLUSION 109](#_Toc121240764)

# FOREWORD

The youth are the strength, wealth and drivers of innovation in Baringo County. Deliberate and systemic efforts are necessary to appropriately equip and empower them to attain and realize their full potential and turn, drive the attainment of development objectives set out in vision (2030); and international commitments which include African Union Agenda (2063).

We're therefore delighted as County Government, to roll out the Baringo County Youth Development Policy (BCYDP) (2022). This Policy is an expression of the collective commitment of concerned stakeholders to harness and optimize the strengths and opportunities that the youth present while addressing personal and structural barriers that affect their productivity.

This Policy, which is an outcome of a broad based consultative process, is designed to promote the creation of sustainable decent jobs and income generating opportunities for all Youth, facilitate building digital skills and leverage young people's natural affinity to technology which is powerful in helping the County grow and strengthen its economic base thus become more competitive in today's globalized markets. Further, the policy intends to help realize a mentally and physically healthy County which is socially secure.

In addition, it will nurture a value driven, moral, ethical generation of patriotic youth with a heart for volunteerism and transformative leadership. Harnessing the full power of youth talent, creativity and innovation for wealth creation is critical for job-ready workforce across all sectors of the County, national and global economy and this has been given due consideration in this policy. The policy has outlined strategies that contribute to a crime free, secure, peaceful and united County because of our diversity.

This Policy is underpinned by strong partnerships and a multi-agency approach including the youth, private sector, development partners, youth serving organizations, Faith -based organizations, and other stakeholders. Through these partnerships, the objectives of this policy will be pursued through rights - based, professional, mainstreamed, sustainable and coordinated approaches guided by national values and principles of governance.

The policy provides for its implementation coordination framework at the County and sub-county levels through the County Government administration structures down to the youth at the grassroots. The policy also provides institutional, communication, monitoring and evaluation frameworks to ensure effective implementation of the identified Policy objectives and measures.

We are confident that all the players, actors and stakeholders will find space to fit in and play their part within the youth space in a way that is coherent and that breaks down the silos that have existed in the sector for a decade.

Finally, success in the implementation of the Policy shall require the youth to play an active role in identifying their needs and taking necessary action with the support of stakeholders. All youth serving organizations and youth groups; development partners; families and larger society; private sector, the county government; National Government, Ministries, Departments and Agencies (MDAs) and the international community shall also play a leading role in the realization of the aspirations of the Policy.

The Government remains committed to all efforts directed at the realization of the youth to potential in County building, in line with the Constitution and all regional and Intervention conventions and charters signed relating to the youth.

# PREFACE

The youth play a bigger role in realization of devolution, the sustainable development goals, (SDGs) and good governance. The county youth policy which has been informed by the present realities in the county and national development and envisaged that all youth have to access productive opportunities to unlock and maximize their untapped potential both as individuals and collectively participate in the society.

This policy document proposes to focus on the development, as a tool, the Baringo County youth policy to guide, track and evaluate the impact of youth initiatives, programmes, activities and projects at the county level and its indicators to be examined through regular County level surveys and reporting mechanisms.

It is worth mentioning that the process of developing this County policy was inclusive. It involved youth research assistants representing the youth through consultative and participatory process, the National Youth Council officials, the County CEC for youth and gender affairs, Director of Youth, Gender and Social Services, the County governor, expert consultants, technical team forums and relevant policy teams.

# ACKNOWLEDGEMENT

Baringo County Youth Policy was prepared by a team of youth researchers from Baringo county who are dedicated to the prosperity of the Baringo community.  Thank you to the Baringo County Youth Policy Development team led by Ms Gladys Jerop that worked efficiently and precisely to ensure that Baringo youth policy is in place and it addresses the needs of Baringo youths.

Special thanks to the National Youth Council for their support and guidance during the creation of the policy. This policy wouldn't be completed without their support all through both financially and education wise. Your experience has been amazing and has ensured that we give Baringo County Youths the best policy that will ensure they have their space in the community.

Special thanks to the County Government of Baringo and the National government for recognising the strength of Youths and giving them the chance to participate in social, economic and political affairs of the county. With youths given the chance, they will use their strength for the growth of the county and in turn the youths will gain experience to become better as leaders.

Much gratitude to the youths of Baringo county through Baringo County Youth Forum (BCYF) and the general public for their support and contribution in the preparation of this policy.  It was through your committed contributions that the policy challenges have been tackled.

# ABBREVIATIONS AND ACRONYMS

**CYPD** County Youth Policy Development

**BCYPD**                  Baringo County Youth Policy Development

**BCYP** Baringo County Youth Policy

**BCYF** Baringo County Youth Forum

**GOK**   Government of Kenya

**MTPs** Medium Term Plans

**NYC** National Youth council

**EAC** East African Countries

**SDG** Sustainable Development Goal

**UN** United Nations

**AU** African Union

**KYDP** Kenya Youth Development Policy

**HIV/AIDS** Human Immunodeficiency Virus (HIV) and Acquired Immuno-Deficiency Syndrome (AIDS)

**CGB** County Government of Baringo

**KDHS** Kenya Demographic and Health Survey

**KNBS** Kenya National Bureau of Statistics

**NACADA** National Authority for the Campaign Against Alcohol and Drug Abuse

**SME** Small and Micro Enterprises

**ASAL** Arid and Semi-Arid Lands

**NGOs** Non-Government Organizations

**TVET** Technical, Vocational Education Training

**SGBV** Sexual and Gender Based Violence

**STEM** Science, Technology, Engineering, Mathematics

**ICT** Information and Communications and Technology

**IGFRG** Income Generating Activities for Registered Groups

**CECM** County Executive Committee Member

**CO** County Chief Officer

**CDS** County Department of Sports

**SDGs** Sustainable Development Goals

**SME** Small and medium Enterprise

# DEFINITION OF TERMS

**Youth**

According to Constitution of Kenya 2010, a youth means the collectivity of all individuals in the Republic

who;

(a) have attained the age of eighteen years; but

(b) have not attained the age of thirty-five years

The Policy uses the term ‘youth’ to refer to both age and youth–hood. With respect to age, a youth will be defined as a person, male or female, in the age bracket of 18 to 35 years. The Policy recognizes youth-hood as a transition and vulnerability when the youth have to undergo learning, transition to work, staying healthy and safe, forming families, exercising citizenship and adherence to national values and principles of governance. This Policy recognizes the fact that youth is not a homogenous group. Although young people experience some common developmental issues, their period backgrounds, experiences, interests, gender, requirements and cultures are diverse.

**Youth Development**

The term Youth Development therefore means improving the lives that the youth lead, giving them more freedom and opportunities to live the lives they value. It means developing the abilities of the youth and giving them a chance to use these abilities to flourish. This Policy therefore intends that the youth lead healthy and creative lives, are knowledgeable, and have access to resources needed for a decent standard of living. The Policy also intends to create the requisite conditions that guarantee youth their rights and security, support their participation in political and economic life, contribute to environmental sustainability and ensure gender equality.

**Goal**

The Policy Goal is to promote the holistic empowerment and participation of the youth in socio-economic and political spheres for national development.

**Vision**

A society where youth have an equal and responsible opportunity to realize their full potential in socio-economic and political aspirations, through honest and hard work.

**Gender**

A social and cultural constructs based on sex. A term is used to identify social, cultural and psychological features that identify one as a man, woman, boy or girl. It is the shaping of thinking, attitude and values of women, girls and boys.

**Leadership**

Is the art of motivating a group of people to act toward achieving a common goal.

**Rights**

These are the basic rights and freedoms that belong to every person in the world, from birth until death.

# EXECUTIVE SUMMARY

The Baringo Youth Development Policy seeks to provide an opportunity for improving the quality of life for the youth in Kenya through their empowerment and participation in economic and democratic processes as well as in community and civic affairs. It also advocates for creation of a supportive social, cultural, economic and political environment that will empower the youth to be active actors in national development. The Policy therefore provides a detailed account of various aspects highlighted in specific topics in the policy such as;

* Skills development and employment
* Health and well-being
* Environment and sustainable development
* Talent and creativity
* ICT and innovation
* Drugs and substance abuse.
* Entrepreneurship
* Agri-Business

Some of the main areas to be acknowledged in the Policy are establishment of the Youth Empowerment Centers; establishment of Access to County Government Procurement Opportunities, Launch of the training and development areas in regards to skills development, establishment and facilitation of the county youth leadership and organization. Among others is the establishment of entrepreneurial support and funds for the county youths to earn a decent living.

The Baringo Youth Vision states, *“****An empowered, engaged, productive and vibrant youth, building a better Baringo and Kenya at large****’* is to promote the holistic empowerment and participation of the youth in socio-economic and political spheres for national development. The Mission *“****To facilitate the empowerment and inspiration of the youth to engage in entrepreneurial activities in the county for self-reliance and active participation in economic development*** “emphasizes a society where youth have an equal and responsible opportunity to realize their full potential in socio-economic and political aspirations, through honest and hard work. The Values given emphasis in the Policy include patriotism, respect for diversity and ethical values, equity and accessibility, inclusiveness, good governance, mainstreaming youth issues. The values are anchored on the principles of responsiveness by stakeholders to address youth issues, accessibility, equality, participation, integration, access, diversity, empowerment and inclusion among the youth

The Policy emphasizes that the narrative about the youth in Kenya should have a positive component. The Policy has brought out key strengths and opportunities that the youth present. Some of these positive aspects include: their creativity and innovativeness, their potential to become transformative leaders, their productivity, energy and drive, their high level of education; their readiness to learn, their demonstration of high affinity for networking and entrepreneurship, as well as their ability to learn to use and develop ICT and its applications. These strengths should be harnessed and optimized for the realization of the demographic dividend. The Policy also highlights the various challenges that youth face such as: unemployment, underemployment and lack of employable skills, poor health, insufficient socio-economic support, drug use and substance abuse; involvement in crime; lack of access to basic services, limited access to ICT especially for those in difficult-to-reach-areas, such as rural areas and indigenous communities; Education and radicalization into violent extremism; etc.

# CHAPTER 1: INTRODUCTION

## 1.1 Background

The Government of Kenya (GOK) continues to design and implement various legal measures. Legislative policy and regulatory interventions to address the needs of the youth such as the Constitution of Kenya (2010), the overarching Kenya Vision 2030 and its associated Medium Term Plans (MTPs), the Sustainable Development Goals (SDGs) especially SDG 3 on health and wellbeing and SDG 8 on decent work and economic growth; the Sector Plans and the National Youth Policy in 2007. The changing national, regional and global context coupled with devolution calls for a comprehensive county Youth Policy.

Article 55 of the Constitution of Kenya 2010 provides that, the State shall take measures, including affirmative action programs, to ensure that the youth access relevant education and training; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life; access employment; and are protected from harmful cultural practices and exploitation.

In line with this Constitutional mandate, Baringo County Government created the Department of Youth, Gender, Sports, Culture and Social Protection to be responsible for these functions. It is in alignment with this background that this Youth Policy document presents a framework on the basis of sustainable growth and development of Youth in Baringo.

Baringo County Government takes youth-related issues crucially; owing to the diverse, vast and unique nature of Baringo County. Youth from the county are faced with a myriad of unique challenges derailing them from engaging in socio-economic activities. Therefore, majority of the youth remain on the verge edge of the county's social, economic and political affairs. Owing to cultural practices and the socio-orientation, Baringo County suffers among the highest rates of labor underutilization as they continue to suffer from low education attainment, lack of access to facilities, skills deficits and mismatch, poor nutrition and lack of sufficient economic empowerment among the youth.

Furthermore, the youth in Baringo just like most counties in Kenya face emerging social-economic and political issues hence becoming the most vulnerable segment of the population that would require cautious management. The youth are characterized by energy, enthusiasm, ambition, creativity and innovation. There is an urgent need for the county governments to address the concerns facing the youth ranging from the role of youth in national cohesion, peace building and conflict resolution efforts, youth radicalization, propagation of cultural dynamics and the growing influence of Information Communication Technology (ICT) development.

The formulation of the Baringo County Youth Policy Development provides an opportunity for focused youth empowerment programs covering diverse areas including creative industry, e-commerce and youth inclusion, which will drive the County Government aspiration of achieving an all-inclusive economic development. The decision to develop the Baringo County Youth Policy is based on the understanding of youth needs and abilities in being a resource that can spur development as well as social and economic growth at the county level.

The policy therefore represents a declaration and commitment of the priorities, directions, programs and practical support that Baringo County intends to provide for the development of its youth. This policy further defines the county government’s agenda and priorities in relation to the youth and provides for the development and implementation of measures aimed at involving the youth in the economic, social and political activities of the County. It provides framework and guidelines for the efficient and equitable delivery of all youth development programs in Baringo County. The policy therefore seeks to bring together all youth stakeholders to initiate, develop and implement programs and policies that specifically address the needs of all categories of youth in the society and provide the necessary assistance.

## 1.2 Rationale for the County Youth Policy

The population of Kenya consists largely of youth. According to KNBS statistics 2019, 35.7 Million Kenyans (75.1%) are below 35 years. In Baringo there are over 220,000 youths. These numbers show how important it is for the government to focus on youth related issues. It is hugely paramount to create a youth policy framework that addresses issues affecting them i.e. unemployment, education, sports, art and culture and youth involvement.

The existing legal, legislative and regulatory framework globally, regionally and nationally seeks to ensure the government provides avenues that engage the youth in socio-economic development. The African Youth Charter requires every State to develop a comprehensive and coherent Youth Development Policy. The Constitution of Kenya (2010) makes various provisions for the youth example in Article 55, it requires the State to take measures, including affirmative action programs, to ensure that the youth have access to relevant education and training; opportunities to associate, be represented and participate in political, social, economic and other spheres of life; and to access productive engagement including employment and entrepreneurship. Africa Union (AU) recognizes youth as partners, stakeholders and beneficiaries in the attainment of the goal and aspirations of Agenda 2063 and the United Nations 2030 Agenda for Sustainable Development. Various other policy documents recognize the need to affirmatively accommodate youth on various aspects such as employment, promotion and training.

The unique socio-cultural orientation that the youth in Baringo County face, potent a myriad of challenges to the youth, there is urgent need for Baringo county governments intervention in addressing such challenges.

To be able to effectively address challenges facing youth in Baringo County, there is a need for the Baringo County government to have a County Youth Policy that anchors interventions necessary for the realization of an empowered, engaged, productive and vibrant youth, building a better Kenya in Baringo County.

This Policy aims at consolidating all initiatives that are being undertaken by the Baringo county government, other state organs and stakeholders to empower the youth in Baringo County. The other basic aim of a good youth policy is to create suitable conditions for young people to operate in, ensuring the right to education or participation in political, cultural and social life on equal terms with other social groups. With an effective youth policy, young people have the opportunity to become citizens with full rights, who play an active role in society.

Youth participation is also important as the youth should be involved right from the beginning in the design, implementation and evaluation of youth policy. The participation of youth can contribute to the success of the policy whereby the creation of a policy that best fits the needs and capacities of youth as a distinct population group, and helps to foster support and understanding of the policy objectives, which are necessary for the implementation.

## 1.3 Guiding principles for the youth policy

The main principles and values of the department with regards to the youth policy are;

**Recognizing diversity**

The policy underscores the need to promote an inclusive approach to foster development of the youth. The diverse background for the young population which constitutes the highest demographics in Baringo County should be recognized and be respected at all times. It also includes consideration of cultural beliefs, religion, tribe, socio-economic status, physical and mental disorders, age category, sex, height, skin complexion and other vulnerabilities.

Baringo County through the youth policy draft is entitled to taking Cognizant to emerging concerns in realizing the implementation of the county identity "The County of Great Diversity. It is imperative that all stakeholders engaging in youth activities should pool resources in order to reduce the disparity experienced at the county and sub- county levels in regard to regions inhabited by different tribes, languages and cultures.

**Integrity**

Integrity is a core and central component for every individual and organization in realization of the intended goals. It states that youth should stand by what they say and mean what they do. The external circumstances too should not surpass their rational minds at any given time. The county government of Baringo should support the youth in providing avenues which will help in exposing social vices within the corridors of county departments. The county also should provide capacity building, training and workshops to help in strengthening community oversight and advocacy that feature technological advancement like using technology in the fight against corruption for instance development of electronic social intelligence reporting tool.

**Fostering creativity**

All the stakeholders involved in youth activities both in the public and private sector should harmoniously cooperate, relate and coordinate in their operations to reduce friction that may arise in supporting youth matters. It also reduces duplication of services by different departments in realizing different human potentials in regard to talents, skills, knowledge for development.

**Team work**

Regardless of tribe, religion, language, ethnicity, age, youth have common goals to achieve. The county government should work together with youth representatives in formulation of activities that will affect their daily lives and that of future generations. Team work basically, enables different communities lagging behind to gain knowledge, skills through socialization in order to enable them realize their potential. It will also trigger positive changes as it promotes healthy competition.

**Taking Responsibility**

The youth and gender department should take full responsibility of engaging the youth in formulating homegrown agendas that seeks to foster good working relationships across the county. This also helps the youth in taking pride of belonging to a county of great diversity which celebrates every individual's gains. It also in realizing and addressing loopholes that hinders progress.

**Empowerment**

"Wealthy society is an empowered society."

Youth should be given the avenue to enable them accumulate wealth and resources which will influence their lives and that of their communities. The tendering system should consider awarding tenders to youth.

**Equity and Equality**

In recognition of diversity youth should be given equal opportunities, respect, dignity, ownership of property regardless of ethnic, sex, age or disability status.

## 1.4 Rights, Obligations and Responsibilities of the youth

Youths have rights and obligations in the society and Baringo just like any other society should ensure that the youths are given their rights and they have obligations in the society. This policy will ensure the youths in Baringo county are granted their rights and know their responsibilities to the society they live in.

* **Rights of Youths in Baringo county.**

Rights can be defined as the power or privilege to which one is justly entitled. This policy will help educate the youths and help them know their rights. Youths rights are many and as time goes by, welearn about new rights that Youths are entitled to. Some of this rights include the following;

* **Right to Autonomy**

Youths Should be given the chance to participate in social, economic and political spaces

without any interference.

* **Right to education**

The Policy will develop a framework that will ensure that article 55 of the Kenyan constitution is adhered to and youths in Baringo county have access to relevant education and training.

* **Right to Employment and Social Protection**

The policy should seek to ensure the youths are given the same employment opportunity without discrimination.

* **Right to Freedom of Expression and Information**

This policy will ensure youths have the freedom to express themselves in a way they feel comfortable and heard. It will also ensure that the youths have freedom to seek, receive, impact and access information without being threatened.

* **Right to participation**

This Policy will develop a framework that will ensure youths are involved in unions, voting processes and are able to be elected in free and fair elections.

* **Right to Mobility**

The policy will seek to give youths freedom of moving from one location to another including in

other states without being interference

* **Right to Healthy life**

The policy will teach our youths about healthy living and ensure that Baringo youths are healthy

physically, emotionally and mentally.

* **Freedom of worship**

The policy will seek to protect youths from discrimination basing on their religious beliefs. This policy will protect youth’s rights mentioned here and any other youth right that is violated by anyone.

**Youth obligations and responsibilities**

These are some of the key responsibilities of Youths in the society. This obligation includes;

* Protecting our culture, beliefs and morals.
* Actively participate in co-curricular activities such as sports.
* Respect and take care of the elderly.
* Protecting the rule of law and the constitution.
* Participate in building our county and the nation.
* Ensuring our policy are adhered to by championing inclusion.
* Participating in social-economic activities.
* Educating the society on current issues.
* Be innovative and come up with technologies that are beneficial to the society.
* Elevate the county to another level by working towards achieving the sustainable development goals.
* To be entrepreneurs in the society and create job opportunities by tapping on already existing opportunities and resources

## 1.5 The Scope of the Policy

The Baringo County Youth Policy applicable within Baringo County, all county organs, state and public officers, the private sector, non-state actors and development partners, youth organizations, youth groups and individual youth.

The national youth policy is aimed at ensuring that the youth play their role alongside adults in the development of the county. The policy is to promote youth participation in the general community and civic affairs and to ensure that youth programs are youth centered.

The policy spells out strategic areas that must be addressed in order for the Baringo youths to effectively play their part in nation building. The main national government focus is on employment creation, training and education, the internet and the available opportunities as well as culture and tourism.

The policy applies both to the county and national governments. Here are the county specific thematic areas to be addressed.

* Skills development and employment
* Health and well-being
* Environment and sustainable development
* Talent and creativity
* ICT and innovation
* Drugs and substance abuse.

The implementation of the policy will rely heavily on partnerships developed and nurtured over time between the county government of Baringo and the youth stakeholders present in the county. The policy will thus serve as a key referencing point for both state and non-state partners with the county government of Baringo to implement youth programs and projects. The policy also provides a mechanism through which the youths of Baringo can audit the performance of the county policy as far as youth developments are concerned and thus ensure accountability and progress.

The policy also shall provide avenues through which partners and stakeholders interested in youth development in the county can find their desired niche and support in implementation of the program.

## 1.6 Alignment of the Policy

Baringo County Youth Development policy (BACYPD) is a county policy document that seeks to address the youth related issues that are specific to Baringo county through research and influencing policy that promote evidence-based change. The policy subject matter will take place in Baringo county, 030.The CYPD was developed by the Ministry of ICT, Innovation and Youth affairs, State department for Youth Affairs through the Youth Development Policy, November 2019.The BACYPD draws its basis on the relevant legal and institutional framework as follows:

**a) Commonwealth Youth Charter – 2005**

Provides the parameters within which youth policies in all commonwealth countries should be developed. It aims to empower young people to develop their creativity, skills and potential as Productive and dynamic members of society. The charter highlights the importance of full participation of young women and men at every level of decision making and development.

**b) United Nations Youth Strategy, 2030**

The Strategy aims to enhance impact and expand action to address the needs, build the agency and advance the rights of young people globally. The Strategy aims to ensure youth are engaged and participate in the implementation, review and follow up of the global agendas and frameworks including the 2030 agenda for Sustainable development.

**c) Sustainable Development Goals (SDGs) -2030:**

Sustainable Development Goals relevant to the Youth includes:

i) SDG 1- End poverty in all its forms everywhere.

ii) SDG 2- End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

iii) SDG 3- Ensure healthy lives and promote well-being for all at all ages.

iv) SDG 4- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

v) SDG 5- Achieve gender equality and empower all women and girls.

vi) SDG 8- Decent work and Economic Growth

**d) East African Youth Policy**

Focuses on youth development and empowerment within the East African Countries. The policy therefore provides for a common approach to address the various youth issues at EAC level and ensures that the programs initiated at regional level are youth centered. It also aims at ensuring that the youth in general are fully engaged and play their roles and responsibilities alongside other citizens in the development of their countries and in the EAC integration process.

**e) The Kenya Vision 2030 and its Medium-Term plans**

The vision envisages responsible, globally competitive and prosperous youth. Among the specific interventions under the vision are: establishment of youth centers, apprenticeship, mentorship, development of creative industry hubs and youth enterprise financing and strengthening internships and industrial attachments to enhance employability across public and private sectors.

This policy document is significant as it draws in youth as the integral part of development planning considering that they are the majority and their potential is in education, skills, energy, creativity and innovation.

**f) The National Youth Policy,2007**

The policy aimed at ensuring that youth play the role in the development of the country. The policy goal was to promote youth participation in community and civic affairs to ensure that youth programs are youth centered. It spelt out the strategic areas that must be addressed and implementation mechanism. The current policy (Kenya Youth Development policy, 2019) takes into account emerging issues affecting the youth and hence supersedes the National Youth policy ,2007

**g) The Constitution of Kenya,2010**

Article 55 holds that the state shall take measures, including affirmative action programs to ensure that the youth; access relevant education and training; have opportunities to associate, be represented and participate in political, social, economic and other spheres of life; access employment and are protected from harmful cultural practices; and exploitation; develop their cultural values, languages and practices; and have reasonable access to water, health services and infrastructure among others. Article 10 and 27 call for inclusivity, non-discrimination, equality and freedom from discrimination on the basis of age. In addition, article 100 and 177(c) call for affirmative action on representation of the youth.

**h) The National Youth Council Act, No.10 of 2019.**

The Act established the Nation Youth council to facilitate, coordinate, promote, monitor and advocate for youth issues and youth led initiatives under the Ministry in charge of youth. The NYC was  established in 2012 to ensure effective coordination of youth related interventions and involvement of the youth in planning, monitoring and evaluation of youth interventions.

## 1.7 Organisation of the Policy document

The document is organized by taking into account: Policy Objectives, Priority areas, Strategies and Interventions.

The Policy has articulated the youth empowerment and development objectives within the Baringo County frames of reference.

The Policy objectives are:

* To Realize a healthy and productive youth population
* To Build qualified and competent youth workforce for sustained development;
* Developing strong mindsets among the youth to curb issues on mental health;
* Creation of employment opportunities for youth to earn decent and sustainable livelihoods;
* Empowering youth talent, creativity and innovation for wealth creation;
* To nurture value driven, morally upright, ethical generation of patriotic youth for transformative leadership;
* Support youth engagement in environmental management for sustainable development;
* Promoting and developing of entrepreneurial culture among the youth through access to subsidized loans, training, mentorship, internships, attachments, business incubation and partnerships;
* Supporting the development of a wide range of ICT-based programmes in local languages, as appropriate, with content relevant to different groups of youth.
* Pushing for effective civic participation and representation among the youth;
* Promoting a crime free, secure, peaceful and united Kenya where no young Kenyan is left behind;

The associated priority areas for Policy intervention include:

* Supporting youth development, health, nutrition and wellbeing;
* Eradicating drugs and substance abuse among youth;
* Investing in education, training and skills development by ensuring that ICT is fully and appropriately integrated into education and training at all levels and also establishing educational networks for sharing educational resources and promoting e-learning at all levels;
* Institutionalizing and strengthening apprenticeship and internship programmes;
* Addressing youth unemployment, underemployment and inactivity;
* Building capacity of the youth to fully integrate them into the County’s job market and unexplored structures;
* Ensuring sustainable financing of youth programmes through various mediums i.e. co-operatives;
* Transforming agriculture to make it attractive to youth;
* Promoting entrepreneurship and skills training, mentorship, internships, job attachments, business incubation and partnerships for the youth;
* Strengthening frameworks for distribution of food products by farmers in Baringo county;
* Supporting labour management information systems;
* Supporting creativity, talent identification and innovative development;
* Entrenching positive morals, values, patriotism and volunteerism for

transformative leadership;

* Supporting effective civic participation and representation;
* Promoting a crime free, secure, peaceful and cohesive County by keeping the youth at the centre of its development;
* Promoting mechanisms that support youth engagement in the development, protection, conservation of natural resources and environment while engaging in eco-entrepreneurship and green jobs;

# CHAPTER TWO: SITUATIONAL ANALYSIS

## 2.1 Introduction

There are many definitions of who the youth are with respect to their age. As examples, the United Nations (UN) defines the youth as any person between age 15 and 24 while the African Union (AU) in its youth charter defines the youth as any individual between 15 to 35 years. The Constitution of Kenya (2010) Article 260 defines youth as “individuals in the Republic who have attained the age of eighteen years; but have not attained the age of thirty-five years”. The Youth are defined as person resident in Kenya in the age bracket 15 to 34 years.

This takes into account the physical, psychological, cultural, social, biological and political definitions of the term. In the Pre-and early postcolonial period, the government and the NGOs did not fully recognize the youth in the state and non-state activities The Kenya Government started the National Youth Service, in 1964 when Kenya became a republic and has gladly supported it to date.

This has been done through establishing a ministerial docket to tackle specifically youth affairs, creating employment for the youth e.g. huduma number and census clerk positions that are mostly occupied by the youth, supporting youth initiatives and programs through funding. The current Government has taken a keen interest in youth issues in its efforts of national integration. The bid to encourage and promote a bottom-up economy is a clear indication that the government has the interests of the youth at heart.

The problems of unemployment and poverty have continued to be a big menace. The third National Development Plan of 1974-78, while acknowledging the efforts made to address unemployment among the youth, gave a clear insight that the problem would in future loom large. Efforts to initiate youth development programs have been made in other subsequent policy documents, such as Sessional Paper No. 2 of 1992 on Small Scale and Jua Kali Enterprises and the National Youth Policy, Sessional Paper No. 3 of July 2007 whose objective was to provide policy framework for addressing issues affecting the youth, notably employment creation, health, education, sports, and recreation, environment, art and culture, partnership and empowerment. However, several changes have occurred in the country since the adoption of this Policy. Key among them was the promulgation of Constitution of Kenya (2010) which clearly includes the youth in democracy and governance.

There have also been emerging social, cultural, economic and political issues affecting the youth. The Kenya Youth Development Policy (KYDP) (2019) is part of the Government policy commitment for a greater cohesive society, equitable, inclusive and participatory economic and social process for sustainable development.

The Policy gives cognizance to the critical role that voluntary youth sector and other relevant stakeholders can play in actively supporting its implementation for the country’s inclusive socio-economic transformation. But, despite these efforts, as well as an increase in the number of agencies dealing with the youth, problems affecting young people have continued to emerge. This situation has been attributed to the lack of a comprehensive policy to provide a blueprint for youth. Youth organizations have come up with innovative programs to address the youth’s economic needs, health interventions, especially those aimed at reproductive health and alleviating the spread of HIV/AIDS among the youth, environmental programs and character-building programs, literacy, vocational training, sports and recreational as well as social-cultural programs. Youth-related issues are a priority to the government. This is partly because the youth are relatively marginalized in socio-economic outcomes including employment. A majority of the youth remain on the periphery of the country’s social, economic and political affairs.

The highest rates of labor underutilization are often observed among the youth and many continue to suffer from low education attainment, lack of access to facilities, skills deficits, poor health; and lack of sufficient economic empowerment among out of school youth. In addition, youth with specific needs require enhanced attention including those living on the streets and in informal settlements, those living with the Human Immunodeficiency Virus (HIV) and Acquired Immuno- Deficiency Syndrome (AIDS), the girls and women, incarcerated youth, migrant youth, the disadvantaged boy child and those with disabilities. The challenges above have borne serious implications to the state;

* *Increased crime rate-* Many youths are bearers of certain qualifications and achievements. In Baringo specifically, youth have opted for theft and burglary. People are being robbed at daylight by the youth for them to at least have something on their plates. The county government has also lost its focus on the youth; it has failed to create employment opportunities for them leaving the youth at the mercy of themselves.
* *Drug and substance abuse*- If time allows, one can take a stroll at Kabarnet town, the headquarters of Baringo county and just take a look at how the youth abuse some if not all drugs and substances. Due to the lack of employment and poverty they opt to abuse drugs and stay miserable in the cold streets.

## 2.2 County situation of the youth

The youth form a part of the critical mass that can be relied upon to advance the growth and development interests of the county. The county should therefore take advantage of its youth population by devising long term solutions that deliver on the youth agenda. The youths are considered as a natural resource that present an immense opportunity for economic growth.

In the context of Baringo County the youth aged between 15-34 years stands at 227,740 which represents 1.34% of the total Kenyan youth population. With that number, 113,470 are male and 114,260 are female. Going by the given statistics, most of the youths in Baringo county are from rural origins with the number 197,860 while urban population being 29,880.

Baringo youths give an evidence of being entrepreneurial given the fact that majority of them would like to start their own business rather than pursue careers in law, medicine or engineering, secondly the youths need more technical training and several partnerships between the county and our benefactors like the non-governmental organizations are needed to effect this. This will counter the unemployment challenges encountered within our county as well as nationwide. On the other side the unemployment challenges make the youths hold beliefs that make them vulnerable to political manipulation and it risks undermining democracy and good governance. Moreover, the youths in Baringo are largely positive and optimistic about the future and are confident that it will be more prosperous, offering more jobs and better access to health and education.

 The existence of a dynamic young population is a great opportunity and wealth for Baringo county in terms of growth and prosperity. Therefore, it is necessary to support the personal and social development of the youth, to create opportunities and to provide ground for them to truly reveal their potentials and to help them participate actively in every aspect of social life within the county.

## 2.3 Youth categories

The Baringo County Youth Policy (BCYP) adopts the constitution of Kenya 2010 definition of the term youth as a person male or female aged 18 years and who has not reached the age of 34 years. The policy appreciates this period specific stage between childhood and adulthood when people have to negotiate a complex interplay of both personal, family, socio-economic and cultural changes to maneuver the transition from dependence to independence, take effective control of their lives and assume social commitments.

Cognizant of the cultural dynamics abound in Baringo County, the policy appreciates the enormity of challenges, and vulnerabilities youth in Baringo County have to undergo learning, transition to work, staying healthy and safe, performing family and community responsibilities and expectations forming families, exercising citizenship and adherence to national values and principles of governance.

The County Government of Baringo (CGB) recognizes that success in this period of transition requires development of human capital of the youth, empowering the youth to productively contribute to sustainable development both nationally and internationally; take up leadership roles, make informed and competent choices, and develop a sense of wellbeing. Further, owing to the vastness of the county and the cosmopolitan and diverse nature of communities therein, the policy recognizes the fact that youth in the county is not a homogenous group and may have experienced different developmental issues courtesy of their backgrounds, environments, cultural practices, life- long experiences, interests, gender roles and expectations. The policy therefore recognizes the following dimensions of the youth:

1. Adolescents and young adults;
2. Detained and not-detained;
3. Economically engaged or not;
4. Educated and uneducated;
5. Employed or unemployed youth;
6. Formally trained and informally trained;
7. Incarcerated youth;
8. In-school and out-of-school;
9. Male and female;
10. Migrant and non-migrant;
11. Physically challenged and able-bodied;
12. Rural and urban residents;
13. Skilled, semi-skilled and unskilled;
14. Street and vagrant youth;
15. Youth in humanitarian settings
16. Youth infected and affected by HIV/AIDs;

### 2.3.1 Target youth policy audience

#### a) Girls and Young Women

Girls and young women face specific challenges and issues. The most disadvantaged are those residing in rural areas, those with disabilities, orphaned, single parents and living on the streets. Girls and young women should enjoy equal opportunities, life chances and status with equal access to resources as men. The youth policy introduces measures to correct gender imbalances and further provides for specific interventions targeting these girls and young women.

**b) Youth With Different Abilities**

The number of persons living with disabilities in Baringo is estimated to be 2% of the population, translating to 13,121 persons (2019-Kenya Population and Housing Census analytical report on persons with disability-Baringo County). These numbers are projected to be around 26,300 persons by 2025. Youth with disabilities are often pushed to the margins of society and even within their families. The Baringo youth policy approaches disability as a human rights and development issue and creates an enabling environment for youth with disabilities to realize their full development potential and contribute towards betterment of society, by mainstreaming disability issues at all levels and prioritizing issues affecting young people with disabilities. Imparting appropriate educational and vocational skills to them and facilitating their easy mobility and use of public spaces will be a priority for the County. Although there are provisions for job reservations for persons with disability, the opportunities are not enough. Opportunities for them will be expanded by this policy.

#### c)Unemployed Youth

The majority of young people, especially in the rural areas are unemployed or under-employed, unskilled and lack access to productive resources and are, therefore, socially and economically vulnerable to poverty and exploitation. The policy therefore provides mechanisms for public, private and non- state sectors to create an enabling environment for integrated development for young people.

#### d)  Out-of-School Youth

There is a growing problem of youth who drop out of school. Some Youths are usually forced to abandon their studies prior to completion, even when they want to continue, on account of a number of social and economic circumstances. As a result, they either have nothing to do and thus become vulnerable to negative social influences, or they are obliged to take low skill, low pay jobs to support their families These young women and men are mostly unemployed, have poor level of welfare, and are vulnerable to drug, alcohol and substance abuse, and young females are vulnerable to high risky behavior, such as transactional sex, prostitution, rape, sexual abuse and sexual exploitation. They are exposed to violence, exploitation, and are often in conflict with the law. At present, there are limited programs aimed at addressing the needs of these youth. The youth policy provides opportunities for out-of-school youth and mechanisms to make them more productive.

#### e) Youth in Institutional Care, Orphanages and Prisons

Young people in institutional care, orphanages, prisons and correctional homes face complex challenges that are not easily addressed by standard mainstream policy. They have limited opportunities for education and often they, especially girls, are subjected to physical and sexual abuse. They must be protected within these institutions, and they require continued support and guidance after they leave these institutions.

Issues of mental health arise in youth in prisons.

2.3.2 An overview of youth opportunities and potential in the **county**

The youths present a potential resource that can make great contributions to development. The county government shall include the youth in relevant planning and transformative processes.

From the recent past, the youths have shown a recommendable effort in spearheading economic growth. This have been evidenced by the vigorous engagement of youths in various sectors of development such as :

1. **Agriculture** - various youth groups have ventured into various Agricultural value chains such as Poultry, Aquaculture, and crop farming. Introduction of Smart Farming within the county can only prosper if the youth are put in the forefront due to their ease of access to necessary information

II . **Environmental management** - Youths within the county have taken tree planting as a source of income through commercial forestry, seedlings and sustainable trade in wood products. All local actors working towards climate mitigation and Environmental management should bring such youths on board

III. **Digital Economy** - Youths are very quick in embracing and manipulating technology to suit their needs. The majority in the digital platform are youths, and therefore, if supported with necessary resources, can effectively spearhead economic development.

IV. **Transport industry** - Generally taxi and boda boda operations have become widespread within the county, however, the majority of operators are youths below the age of 34 years. The county government should come up with regulations that control crime and promote development of the youths in this sector.

V. **Security and protection of property** - youths play a major role in provision of necessary information for dealing with crime around the county. However, this should be promoted without compromising their personal security.

VI. **Provision of affordable labour**: Labour intensive sectors such as Construction and farming Industries are flourishing within Siaya county due to efficient labor provided by the youths who are the majority in the county. However the county government should institute measures to protect the youths in this sector from any form of exploitation and violation of their potential.

Ways of harnessing youths potential can be achieved through:

i. ICT advancements and well equipped resource centres

ii. Vibrant social media

iii. Registration and operationalization of more Vocational Training Centres and introduction of relevant courses targeting the youth

iv. Unexploited talents in sport and arts

v. Embrace agribusiness

vi. Youth exchange programmes

vii. Talent exhibitions

viii. Enhance activities to involve the youth around the lakes and in mining sites

## 2.4 Challenges Affecting the Youth in the County

Despite the biggest population of Baringo being youth, presently a vast potential resource capable of contributing to county and national development. Their current states experienced a wide range of challenges as discussed below;

### 2.4.1 Social issues

#### a) Early and unintended pregnancy or teenage pregnancies

Statistics show that the median age at first sexual intercourse is 18 years 2 months for ladies and 16 years 6 months for young men. This exposes youth to early unintended pregnancies, sexual transmitted infections and reproduction tract cancers, which cuts short youths' participation in education, training and empowerment activities. This raises the risk of morbidity and mortality. According to the survey done by, Kenya Demographic and Health Survey (KDHS 2014) it recorded that teenage pregnancy and motherhood rate in Kenya stood at 18% among girls between 15-18 years.

#### b) Drugs and substance abuse

According to the National Crime Research Center (2018), Baringo county contributes 1.3% of the 7.2% of National percentage of being drunk and disorderly. 0.7 of 17% national percentage of possession of drugs and or illicit brew with the highest population being youth between 13-35 years.

The prevalence rate of alcohol, tobacco, miraa and other drugs is rising at an alarming rate. Report from NACADA indicates a startling level of drug and substance abuse.

Drug use and substance is associated with increased risk for early sexual debut, multiple sexual partners, early child bearing, mental ill health and increased risk of aggressive behavior.

#### c) High crime rates and defiant behavior

Following a high rate of idleness and negative influence after completing basic education, the inactive youth are prone and at a risk of engaging in crimes like cattle rustling and engaging in violent extremism.

#### d) Gambling and Betting

Amongst Baringo youths, gambling activities constitute a range of practices, including betting on games, betting on pools, card games, casino games amongst others.

This practice not only brings non- predetermined but also provides an easy-peasy way of financial survivability leading to frequent digital loan borrowing. It also entices the youths with vague easy, easy financial escape routes.

Notably statistics indicate that one out of every five consistent gamblers develop other harmful dependencies such as alcohol and drug addiction. Financial stress and for the case of youths with spouses, this hits hard on spouses causing family conflicts and breakups.

Research done 2015/16 shows that overall that inactivity rate among the youth in the country was 22% maturity aged between 19-24 years and not engaged in any work or a business. In Baringo County inactivity is largely associated with homemaking activities or engagement in the household related chores and affects female youth more than male youth. This has led to inactivity among the youth.

#### e) The challenge of out of school

Some youth drop out of school due to the following inhibitive and retrogressive cultural factors or practices, such as female genital mutilation (FGM), and early marriages, indirect cost of education and poverty, in adequate implementation of the school re-entry policy in the case of teenage mothers.

#### f) Gender based violence

Owing to youth vulnerability, Sexual and other forms of Gender Based violence have been on the increase. According to the Kenya demographic health survey (KDHS) (2014),7 per cent of girls and 3 percent of boys aged 15-19 years have ever experienced sexual violence compared to 13 percent girls and 4 per cent boys aged 20-24. The statistics in Baringo county tend to be higher due to retrogressive behavior in the remote

### 2.4.2 Labor pool market

#### a) Youth Unemployment

It is highly cited partly on slow expansion of economic activities, relative to high population growth. Unemployment for youth aged 15-34 years excluding those undertaking education and training was 13.01% by 2016 and 22% in 2025 in Kenya.

In Baringo County the annual development plan 2019-2020 indicated that unemployment stood at 11% in 2009 and increased at a notable rate of 8 in every 10 youths. The county has a high percentage of economically active population in the labor force at 29.4% compared to 22.8% national percentage and these are not absorbed in any workforce.

#### b) Youth Underemployment

A good number of the county working youth population are underemployed, on part time employment or left idle hence underutilizing their skills. According to national statistics, underemployment among youths between 15 to 34 years was estimated as 27.8% in 2015/16. From the observation underemployment amongst youth between 15-19 years was estimated to 55.4% of the overall population. This data highly relates to the scenario in Baringo county. This poses a risk for the idle youth to indulge in queer and defiant behaviors and other social challenges.

#### c) Vulnerable Employment and working poor youth

High populations of the youths employed are in vulnerable employment characterized by informal working arrangements cited on low productivity, low incomes, and hard or land difficult working conditions, according to the 2019 Kenya Population and Housing census report. the total unemployed youth (12.1%) and Youth seeking work (26%). This is an indication that 38% of the total population in Kenya were not in employment.

#### d) Youth labor migration

Most of the highly skilled Young people remain unemployed due to lack of economic capacity to properly address this daily growing youth labor force. The lucky lot resort to taking jobs abroad, others investing their skills outside Baringo county and in Some cases due to frustrations others, engage in vulnerable activities.

### 2.4.3 Access to resources

#### Finance

Access to capital finance to initiate business ideas among the youth is a challenge due to bureaucracy in financial institutions and Strict legislation. Baringo being an ASAL county limits the youth in accessing arable land to start small scale agriculture that could allow them access loans individually or in groups. Most youths upon completing schools are not trained on financial management skills to sustain the small scale business.

Baringo County have deep rooted diverse culture that disadvantages youth in property ownership This leads to lack of security to access Financial services. Girls become more disadvantaged at a later age because young men will be preferred to own properties than girls.

Due to lack of finance after schooling the youth become vulnerable to current economic challenges leading to financial overdependence.

**b.Health related Resources**

Healthfacilities are not accessible to most youth because of the distance, lack of drugs, insufficient personnel and poor infrastructure. This leads to poor health amongst the youth thus reducing the ability to actively work.

These challenges cover wide range from malnutrition, HIV/AIDS, Sexually transmitted Infections(STI’s), drug abuse and substance abuse and associated effects, mental health, other communicable diseases, poor access, quality and uptake of health services. In 2017 statistics show that the HIV prevalence rate was 4.8% and new HIV aids infection among the youth constituted 33% of 52,767 new cases.

**c) Lack of collateral securities for accessing loans**

Most families in Baringo County are not privileged financially hence youth especially from such backgrounds, have no collateral securities to get finances from the financial institutions, on the other hand detailed proposals on bureaucratic ways to acquire government funds locks out the potential youths. Clear and proper mechanisms to create awareness, mobilize and avail useful information and resources with efficient monitoring mechanisms should be set in place to ensure no youth is disadvantaged due to any inability of any nature. Proper mechanisms should include delink of youth loans from land and logbooks as collateral security.

**d) Land**

Agriculture plays a vital economic role in Baringo County. However, youth are not adequately involved in agricultural activities. Research done in 2017 indicated that the average age of farmers was over 62 years. There is a great need to develop mechanisms of enhancing youth involvement in agriculture. There is a high necessity to engage youth to other emerging issues like regenerative agriculture.

#### e) Skills Mismatch

There is a disconnect between the courses offered in the higher institutions of learning and the job market. Youth from Baringo county are not exempted from the same challenge. Even the practical courses offered to suit the current dynamics do not adequately guide the youth on the career solution leading to unemployment years even after training. Most youth have resorted to changing their careers by attending other costly courses consuming their productive time. There should be deliberate effort to equip youth with proper knowledge about career possibilities, options available, and dynamics of the labor markets.

2.5 County Youth Intervention and Achievements

### 2.5.1 Youth interventions

1. There should be a deliberate effort to inform the youth about the options available and the dynamics of the labor market to counteract the challenge of skills mismatch in Baringo county and the country at large.
2. Mobilization of the youth to appreciate agricultural economic activities and engage them in emerging issues or trends in the agricultural sector and modern agricultural practices. So that they can be able to mitigate adverse effects of climate change.
3. Increase and revamp vocational training, polytechnics and rural resources centers to equip youth with necessary skills and enhance their participation in the development activities.
4. Put in place proper mechanisms to mobilize, train and offer resources with clear mechanisms to ensure no youth is left behind because of any inability of any nature. It is also vital to delink youth loans from land collateral security requirements.
5. Stringent measures should be put in place to mitigate inhibitive and retrogressive cultural practices like Female Genital Mutilation, early marriages, indirect cost of education and inadequate implementation of the school re-entry policy in the case of teenage mothers to considerably reduce the school dropout levels.
6. Enhancement of proper organization, orientation and empowerment of youth to increase their participation in economic and political spheres.
7. Creation of safe public spaces for the youth to foster social recreation and interaction. Lack of financial means and legal standing to own private spaces often demotivate youth to thrive in most perpetual endeavors.
8. Creation of jobs and employment opportunities through a market system development approach to curb labor market menace.
9. Setting up friendly and operational resource centres to encourage youth to seek help on sexual reproductive health and mental health.
10. Develop programs on the prevention of the use of harmful substances, smoking and alcohol. Drug addiction from harmful substances can be corrected through establishment of rehabilitation centers for youth drug addicts.
11. Sensitizing the youth about environmental management and sustainable development, green and circular economy. This will be achieved through involving youth in water conservation, rain water harvesting and safeguarding the natural water resources in their locality.
12. Provide substantial support and funding for youth participation in culture, sport and recreation for leisure and professional development and motivate and encourage NGOs, private sector, communities, families and individuals to support such programmes and activities.
13. Offering financial management skills to the all form four leavers for sustainable business or entrepreneurial activities to foster on their financial management and efficient budgeting.
14. Strengthen Baringo County Youth Forum through allocating funds to facilitate meetings, proposals and business ideas.
15. Establishment of youth empowerment programs through starter income generating activities.

### 2.5.2 Achievements

The Government of Kenya has come up with quite a number of programs to help develop the youth, being a larger population of Kenya. This program has helped the youth in the following ways;

* Providing low interest loans to youth to be able to start their own businesses.
* By supporting youth-oriented micro-enterprises through SMEs.
* Facilitating marketing of products and services of youth owned enterprises,
* Promoting youth development by designing policies such as Kazi Mtaani
* Providing forums and platforms for meaningful participation and engagement in activities that are relevant to their own lives.
* Enabling access to relevant education and training to empower the youth.
* Provide technical knowledge, vocational skills and attitudes necessary for manpower development
* Providing access to employment and creating avenues to enable them to do so.
* The Government through affirmative action has given the youth access to Government Procurement Opportunities (AGPO).This is where we have 30% youth ,women and PWDs.
* The Government has established the Ajira programme to enable the youth access to online employment and internships programmes.
* Baringo county government has established a youth empowerment program through ward funds and public participation.

## 2.6 Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis

SWOT (strengths, weaknesses, opportunities, and threats) analysis is a framework used to evaluate competitiveness position and to develop strategic planning. SWOT analysis assesses internal and external factors, as well as current and future potential. In this chapter we will be evaluating the issues that might strengthen, weaken, be opportunities or be threats to our policy.

### 2.6.1 Strengths

#### a. Kenyan constitution.

The Kenyan constitution under article 55 provides;

1. access relevant education and training
2. have opportunities to associate, be represented and participate in political, social, economic and other spheres of life
3. access employment
4. are protected from harmful cultural practices and exploitation.

The purpose of our policy is to ensure that all the rights provided in the constitution are fulfilled. The constitution is there to protect Kenyan interest and youths will be protected by both our constitution and our policy.

#### b. Tourism

Tourism is one of the backbone of Kenya. Baringo boasts to be one of the contributors of tourism and tourists in Kenya. The main reserves and sanctuaries are Lakes Bogoria, Baringo and Kapnarok, Ruko conservancy. With this economic advantage, our policy can be used to advocate for our local youths to be employed in this tourism and encourage networking with people from different parts of the world.

#### c. Devolution

With the devolved government in place, it's easier to implement our policy in Baringo County with minimal interference from external factors.

#### d. Support from the government

The fact that both the County and national government are in the forefront fighting for the youth right is a clear indication that our policy will be supported fully.

### 2.6,2 Weaknesses

#### a. Isolation.

The policy focuses on Baringo youths but the elderly might feel isolated and won't feel secure being ruled by the youths with might bring opposition.

#### b. Inter-Community conflict

The conflict that has been rocking the County can be a challenge to the implementation of the policy if not addressed.

### 2.6.3 Opportunities

#### a. Willingness to Learn

Baringo youths especially from Marigat have been willing to learn which might be a good opportunity for our policy to help them be better people in the society.

#### b. Presence of other advocacy groups

With other organizations in place to advocate for youth rights, it provides us with opportunities to work with them and ensure that the youths' future is in safe hands.

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### 2.6.4 Threats

#### a. Huge number of school dropouts

The huge number of school dropouts can be a threat for our policy since huge number of illiterate people will means high rate of poverty hence youths will focus more on what they can eat rather than how they can improve their lives

#### b. Insecurity

Presence of bandits in the area can prove hard to implement our policy since most youths will be engaged in war due to high illiteracy level and lack of formal skills, most youth have engaged in internal conflicts as means of survival.

#### c. Drought and hunger

prolonged drought in Baringo county has aggravated the food shortage crisis with reports indicating several fatalities. Youth are adversely affected by this situation. Numerous school dropout cases have been reported.

**D.Social Media Influence**

The fact that youths are actively involved in social media, this leads to passive crimes e.g impersonation, cyber-crime, blackmail and threats.

# CHAPTER 3: YOUTH POLICY FRAMEWORK

## 3.1 Introduction

Youth policy-making in Baringo county and Kenya at large has undergone a vast evolution process from an era when it was an exclusive preserve of technocrats and policy experts, who then presented policies to the citizenry without consultation. Presently, policy-making demands for meaningful participation of county youth and other stakeholders directly aligned to the youth wellbeing. History has shown that policies that are formulated through an inclusive, consultative and participatory process find more acceptance and support from the policy clientele.

 Public participation in policy formulation and drafting creates a sense of ownership. Youth form a significant portion of Kenya’s population. According to the National Census (2009) Youth ages 15-34 years form 35.39% of the total population. Crucially, how a country engages the Youth determines its stability and prosperity. Importantly, Youth should be involved in shaping present and future development agendas. It is on that premise that Youth should actively participate in policy-making in order to articulate their needs, and ensure the formulation of suitable plans that can address the challenges that young people face. This framework seeks to identify avenues through which Youth can be involved in decision and policy-making processes at the national and county levels.

This policy after stakeholder engagement will be subjected to the county executive for approval with minimal amendments.

The Constitution promulgated in August 2010 has created opportunities for Youth engagement in governance and development. Article 55(b) directs the State to take measures including affirmative action programs to ensure Youth have opportunities to associate, be represented and participate in political, social, economic and other spheres of life. Youth can contribute to policy-making directly or through their elected representatives. Also, Youth have a platform to participate in policy-making in parliament, where Article 100(c) provides for Youth representation in the government arm mandated with making laws. This provides a good opportunity for Youth to contribute and push their agenda for development. Apart from the elective positions at the national and county government, Youth can also participate through: - Making submissions and suggestions during budget deliberations and consultation process-Public forums where they can contribute ideas and suggestions to inform policymakers of the needs and concerns of young people

**Constructive engagement on social media platforms.**

There are a wide range of benefits that entails youth inclusion in policy making. They include:

1. Improved relevance and effectiveness of the policy
2. Increased awareness, understanding and support of the policy among the Youth
3. Harnessing of young people’s innovative ideas, knowledge, energies and creativity for development
4. Enhanced Youth ownership and commitment in the formulation, implementation and monitoring of the policy
5. Improved Youth leadership in policy-making
6. Enhanced Youth participation and vigilance to ensure transparency and accountability in the process of formulation and implementation
7. Promotion of partnerships among the Youth serving organizations, the government and other stakeholders
8. Promotion of patriotism and commitment to development among the Youth

## 3.2 Youth Vision, Mission, Relaying call and Values

### 3.2.1 Vision of the County Youth Policy

The County Youth Policy envisions an empowered, engaged, productive, vibrant and all rounded youth, building a better Baringo and Kenya at large.

### 3.2.2 Mission of the County Youth Policy

To facilitate the empowerment and inspiration of the youth to engage in entrepreneurial activities in the county for self-reliance and active participation in economic development.

### 3.2.3 Relaying call

Give up a drop, we become the ocean.

### 3.2.4 Values

1. Justice
2. Honesty
3. Trustworthiness
4. Responsibility
5. Peace
6. Meaningful work
7. Leadership
8. Growth
9. Ethics and Good Governance

## 3.3 Youth Policy Objectives, Priority areas, Measures/Strategies and Interventions

### 3.3.1 Youth Policy Objectives

1. The objective of the Baringo County Youth Policy is to address the following:
2. Facilitate training for the youth to develop entrepreneurship skills and to promote the establishment of Youth owned Small and Micro Enterprises (SME) in Baringo County.
3. Establish and equip youth safe spaces in all the sub counties where the youth of Baringo can generate, nurture, develop, showcase their ideas, engage in skills building and networking.
4. Encourage protection of youth safe spaces where the uneducated youths can learn digital literacy skills and be trained on entrepreneurial skills so that they can be competent in the country.
5. Establish a framework that encourages youth participation in politics and governance in Baringo county. Youth leaders should be elected/nominated from the grassroots to foster representation of the youth.
6. Establish a framework for coordinating, attracting and increasing support for youth led initiatives. There should be a clearly defined youth leadership structure and a formation of a youth steering committee working towards youth inclusion from the ward level to the county level.
7. Create structures that disseminate information to the public regarding health matters and healthy lifestyles among the youth.
8. Encourage youth participation and civic engagement in county development. Youth engagement and dialogue is a gateway for youth empowerment. This policy intends to ensure that youth voices and inclusivity is an integral part of the county development.
9. To establish structures that support research and disseminate information on Youth programs and activities. The youth steering committee will be able to bridge the gap between the county officials and the youth. Therefore, youth can have access to information and existing services in the county.
10. Establish an institutional framework for implementation of the Baringo Youth Policy. promote skills training, entrepreneurship, employment and skills development in Baringo County.
11. To provide youth with opportunities like volunteering and internships within the county.
12. Encourage establishment of a Baringo youth database to facilitate planning efficient implementation of youth programs at all levels and across sectors.
13. To build rescue centres for Female Genital Mutilation and Gender-Based Violence survivors. This will help female youths get psycho-social support.
14. Provide integrated programs that instill a culture of community service and positive social values among the youth.

### 3.3.2 Policy priority areas

The Constitution of Kenya (Chapter 4 the bill of rights, article 55) obliges the state to take measures, including Affirmative Action programmes, to ensure that the youth access relevant education and training; have opportunities to associate, are represented and participate in political, social, economic and other spheres of life; have access to employment; and are protected from harmful retrogressive practices and exploitation. The county therefore prioritizes youth policies and interventions that are consistent with the country’s development priorities, the Constitution, international conventions and the global trends relating to the youth agenda. The identified measures shall involve County governments; public and private sectors; NGOs and other youth stakeholders. The youth transformative agenda will not only target the youth but also formal and informal sectors and institutions dealing with youth issues in both the rural and urban areas. The interventions shall be mainstreamed into the wider sustainable development agenda. The key priority areas for the Policy intervention include:

(i) Supporting youth development, health, nutrition and wellbeing;

(ii) Eradicating drugs and substance abuse among youth;

(iii) Investing in education, training and skills development;

(iv) Institutionalizing and strengthening apprenticeship and internship programmes;

(v) Addressing youth unemployment, underemployment and inactivity;

(vi) Building capacity of the youth to fully integrate them into the County technological

transformation;

(vii) Ensuring sustainable financing of youth programmes, that is, Ajira Digital Clubs which

help to create awareness on the existence of online work and prepare the youth for the global

future work and business environment;

(viii) Transforming agriculture to make it attractive to youth;

(ix) Promoting entrepreneurs, training, mentorship, internships, attachments, business

incubations and partnerships;

(x) Strengthening frameworks for labor export;

(xi) Supporting labor management information systems;

(xii) Creativity, talent identification and innovative development;

(xiii) Entrenching positive morals, values, patriotism and volunteerism for transformative

leadership;

(xiv) Supporting effective civic participation and representation;

(xv) Promoting a crime free, secure, peaceful and cohesive Country;

(xvi) Promoting mechanisms that support youth engagement in the development, protection,

conservation of natural resources and environment while engaging in eco-entrepreneurship and

green jobs;

(xvii) Building capacity of the youth in green processes, technology and waste management

(xviii) Building of digital skills and leveraging young people’s natural affinity with technology

which is a powerful way to help the nation grow and strengthen its economic base and become

more competitive in today’s globalized markets.

### 3.3.3 Youth Policy Objectives, Priority Areas and Measures

This section focuses on policy objectives, policy priority areas, interventions and measures aimed at empowering and harnessing the potential of the youth while contributing to the Country’s sustainable development.

The overall objective of the Policy is to empower the youth and harness their potential for realization of sustainable development. The specific objectives include to:

(i) Realize a healthy and productive youth population This is reference to SDG 3 and 8.

(ii) Build qualified and competent youth workforce for sustained development

(iii) Create opportunities for youth to earn decent and sustainable livelihoods;

(iv) Develop youth talent, creativity and innovation for wealth creation

(v) Nurture value driven, morally upright, ethical generation of patriotic youth for

transformative leadership;

(vi) Effective civic participation and representation among the youth;

(vii) Promote a crime free, secure, peaceful and united Kenya where no young Kenyan is left

behind;

(viii) Support youth engagement in environmental management for sustainable development;

(ix) Promote and develop of entrepreneurial culture among the youth through access to

subsidized loans, training, mentorship, internships, attachments, business incubation and

partnerships

 (x) Support the development of a wide range of ICT-based programmes in local languages,

as appropriate, with content relevant to different groups of youth.

Legal, Policy, Planning and Institutional Frameworks

Baringo County Government will put in place various legal, institutional and

policy frameworks to address the issues affecting the youth. These include passing legislation and developing policies on youth development. It has also established a number of institutions/interventions to specifically handle youth affairs. These include:

The State Department in charge of youth, the Kenya Youth Employment and

Opportunities Project, the National Youth Council, National Youth Service, the Youth Enterprise and Development Fund and the Uwezo Fund, among others.

# CHAPTER 4: Youth Policy Coordination and Implementation Framework

## 4.1 Introduction

The youth Policy will seek to include all the involved parties in the implementation of the policy framework. This will enable us to strengthen the policy and ensure the involved parties are satisfied with it. These parties includes; Baringo County government, National government, Ministry of youth affairs, sports and culture, Non-government institutions, Civil society, the private sector and all the organizations and departments that advocate for youths right within Baringo County and beyond. The policy will ensure there is a structure for smooth cooperation and Coordination between the involved organization bodies and is guided by the constitution of Kenya.

The implementation of Baringo youth Policy will ensure that youths benefit from County government's vertical, horizontal and transversal structures by ensuring that:

* County development priorities and principles inform youth on all three phases of county government including cooperative governance.
* All phases and structure of the county promote coordinated and integrated planning for youth development.This must be aligned in all areas of county government.

The policy should emphasize the holistic development of young people and also the need for various aspects of public policy to function together in order to equip the youths with knowledge, skills and values that will ensure their development and make Baringo one of the best counties in the nation as they make appropriate choices in their lives.

The policy shall be implemented through the following action plan;

* **Budget lines:** The policy will ensure that the involved organizations work within the budget allocated to them.
* **Target Groups:** The youths and children will be heavily protected by the policy.  People with disabilities will also be given priorities and the policy will ensure they are fully supported.
* **Time frame:** Any activity to be done will be done within a given agreed time frame and the ones involved give a report to ensure effectiveness and efficiency.
* **Activities:** The Policy will ensure that the youths of Baringo County are involved in different activities that help in the development of the County.  These activities might include; public participation, civic education, political and governance, social activities, economic activities among others.

The county department of youths should ensure cooperation and coordination with other organizations and departments for smooth implementation of the policy.  The youths should be in the forefront to ensure that the policy is implemented and protected so as to ensure it achieves its full potential in Baringo County.

## 4.2 The process of policy implementation entails;

### 4.2.1 Identifying the Problem and Agenda Setting

Identifying the problem involves addressing what is happening and why it is an issue. In criminal justice, this might look at the increase of opioid use and overdoses or acts of youth violence. Once the issue is identified, there can be a serious debate about the plans of the policy. Once it is decided what the policy will look like, it is placed on the agenda. This is the most politicized part of the whole process since stakeholders would want to identify their specific challenges.

### 4.2.2 Formulation and Adoption

The next stage involves adopting the policy. Depending on the nature of the policy, this could involve a new law or an executive order. For this case Baringo county by-laws are applicable.

### 4.2.3 Implementation of the Policy

Implementation is about moving forward, taking action, and spending money. Process evaluations consider the implementation of a policy or program and involve determining the procedure used to implement the policy. Priorities and actions need to be clearly articulated during the policy development process.

### 4.2.4 The diffuse nature of the youth policy

There is often a gap between the intentions of policymakers and how a policy looks when services are delivered to citizens. Government policy is often articulated as high level goals and objectives. A range of stakeholders are involved in implementation, for example institutions, agencies, service providers and intermediary organizations, before they have an impact on citizens. This can make policy implementation very challenging and diffuse. Priorities and actions need to be clear and during the policy development process, to ensure that diverse stakeholders can interpret and implement them consistently at a national level.

**Leadership** is needed at all levels of the system for policy implementation. From a political perspective, the appropriate level of leadership is needed to reshape mandates, resources, structures and programmes. Consistency in leadership has also been suggested as an enabler of implementation, such as fixed-term positions for senior government department officials, to ensure continuity and strengthen relationships.

**Communication** –It plays an important role in facilitating successful implementation of a policy and should be a core part of policy development from the beginning and throughout the stages of implementation. Systematic communications are important to share information and feedback.

**Feedback Mechanisms**-They should be established between policymakers and front-line expertise, to ensure the policy is being implemented as intended, unplanned consequences are addressed efficiently.

### 4.2.5 Implementation mechanisms

Factors to consider when determining an implementation mechanism

* Determining the range of characteristics. Take the characteristics that you identified for the Design Mechanisms into consideration to determine reasonable, economical, or feasible ranges of values to use in the Implementation Mechanism candidate.
* Consider the cost of purchased components. For Implementation Mechanism candidates, consider the cost of licensing, the maturity of the product, your history or relationship with the vendor, support, and so forth in addition to purely technical criteria.
* Conduct a search for the right components, or build the components. You will often find that there is no apparently suitable Implementation Mechanism for a particular Design Mechanism. This will either trigger a search for the right product or make the need for in-house development apparent. You may also find that some Implementation Mechanisms are not used at all.

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### 4.2.6 Types of implementation strategies

* Dissemination strategies target staff and stakeholder knowledge, awareness, attitudes and intentions to adopt the innovation. Key messages and materials are developed and shared with relevant audiences.
* Implementation process strategies enable an innovation to be planned and delivered over the different stages of implementation. These include assessing the context, engaging with key stakeholders, monitoring and evaluation of the implementation process and making improvements.
* Integration strategies are aimed at integrating a specific innovation into a specific setting. For example, if you want staff to introduce a new practice, staff roles and responsibilities may need to be revised and updated, and record systems may need to be modified.
* Capacity-building strategies increase the motivation and capability of people to engage in implementation, such as the delivery of training.
* Scale-up strategies aim to build capacity to implement policy, practice or services in multiple settings. Examples include train-the-trainer initiatives and developing system infrastructure such as data systems.

## 4.3 Enablers (ICT, transport, skills and development, making markets work etc)

### 4.3.1        Health

* The county government should encourage healthy lifestyles, including healthy eating, nutrition, sports, recreational activities to control occurrence of communicable and non-communicable diseases.
* Promote the mental health amongst youth including psychosocial support and interventions
* Promote youth participation in health decision making processes such as policy formulation, planning, budgeting, and implementation and monitoring of youth health initiative
* Improve the technical and institutional capacity of youth organizations and community-based organizations to enable them effectively advocate and promote health programmes for youth
* Promote partnerships between the government, civil society organizations and the private sector to invest in youth friendly health facilities
* Develop, integrate and create awareness on information, education and communication materials on youth health in training and empowerment platforms.

### 4.3.2        Education and Training Skills Development

* Strengthen education, training and skills development by providing ICT integrated education to improve cooperation between government, education institutions and enterprises
* Ensure youth of school going age have access to quality education and training at all levels;
* Target initiatives to raise level of retention and progression in learning institutions, and attainment of skills relevant to the labor market
* Support the youth by enhancing their skills through technical training programmes to enable them effectively participate in the labor market; and promote life-long and e-learning among the youth
* Provide career guidance, relevant professional advice, and support youth placement mechanism into industry to ensure smooth transition to the labor market; and
* Enhance the role of the National Youth Service (NYS) to rehabilitate, train and engage youth who have limited access to formal education and training to competitively participate in the labor market
* Develop and implement industry-specific internship and apprenticeship policy guidelines and initiatives by promoting linkages between education and training, and industry through institutionalized entrepreneurship and apprenticeship initiatives
* strong and effective partnerships between learners, training institutions and employers both in public and private sectors
* Strengthen and increase access to quality formal and informal Technical, Vocational Education Training (TVET)
* Revitalization of employment placement centers targeting the youth with varied competencies and skill

### 4.3.4        Financial Aid and providing mechanisms for youth to earn a decent income

* Support development of business infrastructure like Roads, sanitation services and energy
* Support development of business ideas and proposals.
* Support business subcontracting to youth-based enterprises
* Develop and institutionalize financial market access systems for the youth
* Enhance access to financial support for youth entrepreneurship ventures and enterprises.
* Expand investment in productive sectors, key among them agriculture, manufacturing, tourism, blue economy among others for enhanced job creation
* Strengthen public finance management systems at national and county levels to ensure public resources are prudently managed and utilized for improved service delivery; improving business environment and creation of employment opportunities
* Address the challenge of gambling and sports betting by initiating programmes and activities that encourage sustainable engagements and positive means of livelihoods
* Support youth entry into both public and private sector employment through strengthening linkage between education and training; and labor market
* Address challenges youth face when searching for a job through investment in jobs search infrastructure including strengthening the Kenya Labor Market Information System to county level and enhancing employment services across all counties.

### 4.3.5        Technological involvement and ICT

* Develop innovative programmes that ensure that the right online values are instilled in Kenyan children from the moment they begin to use technology
* Entrench the utilization of ICT and social media space to further entrench the values and morals of the youth
* Support the ICT and social media space with policy and legal framework;
* Utilize the mass media such as radio and television to ensure that as many youth as possible are reached with regular messages on national values, positive morals and behavior
* Facilitate the lowering of costs for accessing internet in the country
* Block sites that promote vices such as violence, gambling, corruption and immoral behavior of youth
* Provide internet and Wi-Fi connectivity in various parts of the country for youth to access internet services
* Better understand the online habits of children and youth and facilitate identification and development of mechanisms to reduce their exposure to risks and vulnerabilities online
* Increase youth labor productivity through investment in ICT development aspects among children during the early age; strengthening training programmes, education and information, communication and technology
* Targeted investment in apprenticeship skills development, technology and innovations
* Facilitate and support technology exchange and innovation programmes for youth through establishment of technology incubators and research development
* Support professional integration of young people through incubation of businesses and funding for the youth programmes
* Support industrial innovation through ICTs mainstreaming, telecommunication and agribusiness
* Leveraging existing online training resources
* Create an enabling framework to deploy broadband across the country
* Develop and expand ICT Infrastructure across all counties
* Ensure availability of a reliable and affordable broadband connectivity to all citizens especially in the rural areas
* Promote digital literacy programs for providing ICT equipment and services to youth
* Establish Constituency Innovation Hubs to promote access to ICT among the youth
* Strengthen digital learning programme in schools to equip youth with digital skills
* Build the capacity of the youth in ICT through training for effective integration into the Country’s technological transformation
* Develop resource centers and libraries for youth to access information and relevant educational materials
* Develop incubation centers and mentorship of youth in ICT skills, in collaboration with the private sector, to start businesses and venture in related enterprises
* Initiate and institutionalize effective capacity building initiatives through internships, mentorship and attachments.
* Expand the Ajira Digital programme to cover the entire country so as to reach as many talented and innovative youth as possible
* Incorporate the technology hubs component into the Youth Empowerment Centers countrywide
* Enhance the internet connectivity to the rural parts in the country
* Facilitate the lowering of connectivity charges to enable as many as possible youth to access internet
* Encourage other players to complement the Ajira Digital and set up innovation hubs to provide youth with adequate space and facilities to express their talents and invention

### 4.3.6        Agriculture for economic development

* Increase access to appropriate agricultural education and training; and ensure that youth in diverse agro-ecological zones are provided with training and skills necessary for living and working productively in their respective areas
* Provide career guidance to youth at an early age to inform them on job prospects in agriculture including the blue economy
* Increase investment in rural farm and non-farm activities and social and economic infrastructure to offer youth attractive job prospects and living conditions; and transmit a positive social and economic image and status of rural areas through education, the media, and other means of communication
* Promote access to domestic and global market linkages, mechanization, and financial inclusion including review and development financing models and products targeting youth enterprises
* Support youth’s access and ownership of land for agri-business as well as access to innovative agricultural technologies, including climate change adaptation
* Strengthen youth’s agribusinesses through enhanced coordination, monitoring and evaluation of product development and supply chains in agribusiness activities
* Promote innovation and incubation of agricultural technologies, youth access to credit for agricultural development
* Provide youth with extension services to support growth and development of enterprises.

### 4.3.7        Talent and Youth Creativity

* Establish youth talent academies across the country and reengineer the existing ones
* Create a database on talented youth and the related industry players to facilitate networking and referral
* Support the establishment of innovation hubs at the national and county levels to facilitate identification, incubation and acceleration of youth innovations
* Encourage and support volunteerism in sports and co-curricular activities across all counties
* Establish and rehabilitate creative talent hubs and Youth Empowerment Centers countrywide
* Sensitize youth on the value of talents, talent development and commercialization
* Establish a comprehensive talent scouting system including through talent shows in all counties for continuous identification of talent identification and development
* Enhance the capacity of teachers at school and post- school levels of education and training to identify learners with talents and refer them to the talent identification centers for incubation at an early age
* Develop and implement youth talent identification and nurturing policy
* Strengthen, support the reward system for participation in sports at national and international levelS.
* Encourage private sector participation in the promotion of arts and sports sectors for youth
* Identify and promote local and regional recreational opportunities such as outdoor activities, sports and opportunities for enhancing creativity
* Strengthen and promote co-curricular activities in educational institutions
* Set up a structure to register all the innovations made by the youth and assist the youth with space and facilities to develop innovations
* Encourage youth to be innovators through provision of incentives

### 4.3.8        Entrepreneurship as a Game changer

* Promote education and training, entrepreneurship and apprentice training programmes that are relevant to industry
* Enhance entrepreneurship capacity building programs through supporting or expanding internships, mentorships, attachments and business incubation
* Review of regulatory framework on Small and Medium Enterprises (SMEs) to make it friendly to youth
* Support training and Business Development Services
* Enhance the provision of affirmative Action Funds to enhance access to finances and start-ups financing
* Create incentives for youth to undertake entrepreneurship instead of seeking white collar jobs
* Facilitate formation of networks for youth in entrepreneurship for information and best practices sharing
* Create a mechanism for providing market and market linkages for youth goods and services.

### 4.3.9        Ethics and morality

* Entrench values into the school and post- school curricula to inculcate them to the children and youth as they learn
* Support the family unit through programmes through the mainstream and social media to encourage parents and guardians to be instrumental in passing the appropriate values to children and youth for a value-based, united and prosperous society
* Entrench national values and principles of governance among the youth and build their capacity and to enable them to participate in leadership and community service
* Educate and inculcate in the youth culture of patriotism, national cohesion and volunteerism
* Recognize, involve, support and encourage positive role played by families, communities and learning institutions, information and knowledge on the development of positive moral and values among the youth
* Promote and support integrity of the family unit while strengthening nuclear and extended youth family support structures.
* Encourage the various community elders to establish mechanisms for inculcating the positive morals and values to the youth
* Organize youth and cultural exchanges between the various communities for benchmarking, adoption of good practices and mentorship
* Develop a framework to institute passage of positive value systems to the youth in a structured manner including through community intergenerational dialogues across the county.
* Strengthen delivery of morals, ethics and values in the learning curriculum at all levels; and SGBV awareness and prevention among the youth should be inculcated in their morals beginning in early childhood.

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#### 4.3.10 Transport and infrastructure

* Advancement of STEM (Science, Technology, Engineering, Mathematics) education and technical training

Market-aligned training has been a key component of employability initiatives, including those in partnership with training organizations that gives young men and women opportunities for hands-on learning in areas such as programming, robotics, and 3-D printing. Through festivals and other community events the initiative has expanded awareness of opportunities in STEM and broadened youth appreciation of this education as both fun and potentially rewarding for first jobs and marketable careers.

* Development of critical life skills

Skills such as time management, teamwork, and problem-solving complement "hard" skills training and serve young people in any industry, in self-employment, and in daily life. The stakeholders should provide initiatives by reaching out to school and out of school youth, respectively and engage them on how to live, to enter the world of employability, how to attend a job interview, and how to write a curriculum vitae.

* Exposing youth to promising career opportunities

The rapid rate of change characterizing the fourth industrial revolution can make it even harder for students, parents, guidance counselors, and school leaders to know what careers are promising and which skills they will require. For example, a remote location can exacerbate challenges around access to information, mentors, and learning opportunities. The initiative will incorporate the perspectives of local young people, schools, and nonprofits to examine ways to prepare youth with the skills needed to succeed in school, work, and life. The county government should organize public sessions aimed at bringing together community leaders who can potentially offer career mentoring.

#### 4.3.11 Leadership, Organization and youth governance

* Organize periodic forums at national, county and ward levels to receive views and strategies on youth matters
* Develop a framework for identification of youth representatives in Parliament and County Assemblies
* Strengthen the role of the National Youth Council towards registration of youth groups and youth serving organizations
* Promote youth exchange programmes and mentorship programmes at intra-county, county, regional, national and global levels
* Initiate a training program to enhance leadership skills among youth in elective positions which involves student leaders/councils in tertiary institutions and universities
* Enhance linkages with regional and international youth organizations for purposes of enhancing exposure to opportunities

#### 4.3.12 Environment

* Promoting mechanisms that support youth engagement in the development, protection, conservation of the natural resources and environment while engaging in eco-entrepreneurship and green jobs
* Sensitizing youth at various levels to participate in management, protection and conservation of the environment. This will include youth in various levels of institutions of learning, out of school youth and at the workplace. Operationalizing environmental clubs in all institutions will also serve to achieve this goal. The youth will also be empowered to play an active role as environmental ambassadors across the county.
* Building capacity of youth on green processes and technology, waste management and general environmental conservation and management. This will involve training and sensitization of youth both at the individual and group levels on ways of collecting and managing waste to employ technologies to convert waste for useful gain for employment and wealth creation. It will also involve building their capacity to take advantage of the blue economy as a way of livelihood as they conserve the environment
* Supporting high potential value chains in green energy, waste management and alternative prudent natural resources utilization. This measure will entail putting in place mechanisms to promote development and investment in alternative forms of energy such as solar and wind to minimize over-reliance on the natural environment as a source of energy
* Enhancing capacity building for the youth on disaster management to participate in awareness creation, prevention, management and recovery. The government will put in place measures to sensitize youth on potential disasters due to poor or lack of proper environmental management. With this kind of awareness, the youth will be better informed to take cautionary and preventive measures to avert environmental degradation

#### 4.3.13 Peace and unity

* The Youth shall be included in the peace building processes in decision making on matters related to peace building. Inclusion and participation of young people enhances their capabilities and affords them the opportunity to improve their lives as well as those of their communities. Further, engagement of youth in these and other constructive processes keeps them constructively pre-occupied thus averting/reducing their vulnerability to involvement in unlawful acts
* Working with multi-agency groups, families and communities to engage the youth in promoting peace and secure crime free neighborhoods. Youth and communities will be sensitized on the need to uphold and promote peace for harmonious living
* Supporting inclusion of youth as specific stakeholders in community driven security and peace building initiatives, as they are both largely affected by conflict and instrumental to peace building. Being the larger proportion of the community, the youth are often the main causes and victims of crime and conflict and thus their involvement in this initiative reduces their susceptibility and exposure to such occurrences
* Recognizing and including the role of youth led and youth-based peace-building organizations in peace building activities and promoting a culture of peace. The youth form an integral part of the society and as such are best suited in taking up the lead role in matters that most affect them as it gives them a sense of responsibility and belonging
* Supporting activities which foster peaceful co-existence and cohesion among communities. The government will support measures to promote cohesive living among youth in cross-border communities and peculiar humanitarian settings such as refugee hosting areas. It will further promote and encourage cross-border or intercommunity meetings, exchange programs, cultural events and resource-sharing to further the peace agenda.

## 4.4 Flagships (Asks for County Government, National Government, private sector, non-state actors)

County Government, National Government, private sector, non-state actors to support projects that will empower the youth directly or indirectly for example;

Youth Empowerment Centres, stadium, Social Halls, Sports Centres, TVETs, Technical institutions and institutions of higher learning.

## 4.5 Resource Mobilization and Financing of the Policy

Resources and support required for implementation of this policy shall be mobilized from both public and non-state actors with the twin objective of strengthening their support and commitment as identified by the Policy.

The interventions and initiatives identified in this Policy shall be supported through mobilization of monetary and non-monetary resources from;

1. National Government
2. County Government of Baringo
3. private sector and development partners
4. Non-Government Organizations (NGOs), Faith Based organizations (FBOs) and Community Based Organizations (CBO)
5. Individuals and key other stakeholders

All funding sources and strategies will be required to balance between the short and long-term goals. A sector wide approach shall be adopted at the County level in planning, budgeting, programming, implementing, monitoring and evaluating youth initiatives.

The Policy implementation mechanism will be operationalized through annual action plans detailing: policy priorities, key actions, indicators, timelines, responsibility, and estimated budgets. The County Government shall allocate adequate resources in the annual budget to youth programmes and activities and also through Public Participation.

## 4.6 IMPLEMENTATION MATRIX

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Priority Areas | Objective (s) | Activities/Actions | Key Actors/Responsible | Indicators | Timeline/Time frame |
| Health | -Realize a healthy and productive youth population | -creating awareness on drugs and substance abuse  -Supporting youth development, health and nutrition and wellbeing paying attention to those who are acutely malnourished | Department of Health services | -Reduced number of reported sick youthful population | 5 years |
| Education and Technology | -Promotion and strengthening education, training and skills development  -Building the capacity of the youth to fully integrate them into the county  technological programmes | -Investing in education, training and skills through awarding of bursaries and grants.  - Support the development of a wide range of ICT-based programmes in local languages, as appropriate, relevant to different groups of youth. | Department of Education, sport and social services  Department of devolution, public service management and administration, ICT and E-Government | - Increased number of graduates and professionals in the county.  -Improved margin of Technological space of the youth | 3 years |
| Employment | -Addressing youth unemployment, underemployment and inactivity | -Sustainable financing of youth programmes that is Ajira digital clubs which help to create awareness on the existence of online work and prepare the youth to global future work and businesses  - institutionalizing and strengthening apprenticeships and internships programmes | Department of Finance and economic planning  Department of devolution, public service management and administration, ICT and E-government | -Expanded jobs market | 2 years |
| Agriculture | - Transforming Agriculture to make it attractive to the youth | -Financing smart Agriculture  -Training the youth on Agro- ecology | Department of Agriculture, livestock Development and fisheries | -Increased food production and animal products | 2 years |
| Entrepreneurship/Business | -Promote  and develop entrepreneurial culture among the youth | -Giving the youth subsidized loans,training, mentorship, internships, attachments, business incubation and partnerships  -creating talent identification and innovation development hub centers  -Supporting labor management information systems  -strengthening framework for labor export | Department of Industry, commerce, Enterprise and cooperative development | -Increased tax base and revenue of the county | 5 years |
| Environment | -Promoting  mechanisms that support youth engagement in the development,protection,conservation of natural resources and environment while engaging in eco-entrepreneurship and green jobs | -Building the capacity of the youth in green processes,technology and waste management  -support youth engagement in environmental management for sustainable development through financing | Department of Environment, Natural resources, Tourism and wildlife management | -Increased forest coverage | 5 years |

## 4.7 Role of Stakeholders

The following stakeholders will be necessary for effective implementation of the youth policy

i. Office the Governor

ii. County Executive Committee Members

iii. County Executive Committees member in the department responsible for Youth affairs

iv. The Chief Officer in the department responsible for Youth affairs

v. County Assembly

vi. Department of youth

vii. Ministry of Health

viii. Private sector

### 4.7.1 Responsibilities of key stakeholders.

#### Office the Governor

* Provide leadership and direction in the management of youth affairs.

#### County Executive Committee Member and Chief Officer for Youth, Culture and Social Services

• Brief the Governor on needs and priorities of the youth in the county

• Brief the Governor on status of the youth by category- across urban, peri-

urban and rural level;

• Mobilize financial and/or technical resources for youth projects and

activities at the county;

• Accompany and/or represent the Governor in Youth forum as and when

required.

• Effectively implement the Youth policy

• Establish a County Coordination/steering Committee for Youth policy

implementation;

• Initiation of review of the policy

• Ensure the inclusion of youth development programs in policy documents

such as the spatial plans, sector strategic plan, county integrated

development plans, annual development plans, the county performance

contracts among others

• Operationalize regulations necessary for the implementation of the youth

policy.

#### County Assembly

• Pass the Youth policy for launching;

• Pass the budget for implementation of the policy;

• Enactment of the County Youth Bill.

Provide a platform for youth parliament.

#### County Executive Committees

• Embed challenges facing the youth in all programs, processes, decisions, actions pertaining to the youth in their respective departments;

• Support implementation of the youth policy

#### Department of youth

 • Develop County Youth Action Plans;

• Implement Youth development initiatives as per the various policy

documents

• Support the effective implementation and operationalization of this policy

• Provide overall management, monitoring, evaluation and reporting on the

implementation of the youth policy;

• Mobilize resources /funds for implementation of the youth policy;

• Establish a monitoring, reporting and evaluation unit to fast track the

implementation of youth policy.

#### Ministry of Health

 • Support the implementation of health related youth programs/interventions such as HIV/AIDS

• Provide professional services such as medical advice to the youth private sector

• Provision of opportunities that support the implementation of youth policy

• Partner in the execution of youth development initiatives

• Provide professional advice on various aspects of youth development

• Partner in resources mobilization for youth development initiatives.

#### Civil Society Organizations

• Participation and provision of civic education on good citizenship, national and cultural values;

• Supporting the implementation of programs provided in the youth policy

• Creating awareness on the youth policy at community level;

#### Faith Based Organizations

 • Creation of awareness on programs for youth through scriptures/sermons;

• Dissemination of the youth policy in relevant forums

• Nourishing the youth spiritually

#### International Organizations with presence in Baringo County

• Lead advocacy on implementation of the youth policy in Baringo County.

• Mainstream youth activities in all development projects of the county,

Including resourcing through partnerships.

**Development partners**

• Financing of the youth policy implementation;

• Providing technical support to key state and non- state actors for the

dissemination and implementation of the youth policy in the county.

#### Individuals and communities

 • Active participation in youth programs /activities at all levels in the county

#### Media

 • Profiling youth programs and initiatives in the media

#### • Youth policy dissemination.Education institutions (e.g.Technical & Vocational Colleges)

• Provide relevant training courses that add value to youth development

•Policy dissemination.

# CHAPTER 5: MONITORING, EVALUATION AND LEARNING

## 5.1 Introduction

The importance of monitoring, evaluation and learning is to use the knowledge acquired from evidence and analysis to improve development outcomes and ensure accountability for the resources used to achieve them. It also involves knowing whether the program is as planned and happening as expected. The policy should be implemented fully to overcome the challenges faced by youths of Baringo. For effective monitoring and coordination of the Policy, the Department in charge of youth will develop the monitoring and evaluation framework modeled around the Baringo Integrated Monitoring and Evaluation System.

Evaluation is all about the quality of the policy created and how it addresses the challenges facing youths at Baringo county. Evaluation and assessment shall be undertaken through strong partnership between national and county governments, private sectors, development partners, Informal Sector, other stakeholders and the youth.

Learning involves using the knowledge acquired to tackle the challenges and make Baringo a better county for our youths. The framework will be replicated at the County Level where the ministry in charge of youth affairs will be represented by the youth county heads. The county government shall create an inter-agency framework at county and grassroots levels for implementation, coordination monitoring, evaluation and reporting on youth empowerment and development interventions.

The implementation of the policy will be monitored by the Baringo County Director of Youth Affairs with the help of NYC. To facilitate the implementation, coordination and monitoring the county government will form a committee to track and measure impact of youth initiatives at the county.

This Policy seeks to include all stakeholders involved with youth affairs in Baringo county ranging from county government, NGOs, youth advocacy groups, NYC, private sectors,

## 5.2 Monitoring, Evaluation and Learning Framework

Establish a monitoring and evaluation mechanism to ensure the policy objectives are monitored, tracked and evaluated by developing tools and performance indicators that are integrated in the annual development plans and development planning processes.

Evaluation and assessment shall be undertaken through strong partnership between national and county governments, private sectors, development partners, Informal Sector and other stakeholders. This will ensure implemented youth programmes have had positive impact on the target beneficiaries.

The implementation of the policy will be monitored by the Baringo County Director of Youth Affairs with the help of NYC and the Research Assistant team. To facilitate the implementation, coordination and monitoring the county government will form a committee to track and measure impact of youth initiatives at the county.

Leadership is needed at all levels of the system for policy implementation. From a political perspective, the appropriate level of leadership is needed to reshape mandates, resources, structures and programmes. Consistency in leadership has also been suggested as an enabler of implementation, such as fixed-term positions for senior government department officials, to ensure continuity and strengthen relationships. The literature on leadership for policy implementation also points to the need for a ‘craftsman’ style of political leadership, which has a focus on building and sustaining relationships, managing complexity and interdependence, and managing multiple and conflicting accountabilities.

Communication plays an important role in facilitating successful implementation of a policy and should be a core part of policy development from the beginning and throughout the stages of implementation. Systematic communications are important to share information and feedback on how implementation is progressing across sites, and to share wins and important policy milestones to maintain buy-in and motivation of stakeholders.

 Monitoring and evaluation shall be an essential strategy for the delivery of the Youth Policy. Appropriate tools, templates and modalities shall be developed to facilitate annual review of the performance of the youth policy. The policy’s Monitoring and Evaluation components shall aim at:

1.Assisting stakeholders to operationalize the policy as it relates to their specific sectors and/organizations and generate indicators for assessing performance and progress towards policy goals.

2. Assessing levels of efficient and judicious use of resources and youth development programmes.

3. Measuring the long term impact of the policy on youth development in the county.

4.  Establishing data bank on youth activities and youth development, and regularly update

5.  The situational analysis of youth development programmes in the county

 6. Undertaking research on youth development issues with the support of research assistants.

7. Support and strengthen effective policy monitoring.

### 5.2.1 Factors to consider when selecting a mode of policy implementation

* Consistent Leadership for policy implementation.
* Effective and timely communication. Systematic communications are important to share information and feedback on how implementation is progressing across sites, and to share wins and important policy milestones to maintain buy-in and motivation of stakeholders.
* Feedback mechanisms should be established between policymakers and front-line practitioners. Feedback mechanisms can include regular, standardized reporting arrangements from front-line services to oversight structures for the policy, and policy reviews carried out at key points in the policy life cycle, for example mid-term reviews.
* Implementable Legislations.

Trickling down, Baringo County government through the county department of youth and gender affairs, members of County Assembly of various wards and the Ward Administrators are the stakeholders responsible for the adequate implementation of this policy

CHAPTER 6: COMMUNICATION

## 6.1 Introduction

Communication plays an essential role in effective public relations. Two-way communication between two parties is essential and information must flow in its desired form between the youth and public.

The ministry in charge of youth in the national and Baringo county government shall develop mechanisms using formal and informal channels, print and electronic media in developing a robust and multi-faceted communication strategy for the Policy and the programme activities to all relevant stakeholders. This will also include capacity building of youth organizations on policy and the roles in implementation, monitoring and evaluation and impact assessment.

## 6.2 Communication channels (radio, Groups/jamaa, local language, barazas, celebrations meetings)

Communication is the transmission of information. It takes many forms, including;

• Word of mouth

• News stories in both print and broadcast media

• Press releases and press conferences

• Posters, brochures, and fliers

• Outreach and presentations to other health and community service providers, community groups, and organizations

• Special events and open houses that our policy holds

The purpose of Communication is to inform, to express feelings, to imagine, to influence, and to meet social expectations. Each of these purposes is reflected in a form of communication.

A communication plan is a strategic blueprint for delivering consistent, coordinated, and targeted messaging to achieve specific goals. It is effective communication to the Youth of Baringo. Developing a communication plan is one way to help ensure your communication efforts are strategic, coordinated, and consistent. It is intended to facilitate the clear understanding of a policy or policy amendment. A communication plan may target different audiences for different purposes, and may include things like: Targeted communications to units affected by the policy. This is a policy-driven approach to providing stakeholders with certain information.

Communication plans in Baringo will be used to ensure that all youth categories have the latest updates on policies, projects, goals and objectives set aside for the youth from the county level to National level. It is a system that will ensure that youths are informed and it fosters Youth inclusion.

Communication plan is important mainly because;

It helps our team to: Clarify our goals and objectives, communications roadmap and it articulates the relationships between audiences, messages, channels, activities, and materials.

A strategic communication plan is a written plan outlining communication to our team on our policy's objectives. This plan is deliberate with messages and tactics used to help engage youth and fuel performance success for the policy.

A clear timeline is a useful tool to keep the process running smoothly and on schedule. When creating and implementing the policy, there should be a detailed timing strategy that includes specific communication goals and the deadlines by which they should be met.

### 6.2.1 Advance communication of the policy with stakeholders

• Targeted meetings with relevant leadership prior to policy release to note any potential concerns that may arise with new policy

• Targeted meetings with policy users to raise awareness of any new requirement

Direct dissemination to policy users

• Convey the policy to the heads of relevant units to share with their staff

• Meet with relevant units to raise awareness and answer questions to coordinate release of policy.

• Time the release of the policy to accompany an event or announcement by Identifying individuals to champion the policy

• Validators—respected stakeholders who can lend support to the policy, if needed develop and disseminate training or education materials to policy users

• Operating procedures, user guides, FAQs, etc.

Broad dissemination of policy to Baringo county youths. Through;

• Facebook

• Twitter—unit-specific Twitter accounts

• Local media—newspapers, Alpha Radio, Kass FM, Kass TV and Chamgei FM.

#### Communication materials for consistent messaging of policy

• Press release

• Talking points

• Fact sheet

### 6.2.2 Communication Plan for Baringo County Youth Policy

Planning for communication is a Four-step process in this policy. These steps are:

1. Purpose of communication

2. Identification of audience

3. Plan and design of message

4. Strategize how to connect with the media and others who can help disseminate information.

**1. Purpose of Communication.**

• Becoming known, or better known, in the community

• Educating the youth about the issue this policy addresses

• Recruiting program participants or beneficiaries who are the youth.

• Recruiting volunteers to help with disseminating information

• Rallying supporters or the general public to action for our cause

• Announcing events

• Celebrating honors or victories

• Raising money to fund youth to take part in public participation.

• Countering the arguments, mistakes, or, occasionally, the lies or misrepresentations of those opposed to our work.

**2. Identification of Audience- Different Youth Categories**

Different messages will be required for different youth Categories therefore different channels and methods. It will depend on;

• *Demographics*. Demographics are simply basic statistical information about people, such as gender, age, ethnic and racial background, income, etc.

• *Geography*.  can focus on a whole town or region, on one or more neighborhoods, or on people who live near a particular geographic or man-made feature.

• *Employment*. Can be interested in people in a particular line of work or in unemployed people.

• Health. Particular concern might be with people at risk for or experiencing a particular condition or leveling a health promotion effort at the whole community.

• *Behavior*.  targeting messages to specific youth engaged in drug and substance abuse or to youth engaged in violence.

• *Attitudes*. By trying to change people’s minds or bring them to the next level of understanding.

Another aspect of the audience to consider is whether you should direct your communication to those whose behavior, knowledge, or condition you hope to affect, or whether your communication needs to be indirect. Sometimes, to influence a population, you have to aim your message at those to whom they listen – clergy, community leaders, politicians.

Literacy level; The communication between literate and illiterate people are quite different.

### 3. Plan and design of message

***Language***

The languages to be used involves;

1. The official languages of the Republic which are English and Kiswahili.
2. Use of Local languages depending on the Youth Category.

### 6.2.3 Channels of communication

• Posters

• Fliers and brochures - These can be more compelling in places where the issue is already in people’s minds (doctors’ offices for health issues, supermarkets for nutrition, etc.).

• Newsletters

• Promotional materials - Items such as caps, T-shirts, and mugs can serve as effective channels for our message.

• Other reading material - Reading material that is interesting to the target audience can be used to deliver a message through a story that readers are eager to follow, or through the compelling nature of the medium and its design.

• Internet sites - In addition to our forum's website, interactive sites like Facebook, Twitter, and YouTube are effective mediums for communication

• Letters to the Editor

• News stories, columns, and reports in Baringo news

• Press releases and press conferences

• Presentations or presence at local events and local and national conferences, fairs, and other gatherings

• Community outreach

• Community or national events - National holidays like Madaraka day, Labour day, Jamhuri day e.t.c. Religious events like Easter celebration and other community events like Barraza’s can serve to convey a message and highlight an issue.

• Public demonstrations

• Word of mouth

• Music

• Exhibits and public art - The AIDS quilt, a huge quilt with squares made by thousands of people, commemorating victims of the HIV epidemic, is a prime example.

• Movies - Since the beginnings of the film industry, movies have carried messages about race, the status of women, adult literacy, homosexuality, mental illness, AIDS, and numerous other social issues.

• TV - TV can both carry straightforward messages – ads and Public Service Announcements (PSAs) – and present news and entertainment programs that deal with your issue or profile your organization.

• Theater and interactive theater - A play or skit, especially one written by people who have experienced what it illustrates, can be a powerful way to present an issue or to underline the need for services or change.

**4. Strategize how to connect with the media and others who can help disseminate information.**

Establishing relationships with local media representatives and media outlets is an essential part of a communication plan. Establishing relationships with influential individuals and institutions in the community and the youth population.

The individuals that can help disseminate information can vary from formal community leaders, elected officials, CEOs of prominent local businesses and clergy to community activists and ordinary youths.  Institutions and organizations, such as colleges, hospitals, service clubs, faith communities, and other health and community organization can play an intergral role in disseminating information.

Baraza led by local chiefs and village elders can help disseminate information using local language to all youth categories.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Channel | Youth(18-34 years) | PWDs | Literate & Semi-  literate, Youth | Illiterate Youth | Rural | Urban & Informal  settlements |
| Newspapers | ✔ | – | ✔ | – | – | ✔ |
| SMS | ✔ | ✔ | ✔ | – | ✔ | ✔ |
| EMAIL | ✔ | ✔ | ✔ | – | ✔ | ✔ |
| SOCIAL MEDIA | ✔ | ✔ | ✔ | – | ✔ | ✔ |
| BARAZA | ✔ | ✔ | ✔ | ✔ | ✔ | ✔ |
| POSTERS | ✔ | ✔ | ✔ | – | ✔ | ✔ |

## 6.3 Publicity and policy information Sharing

* Publicity is an integral part of the Baringo County Youth Policy to make its goal of raising money, to attract new youth members or to provide a program or service possible.
* Publicity has to be effective to allow people to grasp all the important facts of the program quickly. Accordingly, promotional materials should be clearly printed messages or communicated verbally in a way that is designed to evoke a response from the viewers and or listeners.
* The planning of Baringo County Youth Publicity campaign entails:

1. Budget-the budget herein has to be realistic taking into consideration all the costs including hidden costs and varies depending on the decision of the budget committee and shall always be completed in advance of doing Publicity.
2. Audience-this considers age groups of the youth, career fields and entire population profile of the youthful population of Baringo County.
3. Information-the campaign materials must contain all of the appropriate information, which include the venue, what the information entails, the personnel and why the information.
4. Resources-the Resources for the Publicity process include people, talent, materials and or finance.
5. Location-the Publicity campaign takes place within Baringo County and has to be places where the information sharing gets the most attention.
6. Schedule-there shall be a calendar with deadlines to keep track.
7. Medium-the mediums listed in section 6.2 are all appropriate for the Publicity campaign to take off.

* The key activities of information sharing includes:

      (i) Giving, providing, disseminating or transferring information (e.g, facts, opinion, advice, answers to questions),face-to-face or online.

(ii) Putting information objects e.g documents available to others through archiving.

(iii) Uploading materials or content (e.g video clips and links to web pages)

(iv) Sending email messages.

(v) Posting to forums of social media.

(vi) Mutual information exchange.

(v) Interpersonal communication.

(vi) Dialogues and conversation, face to face and online (small talk, chit-chatting, word of mouth or electronic word of mouth as a form of personal communication)

(vii) Participation in the activities of a group or community.

(viii)Interaction with others.

Communication publicity and Information.

## 6.4 Policy Review

Conduct periodic reviews on youth development programmes in the county. Since the society is dynamic, and changes are the norms rather than the exception in the contemporary world. This policy will be reviewed after every four years or any such other period as may be determined by the department responsible for youth affairs in the county.

# 7.0 CONCLUSION

In conclusion the purpose of coming up with this policy is to sort out youth issues as stipulated in Article 55 of the Constitution of Kenya 2010. Youth issues are diverse, broad and need a lot of attention and intervention Considering the fact that Baringo is a County of great diversity.

The best way of dealing with this issue is by developing a youth policy by stakeholders as the duty bearers. This will enable it to go through the legal procedure and subsequently assented by the governor to become a policy and perhaps to be implemented fully. The diversity of the issues of youths of Baringo needs to be looked at critically because of its nature and the changing needs of the young people. Change is inevitable and therefore our County should be ready to adapt to the varying needs and changes.

Engaging stakeholders in the youth issues in Baringo will realize substantive support in youth programs and activities.