

**INFLUENCE OF MANAGEMENT PRACTICES ON THE IMPLEMENTATION OF
YOUTH ENTERPRISE FUND PROGRAMME IN KENYA: CASE OF YOUTH
ENTERPRISE DEVELOPMENT FUND IN KITUI COUNTY, KENYA.**

BY


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**A research project submitted in partial fulfilment of the requirement for the Award of
Masters of Arts Degree in project planning and management in the University of Nairobi.**

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DECLARATION

This project is my original work and has not been presented for an award of any degree in any other university.

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DEDICATION

I hereby dedicate this research project to my loving parents, Mr.& Mrs. Henry Muli Ngewa, and my lovely husband Mr. McEnroe Nzomo for their moral and emotional support, encouragement and love they shown to me during my study period. May God bless you abundantly.

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LIST OF ACRONYMS AND ABBREVIATIONS

AU:	Africa Union
CBOs:	Community-Based Organizations
Gok:	Government of Kenya
ICT:	Information and Communication Technology
ILO:	International Labor Organization
KPHC:	Kenya Population and Housing Census
M &E:	Monitoring and Evaluation
NGOs:	Non-Governmental Organizations
NYC:	National Youth Council
NYDA:	National Youth Development Agency
NYP:	National Youth Policy
SPSS:	Statistical Package for Social Sciences
UN:	United Nations
UNESCO:	United Nations Educational, Scientific and Cultural Organization
VC:	Vocational Centers
YEDF:	Youth Enterprise Development Fund
YVC:	Youth Venture Capital

ABSTRACT

There has been an acute increase in the graduate numbers from learning institutions, posing a challenge on the government to be innovative in achieving its mandate of creating job opportunities for its youth. However, despite these creative approaches by the government, the success rates of the so started projects are reportedly low. This research project has investigated the Management Practices Influence on the Implementation of Enterprise Fund Program of youths in Kenya using a case study enterprise development fund of the youth in Kitui County. The main objectives of the study included: to establish the business plan influences on the successful implementation of the program of Youth Enterprise Development Fund in the County of Kitui; to assess training influence on the Youth Enterprise Development Fund program in Kitui County; to assess the influence of ICT use in the projects of the youth on implementation Youth Enterprise Development Fund program in Kitui County and to establish the influence of monitoring and evaluation on the successful implementation of the Youth Enterprise Development Fund program in the County of Kitui. The theories underpinning the study include the Modernization Theory by Bradshaw. A conceptual framework based on the two major variables was developed. The study adopted a descriptive survey with stratified random sampling. A sample of 88 youth from a target of 1000 youth groups who benefitted from Youth Enterprise Development Fund in the financial year 2018/2019 in Kitui County, 3 County Project coordinators were sampled. Data collection was through self-administered questionnaire and analysis was done using descriptive statistics. Multilinear regression analysis formula was used to determine the relationship strength amongst the dependent and independent variables. There was a significant positive relationship between business plan development and the implementation of Youth Enterprise Development Fund, $p < 0.025$ from the study. Training on entrepreneurial skills had a highly significant and positive relationship with implementation of Enterprise Development Fund of the youths, $p < 0.05$. There was found no significant relationship between use of ICT in youth projects and the implementation of Youth Enterprise Development Fund, $p < 0.29$ but a positive correlation existed, $p < 0.045$. Monitoring and evaluation was found important in the influence and the implementation of the Youth Enterprise Development Fund, $p < 0.037$ and it was significant in determining changes in it. It was concluded that the managerial practices mentioned is significant for the success of YEDF project. In that regard, more training, especially on use of ICT in accessing online financial services, is needed. The study recommended that business plan development, training on entrepreneurial skills, use of ICT in youth project and monitoring and evaluation need to be reinforced and intensified to improve the implementation of the Enterprise Development Funds for the Youth.

CHAPTER ONE

INTRODUCTION

1.1. Background of the study

Over the years, Africa continent has been immensely associated with dictators and political instability that have led to economic drawbacks over the last half of the century. However, despite the negative reputation of the region, majority of the countries are ranked among the richest in the world based on abundant mineral resources and beautiful tourist wildlife. According to an economic survey carried out in 2019, Africa is still considered unexploited county with great endowment of the wealth (Papakonstantinou, 2019). Economic growth and development significantly depend on the population (Grønseth et al., 2017). The young population is significantly considered as the engine of the world economy. They significantly contribute to the economy's growth and development. The large population in Africa is an added advantage to the economy. They offer a ready market for the produced goods and services and provide much-needed manpower that is critical in the development and growth of the economy. However, one of the most worrying trends among Africa nations is the non-recognition of the importance of youths in the economy (Awad &Yussof, 2017).

Political leaders in Africa have been cited as the major bottleneck to the world's economic thrive (Ismail, 2016). Only by an act of developing effective strategic approaches by these leaders, with emphasis on the empowerment of the youths who form the largest dependent population in this continent, will enable these youths spearhead the African economic growth and development. Well-defined strategic models should be developed to boost self-employment among youths. In this regard, several programs have been developed in some African including Kenya such as the UWEZO Funds program that is aimed at empowering youth towards self-employment. However, regrettably, across the African continent, youths have largely been ignored and/or are less knowledgeable on the utilization of the funds allocated to them. They are also largely excluded from the decision-making processes significantly affecting their role and importance in the economy (Awad &Yussof, 2017). This study is developed to significantly explore youth empowerment as critical players in the economy in Kenya. The study is mainly developed based on the Youth Enterprise Development Fund analysis as a project designed to empower the youths.

Economic planning and development entail the formulation of the right economic projects and developing the most effective measures towards achieving the set objectives. Economic empowerment is classified among the most critical strategies towards the development of a competitive economy (Litra, 2017). Empowerment entails increasing an individual's production capacity to make choices into desired outcomes and actions. Empowering the youths in Africa would translate to economic prosperity as they are the majority and would form key players in the development of the African economy if fully engaged. Africa leaders should consider empowerment as a sure investment that has positive results in the economy. According to World Bank (2016), the world's population was estimated to be 7.2 billion. Surprisingly, more than half the total world's population number below the age of 35 years Hannah Ritchie (2019). In Africa, according to a survey carried out in 2018, 89.7% of the whole population was under the age of 30 years (Olanipekun, 2019). In the case of Kenyan demography, the 2019 Kenya Population and Housing Census by KNBS recorded a total population of 47,564,296 million of which 49% equivalent to 23,548,056 million are male and 50% translating to 24,014,716 million of the total population are female. The total number of the 20 and 34 age ranging people in Kenya accounts for over 37% of the country's total population (KNBS, 2019). Moreover, over 59% of the entire populates live in rural areas while a proportion of 15% live in urban areas across the country (KNBS, 2019).

1.1.1. World Perspective on Youth Economic Empowerment Approaches

The importance of youths in the world economy cannot be ignored. From a global perspective, the rise of youth's unemployment has led to the rise of terror groups significantly (Jelil et al., 2018). According to a longitudinal employment research study undertaken in 2018, youths in both developing and developed nations are more likely up to three times to face unemployment. The research estimated that more than 75 million youths are actively searching for employment opportunities (Korotayev, Vaskin and Tsirel, 2019).

Accordingly, the International Labor Organization (ILO) has significantly warned of the implications of a massive number of unemployed youths that poses dangerous mix of unemployment (Maguire et al., 2013). The increased rise in the proportion of unemployment raised serious issues regarding the rising rates of crimes attributed to unemployment rates across the world (Beatty, Fothergill and Gore, 2017). This led to the development of a resolution in 2012 by

ILO developing an initiative in calling for immediate and effective approaches to end the roaming rising of unemployment across the world. The resolution provided a portfolio of tried measures in five economic areas that entail; youth rights, Macro-economic policies and labor market policies. Most of the world state leaders have adopted policies and have aligned their policies to meet the rising employment demands for the youth (Grønseth et al., 2017).

1.1.2. Africa Perspective on Youth Unemployment Challenge

The high unemployment rates have called for the development of the youth empowerment programs to economically develop a sustainable economy in the long run. Africa Union (AU) significantly and critically plays a role in the development of youths' affairs (Litra, 2017). AU has developed various strategies that are aimed towards empowering the youths towards a sustainable economy. For instance, AU in 2009 declared 2009 to 2018 as the decade of the youths. The head of states committed their efforts towards the establishment of a sustainable economy that will give youths a priority objective to drive the economy. The declaration was as a result of the continuous consultative meeting of the African Youth Charter in Banjul that took place in Gambia and aimed to increase job employment among the youths (Pison, 2019). Accordingly, the National Youth Development Agency (NYDA) in South Africa outlined youth grievances and the most effective approaches that were seen possible to minimize the unemployment rates in the country (Fajobi et al., 2017).

Various countries across the continent have developed measures since the declaration in support of the youths. Development of youth's initiatives has helped and assisted in the access of loans from financial institutions that have significantly empowered the youths to establish business and create employment opportunities (Zukane & Tangang, 2017). In Tanzania, for instance, youth revolving fund was established in 1994 to help the youth in establishing and reinforcing small scale enterprises. The revolving fund was aimed at boosting the youths by creating job opportunities and reducing the social crimes associated with unemployment in the informal sector of Tanzania. The governments come up with a directive that five percent of the total revenue should be channeled to the youths to facilitate youth training and streamlining of job creation opportunities. The fund was also developed to boost economic performance among the youths in Tanzania.

Uganda is considered one of the countries with the highest youth unemployment rates (Sam, 2016). The number of employed youths in 2018 was projected to be less than half a million. In 2012, the government of Uganda established Youth Venture Capital (YVC) in an attempt of lowering the unemployment rates in the country. The funds were meant to increase self-employment opportunities among the youths by availing accessible funds among the youths (King, 2018). The economic venture was also intended for the expansion of the already existing youth owned enterprises in Uganda and targets youths below the age of 35 years (Business leaders' forum report, 2012). Generally, various nations across Africa and in East Africa specifically have tried to develop strategies to solve unemployment challenges among the youths. Following the rise of organized crimes among the youths resulting from has significantly raised concerns and called for efforts to lower the unemployment rates in the region (Fajobi et al., 2017).

1.1.3. Kenya Strategies and Youth Empowerment

Kenya became a sovereign state in 1964. One of the immediate challenges was the high rate of illiteracy. The immediate challenge was the lack of skilled and educated labor force to replace the colonizers who were leaving the country. The initial stage was the development of training institutions that were aimed at equipping the youths with the required skills critical in the development of the economy and to make service delivery more effective to the population. The government realized the importance of trained youths in offering quality labor to the economy and this led to the development of the National Youth Service (NYS) which was established as a principal organ of the government in 1973.

The approach was aimed at equipping the youths with skills that would boost their economic productivity in the long run (Idris et al., 2017). The objective of the establishment of NYS was to train and offer skills to the youths that will enable them to compete favorably in the informal sector. However, due to corruption and lack of a comprehensive support mechanism, NYS slowly died but later re-launched in 1995 (Maisiba & Gongera, 2013). Significantly, the country has also developed other youth empowerment approaches some of which have been upheld as policy documents with the likes of the Sessional Paper No. 2 of 1992. This sessional paper was aimed at raising the Jua Kali industry. In 1997-2001, President Moi launched Jua Kali and Small Scale and

Enterprises in the development plan and National Poverty Eradication Plan in 1999-2015 all aimed at promoting small scale enterprises (Baah-Boateng, 2016).

Moreover, following an executive order, the Youth Enterprise Development Fund (YEDF) then was re-established and gazetted in 2006. It was later transformed into a fully-fledged semi-autonomous state corporation in 2007 (Charles et al., 2012). The YEDF was initially aimed to train youth on important national matters thereby equipping them with skills and knowledge to create employment opportunities and thus reduce youth unemployment incidences in the country. The approach was highly accepted as an innovative approach to develop the country's informal job sector and open up the rural areas by increasing income generation and job creation for the youths (King, 2018). In addition, the fund being a strategic plan, it aimed at addressing the varied needs and aspirations of the youths as well as the challenges the youth has faced in the past.

Significantly, although with challenges, YEDF was established across the country and achieved a lot. In five years spun between 2007 and 2012, the fund was used to finance 157,000 youth small scale businesses to tune of 5.9 Billion Kenyan shillings (Business Leaders Forum, 2012). Unemployment has been the most daunting challenge facing Kenya, the funds' objective was facilitation and creation of job opportunities. The fund was also used to facilitate the training of over two hundred thousand people (Sam, 2016). According to (Kenya Country report, 2014), the fund created more than 300,000 jobs and supported more than 6,000 youths to acquire job opportunities overseas. The project also was reported to have supported more than 2500 with knowhow on how to trade with government departments. Additionally, the project was also associated with success in the support of enterprises across the country (Kenya Country report, 2014).

However, despite the great effort, one of the major challenges to the success and efficiency in the utilization of funds in these government initiatives in Kenya remain questionable and has been associated with corruption and embezzlement of the public resources. For instance, most of the youths have difficulties in accessing the youth funds citing corruption as one of the major challenges (Sam, 2016).

1.2. Problem Statement

The aspirations of any government across the globe are to develop strategic approaches that will foster the economic prosperity of its people. The importance of youths as a competitive advantage in African nations is paramount. Formal education in Kenya, for instance, has left most of the youths aspiring for white-collar jobs that are limited due to the rising population that does not match economic development (Business Leaders Forum, 2012). The government has the mandate of developing approaches that will foster and develop economic development across the world. Significantly the governments have developed more initiatives towards increasing the number of employments among the youths. For instance, tax holidays for the youths and provision of skills on vocational places of training are among the government incentives that have been developed to promote youth's self-employment across the country (Idris et al., 2017).

Youths form more than 35% of the entire population in the country. There has been an acute rise in the number of graduates from learning institutions, posing a challenge on the government to be innovative in achieving its mandate of creating job opportunities for its youth. In this regard, Kazi Kwa Vijana, UWEZO fund, Kenya National Youth Service and Youth Enterprise Development Fund(YEDF), are among the programs developed to lower unemployment rates in the country and empower youths towards self-employment. In the 2017-2018 financial years, more than 9.5 Billion shillings was released to over 270,000 youth groups across the country with Kitui County receiving approximately 120 Million.

However, despite these creative approaches by the government, the success rates of the so started projects are reportedly low. For instance, in 2009 after the establishment of the fund, Kenya Country report (2014) indicated there was more than 50% default cases. This significantly raised serious concerns on the awareness of youths' skills and knowledge in the utilization of the funds. According to Sam (2016), unemployment and underemployment is not just lack of job placement but also a factor of improper business plan, inadequate training skills, inability to put into action the Information and Communication Technology (ICT) and lack of sufficient monitoring and evaluation tools. Moreover, stakeholders have raised serious concerns on the youths' ability to control finances following the high rates of unsuccessful projects and default cases (Mabinda, 2012). To curb the extinction risk of these revolving funds, this study in detail explores

implementation challenges of managerial skills that probably limit the success of youth led initiatives by the government, in this case the YEDF initiative in the County of Kitui.

1.3. Purpose of the Study

The success of any project largely depends on proper implementation of managerial skills. This includes but not limited to planning, monitoring & evaluation and application of ICT. On this regard, the principle goal for the study was to investigate the Influence of Management Practices on the Implementation of Youth Enterprise Fund Program in Kenya using a case study of youth enterprise development fund in Kitui County.

1.4. Study Objectives

This study endeavored to establish the following:

- i) To establish the influences of business plan development on the implementation of the Youth Enterprise Development Fund program in Kitui County
- ii) To assess the influences of entrepreneurial training on the implementation of Youth Enterprise Development Fund program in Kitui County
- iii) To examine how ICT influences the implementation Youth Enterprise Development Fund program in Kitui County
- iv) To establish the influences of monitoring and evaluation on the implementation of the Youth Enterprise Development Fund program in Kitui County

1.5. Research Questions

The following research questions guided the study which were developed from the objectives;

- i) How does the development of business plan by the youths on the Youth Enterprise Development Fund influence its successful implementation?
- ii) How does the entrepreneurial training of the beneficiaries influence the successful implementation of the Youth Enterprise Development Fund program in Kitui County?
- iii) How does the ICT know-how on youth empowerment influence the implementation of Youth Enterprise Development Fund program in Kitui?
- iv) How does monitoring and evaluation techniques influence the implementation of Youth Enterprise Development Fund program in Kitui County?

1.6. Research hypothesis

H1: There is no relationship between youth business plan development and the implementation of the Youth Enterprise Development Fund program.

H2: There is no substantive relationship between entrepreneurial training and the implementation of the Youth Enterprise Development Fund program.

H3: There is no relationship amongst youth ICT application and the implementation of the Youth Enterprise Development Fund program.

H4: There is no any relationship amongst monitoring and evaluation and the implementation of the Youth Enterprise Development Fund program.

1.7. Significance of the Study

The findings from this study forms informative bases from which the county governments, ministry of youth affairs and sports departments would use in reviewing the existing management practices on the implementation of the youth enterprise fund program in Kenya. In addition, the study finding may guide the government to redesign the utilization policies relating to youth enterprise fund. The findings are also anticipated to unravel the impediments that influence the implementation youth funds in their enterprises which is the government's initiative to curb unemployment challenge among the youth. The facts from the findings might equally prompt the youth groups to anticipate some of the challenges that may lead the failure of their enterprises.

1.8. Limitation of the Study

The study only covered Kitui County which may not give enough data for generalizing the results to other counties. The research questions were subjective hence confidential. Therefore, the researcher highly assured the respondents of maximum confidentiality of all the information obtained from them and that it will solely be used for academic purposes. On the other hand, inadequate resources, cost, time, might have greatly limited the study. To overcome this, the researcher ensured that available resources were utilized efficiently with the whole process being conducted within the available budget as much as possible.

1.9. Delimitation of the Study

The study was designed to look into the Influence Management skills could impose on the Implementation of Youth Enterprise Fund Programs. The study focused on Business Plan, Training Skills, Information and Communication Technology (ICT) and monitoring and evaluation. Kitui County formed the geographical sphere of the study. Therefore, any generalization of the study findings was confined to the youth group beneficiaries of the Youth Enterprise Fund in the county.

1.10. Assumptions of the Study

Research studies were developed based on various assumptions. First and foremost, the study assumes availability of respondents to the research instruments when needed. Secondly, the study assumes that the respondents voluntarily gave honest and reliable information hence the credibility of the study was assured. Moreover, the study assumed that there would be no change in the research structure.

1.11. Definition of study terms

Business plan: Written plan or document that describes in a detailed manner, how a business especially the new one can operate to achieve its goals.

ICT: Refers to all digital technologies exist to assist businesses, organizations and individuals to access and use information via telecommunication.

Implementation: It's a specified set of activities that involve putting into action the project's plan. It entails directing and coordinating the resources of the project to realize the intended objectives of the project plan.

Monitoring and Evaluation: A plan used in assessing the performance of a program that has been geared up by the government and NGO or an international organization.

Youth Enterprise Development Fund: A government system that offers affordable start-up loans to registered youth groups.

1.12. Organization of the Study

Five sections were used to organize the study. First and foremost, the first section is the introduction which is composed of a, study background, statement of the problem, the study

purpose, the objectives of the study, the importance of the study and study questions. Further, this chapter highlights the delimitations of the study, study limitations and significant terms definition. The second section contains the literature review that aims to support the study subject and it covers; the introduction, theoretical literature and literature review based on the study objectives, theoretical framework, conceptual framework, research gaps and finally end with the summary of literature reviewed. Section Three takes into consideration the research methodology and also consists of introduction, target population, research design, sampling procedure and sample size methods of data collection, methods of data analysis, pilot testing of instruments, ethical considerations and operationalization of variables. Section Four includes data analysis, presentation, interpretations and discussions. Lastly, section five then provides a summary of the study findings, pertinent discussions, conclusions and recommendations as well as further studies suggestions.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter reviews the thematic factors that are key and that influence the management practices on the implementation of youth enterprise fund programs in Kenya. The factors to be discussed include; Business Plan, Entrepreneurial Training, Information and Communication Technology, and Monitoring and Evaluation. This chapter then gives the theoretical review and conceptual framework based on the subject under study.

2.2. Information on Youth Enterprise Development Fund (YEDF)

YEDF is among the flagships agenda under the social pillar of the Kenyan Government towards the realization of vision 2030. The YEDF was in 2006 conceived and then later it was made a state corporation in 2007. The main strategy of the fund was to arrest the overwhelming unemployment among the youths. As a strategic move for the government, the fund focuses on creating employment opportunities for the youth who are key contributors for economic development (Ministry of Youth Affairs 2010). YEDF priorities on enterprise development thus encouraging the youth to actively participate in the national building. The fund also sensitizes the youth to be job creators but not just jobseekers. The fund recognizes both youths from the formal and informal education sectors by facilitating employment opportunities to all youths (skilled and unskilled) in the labor market locally or internationally.

Overall, the YEDF targets all forms of youth who constitute a large proportion (75%) of the Kenyan's population (KNBS, 2019). As a state corporation, the fund responds to the problems that the youths face. The main concept of the YEDF is based on the premise that small scale businesses will have a great impact on job creation. Therefore, the youth who are key drivers of the economy will have development initiatives (Ministry of Youth Affairs, 2010). The YEDF provides loans to all registered youth groups and the Micro-finance institutions that offer lends to the youth. For instance, in (2006/2007 financial year), the government of Kenya allocated kshs.1 million for tracking the noble development of youth affairs (Ministry of Youth Affairs, 2010). In addition, as a financial service YEDF encourages the youth to create income-generating projects as a way of

developing self-employment. Although the YEDF has been responding to the challenges facing the youth, there should be a monitoring mechanism to mainstream usage of the YEDF invested in the youth employment programs.

2.3. Business Plan on implementation of Youth Enterprise Development Fund.

Business plan is a written plan or document describing in a detailed manner how a business especially the new one can operate to achieve its goals. Business plan gives a layout on how to use finances when operating a business (Perry, 2013). Standard business planning outlines the cost versus the downfalls of business. Creating a quality business plan helps entrepreneurs to get to a market faster and have confidence in identifying the customers' needs thus achieving their set goals. A research finding by Boyd, (2014) on effective of business plan on business showed that despite the continuous efforts, there has been only a little on business plan value which is the main cause of business failure. On the contrary, Shane and Delmar, (2015) warn against planning excessively and stress for new ventures to put to write their little business plans instead of relying on the ones created by experts and consultants.

2.4. Entrepreneurial Training on implementation of Youth Enterprise Development Fund.

Entrepreneurial training enables the entrepreneur to deal with the environmental disequilibrium that hinders business success. It provides appropriate business services which are very critical to the achievement of the YEDF agenda. Minniti, (2007) urges that Entrepreneurial training enables the youth to identify and tap the business opportunities available in the market. Therefore, the education system of Kenya should be able to meet the appropriate needs in the national economy by creating infrastructures that facilitate the youth to be equipped with the skills to enhance creativity and innovation that will enhance their competitiveness in the labor market (Minniti, 2007). However, inadequate entrepreneurial training skills constrain an entrepreneur from dealing with the obstacles when venturing into business.

Entrepreneurial training equips youths with effective management, accountability, and financial skills. The information empowers the youth by ensuring that they gain initiatives and entrepreneurial skills for decision making (Mukala, 2014). Entrepreneurship training is very relevant to different states across the globe (Ntale, 2010). However, access to such information in

Kenya is often curtailed for those working with the youth. Over the previous years, the education system in Kenya has been greatly blamed for failing to impart proper training skills that can enhance self-employment among the youth. The system is too theoretical and fails to emphasize the practical and technical oriented subjects (Njoroge & Gathungu, 2013). The training institutions in Kenya have inadequate facilities and technology which are essential for the youth to compete in both local and international labor markets (Gok, 2006). In addition, there are few training institutions for labor market linkages. Further, the education system is oriented in such a limited way that the youths are dependent on seeking after white-collar employment opportunities that collaborate with their educational achievements (Musee, 2013). Mbatia and Mbugua, (2009), from their study that sampled 180 youths agreed that the education system in Kenya has failed to impart relevant entrepreneurship skills that can help in the management of YEDF programs. Therefore, there is a dire need to review and reassess the current education system that will be applicable in the job market and the YEDF program (Glennerster et al.,2011). Mukala, (2014) urges that Youths should be equipped with training skills on the YEDF before they get YEDF financial aid. This enhances youth to be creative, innovative and be able to compete in the job market (Mukala, 2014). The NYP proposes for the promotion of the technical institutions that will provide internship opportunities (Kitonga, 2012).

Entrepreneurship training of youths boosts the performance of the YEDF in the county's economy (Musee 2013). For instance, Von Broembsen (2005) acknowledges entrepreneurial training as one of the remedies of low entrepreneurship performance among the youth of South Africa. In this regards, absence of the entrepreneurial training skills remains one of the key reasons as to why most micro-businesses in Kenya fail (Njoroge & Gathungu, 2013). Therefore, the education system should strengthen the entrepreneurship education that will disseminate entrepreneurial skills to the youth through capitalizing on learning methodologies that will nature the students to actively function in an economy. Omukhango, (2012) argues that entrepreneurial training of the youth on the YEDF has had a positive performance. However, according to Njoroge and Gathungu, (2013), most micro-businesses collapse due to inadequate financial management and lack of entrepreneurship training.

2.5. Information Communication Technology on implementation of Youth Enterprise Development Fund.

The use of ICT has been embraced by both developed and less developed countries as the best tool for enhancing economic development. According to Gabrielson, (2004), ICT is becoming extremely in business operations and therefore entrepreneurs should see it as the best way of conducting market analysis, sales and services and in the testing of their products. In Africa, most entrepreneurs have little knowledge on ICT thus unable to use online platforms in accessing financial services (Kitonga, 2012).

Many youth entrepreneurs' funds in Kenya are online based where it has been a great challenge to youths many who don't access ICT (Mabinda, 2012). The Ministry of Education on ICT lacks a strategic approach for education to recognized ICT as the best tool for managing education curriculum to offer ICT training in both formal and informal educational institutions.

2.6. Monitoring and Evaluation on implementation of Youth Enterprise Development Fund.

Monitoring and evaluation tools are very pivotal for the performance of a business. Monitoring is a periodical task usually done at the planning stage of a project. It allows results for decision-making and experiences to be documented and be used to steer basis (Kamau & Mohamed, 2015). Data collected from the ongoing projects though monitoring helps to examine the nature and level of their performance of the initiated project (Kamau& Mohamed, 2015). On the other hand, Evaluation is a systematic way of providing information that is credible and reliable to users for the decision-making process.

Globally, it is very important to monitor and evaluate the progress of projects with an aim to gain success and in turn achieve economic growth. However, only a few organizations have the capacity and resources for designing a comprehensive monitoring system that helps to determine the degree on how the results are achieved (Mburu, 2018). Monetary and Evaluation helps in improving performance and achieving the set objective and improving the current and future outputs. Mburu, (2018) in his research findings on Monitoring and evaluation showed that youth empowerment programs require evaluation through mentorships which enables the youth for maintaining focus while in business. Effective use of the resources on the YEDF project gets the desired output and

helps to determine the extent to which the project is on track. Conclusively, YEDF projects have no performance monitoring system or trained staff for deciding before and during implementation for youth projects for deciding what the project wants to measure.

2.7. Theoretical Framework.

This study adopts the Modernization Theories to investigate the transformative influences of management practices on the implementation of YEDF as a flagship program for solving unemployment challenge among the youth. Since the Youth Enterprise Development Fund is youth-driven empowerment for self-employment opportunities, the program borrows heavily from these theories.

2.7.1. Modernization Theory

The study is modeled against the Modernization theory of change (Bradshaw, 1987) applied on the China's modernization theory. The fundamental concept of modernization theory lies in the transformation of a society from a traditional set up to a modern state through adoption of modernized state of operations (Fangjun, 2009). In other words, modernization theory stresses on the process of change by the adoption of the new technology ranging from but not limited to the state of political and economic affairs to social inclusivity within a society in terms of gender, age, social class and ethnicity. The theorists in this model have argued that failure to arouse creativity results in backwardness of the project performance. According to Bradshaw, (1987) people should take risks in a new way that will result in their well-being.

For instance, China has set on its own path towards modernizing its state of affairs and social inclusion since the time they established their first form of collective governance in 1949. Through generations, China has coined their understanding of the theory and transformed their industrialization in agriculture and finally built an all rounded harmonious social-economic modernized state (Fangjun, 2009).

The Kenyan government effort of developing and implementing strategic policies and programs such as YEDF that aim at addressing the “ticking bomb” of growing youth unemployment, is a subscription to the modernization theory that seeks to change the traditional narrative of youths

being a dependent group to a productive group that can stir up the economy of this country (Muthee, 2010).

2.8. Conceptual Framework

The study will examine four factors as independent variables that affect the implementation of YEDF. In studying the management practices on the YEDF; the importance of a business plan, entrepreneurial training, information communication and technology and monitoring and evaluation on YEDF will be studied. The study will also assume that independent variables will affect the dependent variable. The study will be conceptualized as follows:

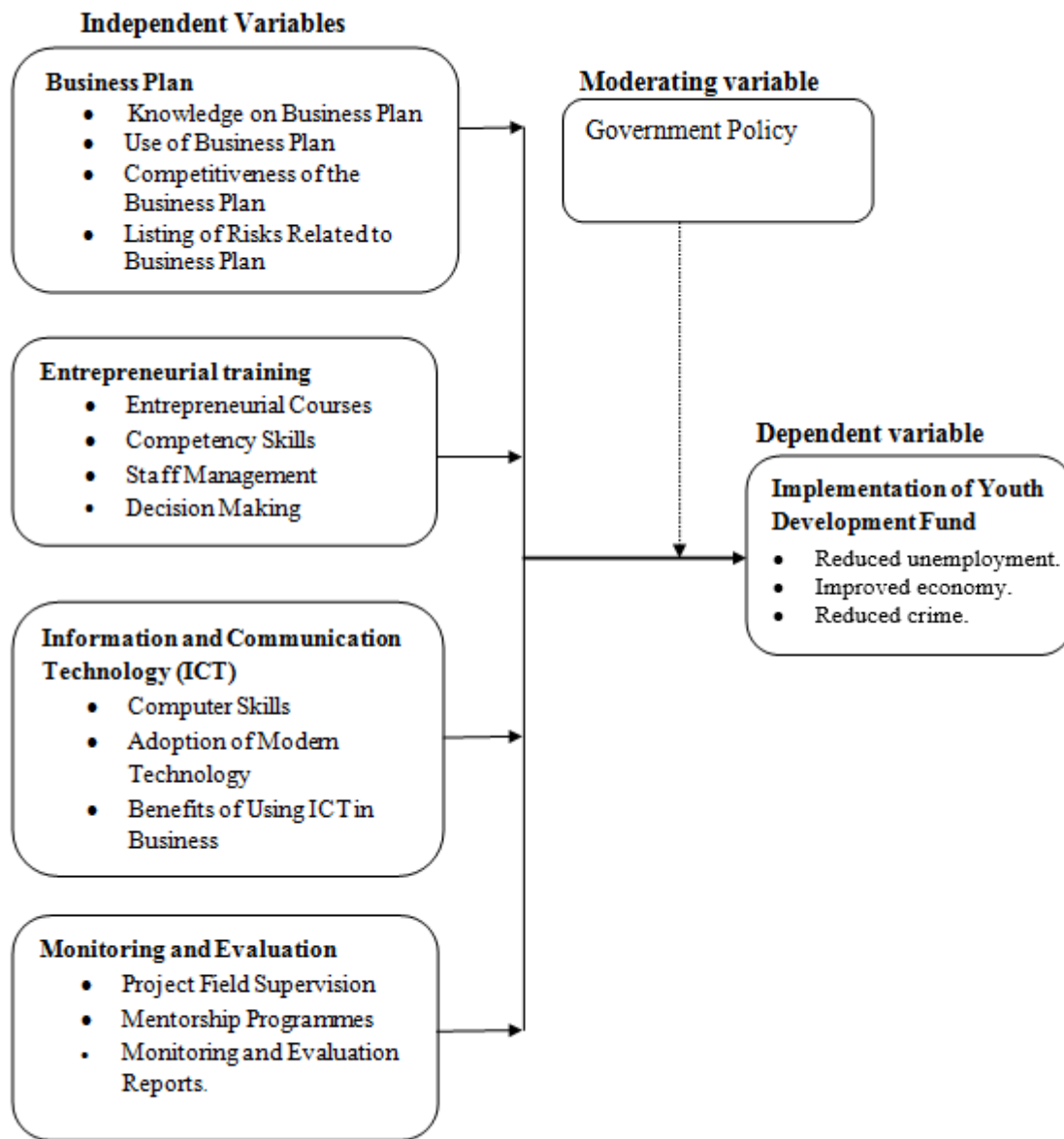


Figure 2.1: Conceptual Framework

2.9. Research Gaps

Though various studies relating to YEDF have been conducted, there is little information on how Business plan and ICT influence the implementation of YEDF programs. Therefore, it is paramount to undertake this study to enrich the literature on the enforcement and implementation

of YEDF and fill the existing knowledge gap. Table 2.1 below gives a short summary of the researcher and year, title of the study, findings and the research gap.

Table 2.1: Summary of the research gaps

Researchers and Year	Study Title	Findings	Research Gap
Abdulahi Gababa Issa (2019)	Effect of YEDF on the performance of youth enterprises in Marsabit County, Kenya.	The researcher found that lending conditions disbursement timeline program accountability affect the performance of YEDF	The study focused only on the performance of youth enterprises and management practices on the implementation of YEDF. The study was undertaken in Marsabit County but not in Kitui County
Kamau Joseph (2013)	Influence of The Youth Enterprise Development Fund on Youth Empowerment in Imenti North District, Meru County, Kenya	The researcher concluded that accessibility of loans, Training, Entrepreneurial education and Monitoring and evaluation had great significance on the YEDF performance.	The study did not assess on Business plan and ICT influence the implementation of YEDF. The study was undertaken in Meru County but not in Kitui County.
Ochieng Pamela Atieno (2009)	An Analysis of the Strengths and Limitation of Qualitative and Quantitative Research Paradigms	The study concluded that financial constraints humper the formation of new businesses.	The study assessed on financing as only constrain to business start-up.

Diana Naliaka Khaemba (2017)	Influence of YEDF on Performance of Youth Owned Enterprise in Kenya. A Case of Kanduni Sub County in Bungoma	The study concluded that levels of education, credit access, completion and business environment had an impact on the performance of owned Youth enterprises.	The study reviewed only the influence of YEDF on the performance of youth-owned enterprises. The study did not assess whether the education qualification was adequate in the labor market.
Ndinda Vincent Musee (2013)	Factors Affecting Performance of Business Enterprises Funded Under Constituency Youth Enterprise Scheme in Mwingi North Constituency	The researcher found that entrepreneurship training, monitoring and evaluation, market accessibility affects the performance of business enterprises funded by YEDF.	The researcher majored only on the performance of the youth projects. Very little is known about the influence of the use of ICT in YEDF on the growth of Youth Business Enterprises.
Pretorius and Shaw (2004)	Business Plans in Bank Decision-Making when Financing new ventures in South Africa	The researchers observed that adequate capital structure is the main cause of failure of entrepreneurial ventures in South Africa	The study only focused on business failure but not on the management programs on the business venture. The study was conducted in South Africa but not in Kitui-Kenya.

Hirraly Kiprop Cherutich (2016)	Influence of Youth Enterprise Development Fund on small Business Development on Youths in Marakwet West Sub County, Elgeyo Marakwet County	The researcher concluded that loaning from YEDF, youth training, saving and funding frame had an impact on small business development.	The study only focused on the influence of YEDF on business development. The researcher did not access the management practices that influence YEDF. The study was conducted in Elgeyo Marakwet County but not in Kitui County.
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2.10. Summary of the Literature Review

The chapter assessed the Influence of Management Practices on the Implementation of Youth Enterprise Fund Program in Kitui County. The factors looked at include Business Plan, Entrepreneurial Training, Information and Communication Technology (ICT) and Monitory and Evaluation. In addition, opinions and researches from different scholars have been discussed. The chapter has also focused on a theory relating to the study topic, that is, the modernization theory of change by Bradshaw, 1987. A conceptualized framework diagram showing the independent, dependent and moderate variables will be developed. Lastly, research gaps that fit the study were identified from the previous studies.

CHAPTER THREE

METHODOLOGY

3.1. Introduction

In this part, the research methods, which involve the research design, sample size, target population, sampling technique, research instruments, validity and reliability-pilot study, data collection method, analysis of data and presentation, are discussed. In addition, the chapter provides ethical consideration during the study and the operationalization of variables.

3.2. Research Design

The study used a descriptive survey design. A descriptive study was the best way this study would flourish because it determines the actual situation of a study interest and gives exact report on the way things actually are. In this regard, a survey with well-structured questionnaires was administered among the beneficiaries of the youth enterprise development fund in youth groups at Kitui County and oral interviews performed on county officers in-charge of the implementation and monitoring of government funded projects.

3.3. Target Population

The populates of the study targeted includes 3 of the Kitui County Project coordinators and 1000 youth groups in Youth Enterprise Development Funded Projects in the County of Kitui.

A target of 1000 respondents who are representatives of the 1000 youth groups (each with at least 15 members) who benefitted for the YEDF 2014 in Kitui as per the Youth group register available at Kitui county offices, (KDC, 2020). This register was the source of our sample frame for the study. In addition, 3 Kitui county project coordinators of the YEDF projects were interviewed.

3.4. Sample Size and Sampling procedure

The sampling procedure and the sample size for this research work is discussed in the following paragraphs below.

3.4.1. Sample size

It is a representative set of information picked to represent/depict an actual population in a research study. Yamane formula (1967) was used in the calculation of sample size and in this formula, sample size can be calculated at 3%, 5%, 7% and 10% precision (e) levels. Confidence level used is 95 % (z value of 1.96) with a degree of variability (p) equivalent to 50% (0.5).

$$n = \frac{N}{1 + Ne^2}$$

Where:

n = the sample size

N= the study population

e = precision levels or the margin error

In the study sample size was calculated at precision level of 10% (e = 0.1).

Below is the sample size in this study:

$$n = \frac{1000}{1 + 1000(0.1)^2}$$

$$n = \frac{1000}{11}$$

$$n = 91$$

3.4.2. Sampling Procedure

The stratified random sampling procedure was involved in which the target population was divided into sub strata and random samples taken from each stratum. Stratified sampling was appropriate since the population was high with great deal of variation hence the need to ensure adequate representation of every stratum (Stehman, 2014). The strata were as per the eight Kitui county constituencies as presented on the table 3.1 below.

Table 3.1: Sampling procedure

Constituency	Sample as per the constituency	Technique
Kitui West Constituency	11	Questionnaire
Kitui Central Constituency	11	Questionnaire
Kitui South Constituency	11	Questionnaire
Kitui East Constituency	11	Questionnaire
Kitui Rural Constituency	11	Questionnaire
Mwingi Central Constituency	11	Questionnaire
Mwingi North Constituency	11	Questionnaire
Mwingi West Constituency	11	Questionnaire
YEDF project officials	3	Oral Interview
Total	91	

3.5. Research Instruments

The research instruments used both questionnaire and interview schedules. The questions on the questionnaires were developed and customized to suit the variables developed in the conceptual framework. The structured open and closed-ended questions were to be answered based on the 5-point Likert scale of preference. The questionnaires were self-administered to 88 respondents in which they completed at their convenience. The questionnaires covered several sections and collected information about business plan development by the beneficiaries, benefits of engaging the beneficiaries in training sessions on management, knowledge on the application of innovative technologies (ICT).

The schedule of interviews was done by the researcher to 3 project coordinators on the impacts of monitoring and evaluation reports.

3.5.1. Validity of the Research Instruments

Validity implicates how appropriate, meaningful and useful the researcher inferences is. To test the content validity, the questionnaire underwent pilot testing in the target areas. Pre-testing the questionnaire to 20 respondents provided an opportunity to make some modifications and to improve the field survey. The results of the pre-test done were not inclusive to the final results.

3.5.2. Reliability of the Research Instruments

Reliability measures how answers from one instrument administered are consistent with use of another. To ascertain reliability, Cronbach AlphaKuder –Richardson (KR-20) formula. (KR-20), The Alpha coefficient, was used. This measured internal consistency which showed how closely related a set of answers are as an objective.

$$r_{KR20} = \left(\frac{k}{k-1}\right)\left(1 - \frac{\sum pq}{a^2}\right)$$

In addition, I, the researcher administered the test-retest method which involved repeating the test within a group set in a week interval to establish the degree of accuracy of the data.

3.8. Data Collection Method

Both primary and secondary data was collected. Primary data, which is the respondent information, was collected using questionnaires and through face-to-face interviews. Questionnaires were distributed in hard copies to the randomly selected YEDF beneficiaries with the help of youth group officials. The researcher visited the Kitui YEDF officials and did an oral casual interview. Secondary data, which is information gotten from published resources, was collected from the internet and library books and peer review journals.

3.9. Data Analysis and Presentation

Descriptive and inferential statistics were used for data analysis and Microsoft Word used in report writing. For qualitative data, mean, percentages and standard deviation as measures of dispersion were used to find out the outcomes reliability. Quantitative data was analyzed using SPSS

(Statistical Package for Social Sciences) software version 25 and Microsoft Excel was used to analyze the data computed in APA tables.

Multiple linear regressions were used based on the regression model below:

$$Y_s = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4$$

Where:

Y_s = Project management practices

β_0 = constant (coefficient of intercept)

X_1 = Business planning

X_2 = Training and information availability

X_3 = adequate use of ICT

X_4 = project performance monitoring and evaluation feedback

The study employed a multi-linear regression analysis to test the significance of the above model. Determinant expressed in percentage and clearly shows the variance in the dependent variable explained by the variability in the independent variables. Statistical Package for Social Science (SPSS-V25) was used for the analysis and computed in APA tables.

3.10. Ethical Considerations

Connely, (2014) urges that researchers conducting research whose participants involve people must uphold their ethical issues. A permit was received from the National Commission for Science, Technology and Innovation and approved by the university to meet with research ethics requirement. In addition, the researcher sought authority for data collection from the Kitui County Ministry of Youth Affairs and Sports. Further, the participants that under took the study, gave full consent for the sought after information to be exclusively used for academic purposes. Conclusively, the respondents were not obligated to respond to the questionnaire and their confidentiality and anonymity was maintained.

3.11. Operationalization of Variables

Table 3.2 below depicts the variables to be considered in the study. It captures the study objectives, indicators, measuring scale, analysis method, statistics to be used and their sources.

Table 3.2: Operationalization of Variables

Research Objective	Type of the Variable	Indicators	Measuring Scale	Type of analysis	Tools of analysis
To Establish the Influence on Business Plan on the Successful Implementation of the Youth Enterprise Development Fund Program in Kitui County.	Independent Variable: Business Plan	<ul style="list-style-type: none"> • Inadequate knowledge on business plan • Inadequate use of the business plan • Limited skills in listing the risk issues relating to Business plan 	Nominal Ordinal	Descriptive Statistics Inferential Statistics	Arithmetic mean, std deviation, percentages and frequencies Pearson product moment correlation-coefficient
To Assess the Influence of Training on the Youth Enterprise Development Fund Program in Kitui County	Independent Variable: Training	<ul style="list-style-type: none"> • Inadequate Competency Skills • Inadequate Decision Making. • No. of Entrepreneurial Courses Offered. • Limited leadership skills 	Nominal Interval	Descriptive Statistics Inferential Statistics	Arithmetic mean, std deviation, percentages and frequencies Pearson product moment correlation-coefficient

CHAPTER FOUR

DATA ANALYSIS, PRESENTATION AND INTEPRETATION

4.1 Introduction

This section discusses and presents analysis of the collected data.

4.2 Return rate

The researcher shared and distributed 88 questionnaires to the respondents, of which 78 were returned duly filled, representing 88.6% efficiency which is above the 70% response rate used by DS et al. (2000) in their statistical analysis. 10 questionnaires were not duly filled, and therefore were excluded from the analysis, representing 11.4%.

Table 4.1: Response rate

Questionnaires	Frequency	Percent
Dully filled	78	88.6
Not dully filled	10	11.4
Total	88	100

4.3 Respondents socio-demographic characteristics

The social demographic traits of the sample group that fully-filled the questionnaires was studied. The percentage and frequency of their education level, age groups, group sizes, type of enterprises engaged in, and their loan ranges were evaluated as shown in Table 4.2 below.

Table 4.2: Socio-demographic characteristics of the respondents

		Frequency	Percent
Gender	Male	42	53.8
	Female	36	46.2
Age	18-30	48	61.5
	31-40	30	38.5
Education level	primary school level	7	9

	secondary school level	14	17.9
	Certificate	20	25.6
	Diploma	26	33.3
	Degree	11	14.1
Number of group members	6	8	10.3
	7	8	10.3
	8	14	17.9
	10	18	23.1
	12	16	20.5
	15	14	17.9
Age of Group	1-2 years	18	23.1
	3-4 years	23	29.5
	5-6 years	37	47.4
Type of enterprise	agriculture based	55	70.5
	Manufacturing	2	2.6
	social enterprise	6	7.7
	retail based	15	19.2
Purpose for loan	starting a business	23	29.5
	expanding an existing business	48	61.5
	non-business ideas	7	9

Male respondents were 53.8%(n=42), while the female respondents were 46.2%(n=36). Respondents between the ages 18-30 years were 61.5%(n=48), while those between ages 31-40years were 38.5%(n=30). 9%(n=7) of the respondents had only achieved primary school education level, 17.9%(n=14) secondary school level of education and 25.6%(n=20) had pursued and attained certificate level of education. Respondents who had attained diploma were 33.3%(n=26) while those with degrees were 14.1%(n=11). Group membership numbers were between 6 members to 15 members. 23.1%(n=18) of the respondents belonged to groups that had existed for a period of 1-2 years, 29.5%(n=23) to groups that had existed for 3-4years and 47.4%(n=37) to groups that had existed for 5-6 years. 70.5%(n=55) of the respondents' businesses were agriculture based, 2.6%(n=2) were manufacturing businesses, 7.7%(n=6) were social enterprises and 19.2%(n=15) were retail based. 29.5%(n=23) of the respondents sought loans to start businesses, 61.5%(48) to expand their business while 9%(n=7) sought for non-business purposes.

4.4 Influence of Business Plan on the Implementation of the Youth Enterprise Development Fund

4.4.1 Groups with business plans at the start of fund allocation

Table 4.3: Groups with business plans at the start of fund allocation

	Frequency	Percent
Yes	63	80.8
No	15	19.2
Total	78	100

As shown in Table 4.3 above, 80.8% representing (n=63) of the respondents had a business plan drafted before they received funding, while 19.2% (n=15) did not have a business plan drafted.

4.4.2. Respondents view on the importance of business plans

Moreover, further probing was conducted through questionnaires to evaluate the value attached to the business plans by the respondents as shown in Table 4.4 below. A set of questions were developed and a 5-point Likert scale of preference with ranges from 5-Strongly agree (SA), to 1-Strongly disagree (SD) was selected. The first question posed covered the beneficiary's knowledge

of writing business plans. In this regards, respondents indicated that most beneficiaries had an idea on how to write business plans, with 53.8%(n=42) SA to the statement, 21.8%(n=17) A, 17.9%(n=14) were N while 2.6%(n=2) and 3.8%(n=3) expressed D and SD respectively. Additionally, the respondent's expression to the second statement that business plan is a pre-requisite to benefit for YEDF, were as follows. Regarding this, 38.5%(n=30) of the respondents expressed SA, 48.7%(n=38) A to the statement, 9%(n=7) were N while 3.8%(n=3) D with the statement.

Table 4.4: Respondent's view on the importance of business plans

		Frequency	Percent
Most beneficiaries have an idea of how to write a business plan.	strongly disagree	3	3.8
	Disagree	2	2.6
	Neutral	14	17.9
	Agree	17	21.8
	strongly agree	42	53.8
Business plan is a pre- requisite to benefit for YEDF	Disagree	3	3.8
	Neutral	7	9
	Agree	38	48.7
	strongly agree	30	38.5
Business plan is useful in ensuring successful utilization of the fund.	Neutral	6	7.7
	Agree	30	38.5
	strongly agree	42	53.8
YEDF officials often pay field visits to see if business plan is implemented.	Disagree	7	9
	Neutral	11	14.1
	Agree	42	53.8
	strongly agree	18	23.1
Most Youth use their own prepared written Business Plan.	strongly disagree	1	1.3
	Disagree	4	5.1
	Neutral	12	15.4
	Agree	37	47.4
	strongly agree	24	30.8
I can identify the usefulness of Business Plan development on YEDF.	Disagree	1	1.3
	Neutral	13	16.7
	Agree	25	32.1
	strongly agree	39	50
I can identify the limitations of Business Plan development on YEDF.	strongly disagree	2	2.6
	Disagree	4	5.1
	Neutral	6	7.7
	Agree	40	51.3
	strongly agree	26	33.3

Moreover, 53.8%(n=42) of the respondents strongly agreed that business plan is useful in ensuring successful utilization of the fund, while 38.5%(n=30) agreed to the statement and 7.7%(n=6) were neutral to the statement. Additionally, 23.1%(n=18) strongly agreed that YEDF officials often pay filed visits to see if business plan is implemented, while 53.8%(n=42) agreed to the statement. 14.1%(n=11) of the respondents were neutral while 9%(n=7) disagreed with the statement. Furthermore, 30.8%(n=24) of the respondents strongly agreed that most youths use their own written business plan, while 47.4% (n=37) agreed to the statement. 15.4%(n=12) of the respondents were neutral on the statement that most youth use their own prepared written business plan, while 5.1%(n=4) and 1.3%(n=1) disagreed and strongly disagreed to the statement respectively. In addition, 50%(n=39) of the respondents strongly agreed that they can identify the usefulness of Business Plan development on YEDF, 32.1%(n=25) of the respondents agreed to the statement, 16.7%(n=13) were neutral while 1.3%(n=1) disagreed that they identify the usefulness of Business Plan development on YEDF. 33.3%(n=26) of the respondents strongly agreed that they can identify the limitations of Business Plan development on YEDF, 51.3%(n=40) agreed to the statement, 7.7%(n=6) were neutral, 5.1%(n=4) disagreed while 2.6%(n=2) strongly disagreed.

Table 4.5: Descriptive Statistics for Influence of Business Plan on the Implementation of the YEDF

	Mean	Std. Deviation	N
Most beneficiaries have an idea of how to write a business plan?	4.19	1.07	78
Business plan is a pre- requisite to benefit for YEDF	4.22	0.767	78
Business plan is useful in ensuring successful utilization of the fund.	4.46	0.638	78
YEDF officials often pay field visits to see if business plan is implemented.	3.91	0.856	78
Most Youth use their own prepared written Business Plan.	4.01	0.89	78
I can identify the usefulness of Business Plan development on YEDF.	4.31	0.795	78
I can identify the limitations of Business Plan development on YEDF.	4.08	0.923	78

Mean values of the responses on the impact of business plan on the implementation of YEDF ranged from 3.91 to 4.46 with slight deviations ranging from 0.638 to 1.07, a positive indication that most respondents felt that business plans were crucial to a successful implementation of YEDF.

Table 4.6: Correlative Influence of Business Plan development knowledge on the Implementation of the YEDF

	Business plan is a pre-requisite to benefit for YEDF	Business plan is useful in ensuring successful utilization of the fund.	YEDF officials often pay field visits to see if business plan is implemented.	Most Youth use their own prepared Business Plan.	I can identify the usefulness of Business Plan development on YEDF.	I can identify the limitations of Business Plan development on YEDF.
Business plan development impacts on YEDF implementation	.455**	0.192	.487**	.366**	.418**	0.182

Correlative analysis on the interactive relationship of the variables was performed at CI 95% ($\alpha=0.05$) as shown in Table 4.6 above. A correlation coefficient R-value of 0.76 was obtained indicating a fair plot. On the one hand, the correlative findings of the impact of business plan development against the plan as a prerequisite to benefit from YEDF, its relationship with officials follow up to ensure the business plans are implemented, the use of own developed plans and beneficiaries' appreciation of the usefulness of business plans development on YEDF performance, was found to be significantly impact on the program implementation ($p<0.0046$, $p<0.0049$, $p<0.0037$ and $p<0.0042$ respectively). Precisely, from the statistical findings depicted in Table 4.6 above, there was significant influence of business plan adoption/implementation on the YEDF project success with exemptions however, of its contribution in ensuring successful utilization of YEDF funds and the limitations of developing business plan on YEDF, which had no correlative significance with $p<0.192$ and $p<0.182$ respectively.

4.5 Influence of Entrepreneurial Training on the implementation of the Youth Enterprise Development Fund

4.5.1 Evaluation of the importance of training in ensuring the successful implementation of Youth Enterprise Development Fund in Kitui County

Table 4.7: Response on the importance of training in ensuring successful implementation of YEDF

	Frequency	Percent
Yes	69	88.5
No	9	11.5
Total	78	100

As depicted in Table 4.7 above, 88.5%(n=69) of the respondents agreed that training is important in ensuring the successful implementation of Youth Enterprise Development Fund in Kitui County, while 11.5%(n=9) did not agree to that training is important in ensuring the successful implementation of Youth Enterprise Development Fund in Kitui County.

4.5.2 Evaluation of training on fund management skills offered to the groups

Table 4.8: Response from groups whether they received training on fund management skills

	Frequency	Percent
Yes	52	66.7
No	26	33.3
Total	78	100

As depicted in Table 4.8 above, 66.7%(n=52) of the respondents indicated that their groups received training on fund management skills while 33.3%(n=26) did not receive training on fund management skills.

4.5.3 Respondents responses on trainings and information disbursement

Table 4.9: Respondents response on training and information disbursement

		Frequency	Percent
YEDF officials frequently train on entrepreneurial skills	strongly disagree	5	6.4
	Disagree	3	3.8
	Neutral	6	7.7
	Agree	33	42.3
	strongly agree	31	39.7
The training offered on the successful implementation of the fund is effective	strongly disagree	2	2.6
	Disagree	2	2.6
	Neutral	11	14.1
	Agree	41	52.6
	strongly agree	22	28.2
Entrepreneurial training has enabled group to have good decision making	Disagree	3	3.8
	Neutral	14	17.9
	Agree	21	26.9
	strongly agree	40	51.3
Youth groups are able to utilize the funds effectively as a result of entrepreneurial courses attended	Disagree	2	2.6
	Neutral	7	9
	Agree	34	43.6
	strongly agree	33	42.3
Officials provide timely information for fund management skills	strongly disagree	3	3.8
	Disagree	1	1.3
	Neutral	15	19.2
	Agree	30	38.5
	strongly agree	29	37.2
	strongly disagree	1	1.3

Officials provide relevant quality information for fund management skills	Disagree	4	5.1
	Neutral	14	17.9
	Agree	30	38.5
	strongly agree	29	37.2
There are a wide range of information sources available to utilize for entrepreneurial training	Neutral	12	15.4
	Agree	33	42.3
	strongly agree	33	42.3

As shown in the Table 4.9 above, 39.7%(n=31) of the respondents strongly agreed that YEDF officials frequently train on entrepreneurial skills, 42.3%(n=33) agreed to the statement, 7.7%(n=6) were neutral to the statement, 3.8%(n=3) disagreed with the statement and 6.4%(n=5) strongly disagreed with the statement. 28.2%(n=22) strongly agreed that training offered is effective on the successful implementation of the fund, 52.6%(n=41) agreed to the statement, 14.1%(n=11) were neutral, 2.6%(n=2) disagreed and 2.6%(n=2) strongly disagreed to the statement. 51.3%(n=40) of the respondents strongly agreed that entrepreneurial training has enabled them to have good decision making, 26.9%(n=21) agreed to the statement, 17.9%(n=14) were neutral and 3.8%(3) disagreed. When asked on whether youth groups are able to utilize the funds effectively as a result of entrepreneurial courses attended, 42.3%(n=33) strongly agreed, 43.6%(n=34) agreed while 9%(n=7) were neutral and 2.6%(n=2) disagreed to the statement. On the statement that officials provide timely information for fund management skills, 37.2%(n=29) strongly agreed, 38.5% (n=30) agreed, 19.2%(n=15) were neutral, 1.3%(n=1) disagreed and 3.8%(n=3) strongly disagreed. 37.2%(n=29) of the respondents strongly agreed that officials provide relevant quality information for fund management skills, 38.5% (n=30) agreed to the statement, 17.9%(n=14) were neutral, 5.1%(n=4) disagreed and 1.3%(n=1) strongly disagreed. On the statement that there is vast source of information sources available to conduct entrepreneurial training, 42.3%(n=33) of the respondents strongly agreed and a similar portion agreed to the statement while 15.4%(n=12) of the respondents were neutral.

Table 4.10: Descriptive Statistics for influence of entrepreneurial training on the implementation of the Youth Enterprise Development Fund

	Mean	Std. Deviation	N
YEDF officials frequently train on entrepreneurial skills	4.05	1.104	78
The training offered is effective on the successful implementation of the fund	4.01	0.875	78
Entrepreneurial training has enabled your group to have good decision making	4.26	0.889	78
Youth groups are able to utilize the funds effectively as a result of entrepreneurial courses attended	4.29	0.745	76
Officials provide timely information for fund management skills	4.04	0.986	78
Officials provide relevant quality information for fund management skills	4.05	0.938	78
There are vast sources of information available to conduct entrepreneurial training	4.27	0.715	78

The means for the factors influencing entrepreneurial training on implementation of YEDF ranged from 4.01 to 4.29 with reasonably small deviations ranges of 0.745 to 1.104 as shown in Table 4.10 above, all of which signify that the respondents on average agreed with the various training related statements.

Table 4.11: Correlations for influence of entrepreneurial training on the implementation of the Youth Enterprise Development Fund

	The training offered on successful implementation of the fund is effective	Entrepreneurial training has enabled your group to have good decision making	Groups are able to utilize the funds effectively as a result of entrepreneurial courses attended	Officials provide timely information for fund management skills	Officials provide relevant quality information for fund management skills	There are vast sources of information available to conduct entrepreneurial training
Training Impacts on YEDF implementation	.430**	.463**	.492**	.487**	.311**	.707**

Correlative analysis on the inter-relativeness of the training questions was performed at CI 95% ($\alpha=0.05$) as shown in Table 4.11 above. A correlation coefficient R-value of 0.76 was obtained indicating a fair plot. The correlative analysis revealed that the various fundamental training questions significantly correlated at ($\alpha=0.05$). For instance, the frequent trainings by the YEDF officials were effectively administered, significantly informed group decisions and the fund utilization within groups ($p<0.0043$, $P<0.00463$ and $p<0.00492$) respectively. Moreover, frequent training significantly impacted groups with provision of timely information on fund management and availed a wide range of relevant quality information benefiting the fund beneficiaries within the groups ($p< 0.0049$, $p<0.0071$ and $p<0.0031$) respectively.

4.6 Influence of the use of ICT on the implementation Youth Enterprise Development Fund program in Kitui County

4.6.1 Degree of computer training skills received by groups

Table 4.12: Computer training skills within the groups

	Frequency	Percent
Yes	39	50
No	39	50
Totals	78	100

As shown in the Table 4.12 above, Half of the respondents at 50%(n=39) received computer training skills, while another similar portion, at 50%(n=39) did not receive computer training skills.

4.6.2 Evaluation of ICT incorporation in Enterprises

As depicted in Table 4.13 below, 46.2 % (n=36) of the respondents strongly agreed that they have taken in the use of modern technologies in their enterprises, 28.2 % (n=22) agreed, 15.4%(n=12) were neutral to the statement while 10.3%(n=8) disagreed with the statement.

Table 4.13: Evaluation of ICT adoption impact on Enterprises

		Frequency	Percent
Our group has adopted the use of modern technology	Disagree	8	10.3
	Neutral	12	15.4
	Agree	22	28.2
	strongly agree	36	46.2
The use of ICT has helped in reducing the cost of running our enterprise	strongly disagree	1	1.3
	Disagree	2	2.6
	Neutral	12	15.4
	Agree	30	38.5
	strongly agree	30	38.5
The use of ICT has helped in increasing the productivity of our business	Disagree	1	1.3
	Neutral	17	21.8
	Agree	23	29.5
	strongly agree	37	47.4
ICT know-how enables our group to advertise the products	Disagree	2	2.6
	Neutral	10	12.8
	Agree	26	33.3
	strongly agree	40	51.3
ICT know-how enables our group to market the products	Disagree	2	2.6
	Neutral	16	20.5
	Agree	26	33.3
	strongly agree	34	43.6
Use of ICT has enabled our group to access online platforms in accessing financial services	Neutral	7	9
	Agree	31	39.7
	strongly agree	40	51.3
The use of ICT improves the profitability of the business	Neutral	5	6.4
	Agree	37	47.4

strongly agree	36	46.2
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Regarding the use of ICT in reducing the cost of running their enterprise, 38.5%(n=30) strongly agreed, another 38.5%(n=30) agreed, 15.4%(n=12) were neutral, 2.6%(n=2) disagreed while 1.3%(n=1) strongly disagreed to the statement. 47.4%(n=37) of the respondents strongly agreed that the use of ICT has helped in increasing the productivity of their business, 29.5%(n=23) agreed, 21.8%(n=17) were neutral while 1.3%(1) disagreed to the statement. On if ICT know-how enables their group to advertise the products, 51.3%(n=40) strongly agreed to the statement, 33.3%(n=26) agreed to the statement, 12.8%(n=10) were neutral while 2.6%(n=2) disagreed. 43.6%(n=) strongly agreed that ICT know-how enables their group to market the products, 33.3%(n=26) agreed to the statement, 20.5%(n=16) were neutral to the statement while 2.6%(n=2) disagreed with the statement. 51.3%(n=40) strongly agreed that use of ICT has enabled their group to access online platforms in accessing financial services, 39.7%(n=31) agreed to the statement and 9%(n=7) were neutral to the statement. 46.2%(n=36) of the respondents strongly agreed that the use of ICT improves the profitability of the business, 47.4%(n=37) agreed to the statement while 6.4%(n=5) were neutral to the statement.

Table 4.14: Descriptive Statistics for Influence of the use of ICT on the implementation of the YEDF

	Mean	Std. Deviation	N
Our group has adopted the use of modern technology	4.1	1.014	78
The use of ICT has helped in reducing the cost of running our enterprise	4.15	0.881	75
The use of ICT has helped in increasing the productivity of our business	4.23	0.836	78
ICT know-how enables our group to advertise the products	4.33	0.8	78
ICT know-how enables our group to market the products	4.18	0.849	78
Use of ICT has enabled our group to access online platforms in accessing financial services	4.42	0.655	78
The use of ICT improves the profitability of the business	4.4	0.61	78

The means for the respondents rating on the various factors for the influence of ICT on the implementation of YEDF ranged from 4.1 to 4.42 with narrow ranges of deviations ranging from 0.61 to 1.014, indicating that on average the respondents agreed on the positive implications of adapting ICT technologies in running their enterprises.

Table 4.15: Correlations for Influence of the use of ICT on the implementation of the YEDF

	The use of ICT has helped in reducing the cost of running our enterprise	The use of ICT has helped in increasing the productivity of our business	ICT know-how enables our group to advertise the products	ICT know-how enables our group to market the products	Use of ICT has enabled our group to access online platforms in accessing financial services	The use of ICT improves the profitability of the business
ICT Impacts on YEDF implementation	.667**	.584**	.453**	.582**	0.208	.353**

The correlation analysis at $R=0.76$ and $\alpha=0.05$ between the factors as shown in Table 4.15 above, expressed that the adoption of the use of ICT by the respondents in their businesses positively yielded significant impacts. For instance, adoption of ICT in the groups significantly reduced the operation costs, increased their productivity, provided platform for more product advertisements and marketing, and increased the groups' profitability ($p<0.0067$, $p<0.0058$, $p<0.0045$, $p<0.0058$ and $p<0.0035$) respectively. However, the positive correlation between ICT adoption and access to financial services showed no significant change in the groups' ability to secure online financial services $p<0.208$. This could probably imply that, even though ICT linked them to online financial platforms, the institutions requirements such as collateral demands restrictions, rendered the youth groups unable to access their services. Moreover, it could imply a gap in the trainings on the youths on how to easily access financial services online.

4.7 Influence of Monitoring and Evaluation on the Implementation of Youth Enterprise Development Fund Program in Kitui County

4.7.1 Duration of engagement in youth enterprise development fund programs in Kitui County.

The respondents in the interview had one who had worked for a period of 3-5years, while the other two had worked for 2-3years.

4.7.2 Frequency of complaints received from the fund beneficiaries on: Business plan development, Training needs, Use of ICT on implementation of the Youth Enterprise Development Fund.

The respondents indicated that beneficiaries have presented several complaints on business plan development, training needs and use of ICT. They indicated that complaints on business plan development was mainly on their lack of understanding of how to write business plans which would readily help them to benefit from the fund. According to the respondents, the beneficiaries complained that they were not receiving enough training on managing their business and on investing the fund. Use of ICT complaints included lack of sources of support to have ICT in their business for free or at low cost, lack of knowledge of accessing online platforms they can link their businesses and potential markets, they sought to understand on the governments e-procurement and platform to access more financial support to add to their businesses.

4.7.3 Degree of monitoring and evaluation field visits conducted to the youth groups who have benefited from the Youth Enterprise fund.

The respondents said that they do monitoring and evaluation to the beneficiaries of the funds by visiting their businesses in the field. They added that the number of visits varies, with regards to the location of the beneficiaries' businesses and their requests or communications. However, they noted that they are not frequent and extensive as they ought to be due to challenges of limited resources and the expansive area in Kitui from which the beneficiaries come from.

4.7.4 Respondents perspective about the influence of monitoring and evaluation on the implementation of Youth Enterprise Development Fund Program in Kitui County.

The respondents said that monitoring and evaluation influenced implementation of Youth Enterprise Development Fund Program. They supported this by saying that without it, most of the fund beneficiaries would not be able to utilize the funds accordingly and be unable to meet the obligations that come with receiving the fund. It was mentioned that some beneficiaries do not invest until their first monitoring and evaluation visit, and that when they realize the seriousness and demands of the program. They also added that in such visit, they meet beneficiaries with various challenges with their business such as meeting legal obligations and are able to advise or link them accordingly.

4.7.5 Evaluation statements regarding monitoring and evaluation of business enterprises

On the statement that all beneficiaries are continually paying back the YEDF loan, 2 officers disagreed, noting that some have challenges and are falling behind in their payments, while one officer was neutral noting that some are paying well while some have arrears. All the officers agreed that they liaise with the Ministry of Youth Affairs and Sports in monitoring and evaluating youth businesses enterprise within Kitui County. On the statement that Mentorship programs are offered to the registered youth groups who benefit from the YEDF, two officers agreed while one remained neutral noting that it depended on whether the groups sought them or not.

Table 4.16: Evaluation statements regarding monitoring and evaluation of business enterprises

All beneficiaries are continually paying back the YEDF loan	We liaise with the Ministry of Youth Affairs and Sports in monitoring and evaluating youth businesses enterprise within Kitui County	Mentorship programs are offered to the registered youth groups who benefit from the YEDF	Monitoring and evaluation reports relating to the youth enterprises are often prepared	Monitoring and evaluation reports on YEDF are referred to when making future plans for the program
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Officer 1	Disagree	Agree	Agree	Agree	Agree
Officer 2	Disagree	Agree	Neutral	Neutral	Agree
Officer 3	Neutral	Agree	Agree	Agree	Agree

Two officers agreed that monitoring and evaluation reports relating to the youth enterprises are often prepared, with one officer remaining neutral to the statement and not providing the reason. All officers agreed that monitoring and evaluation reports on YEDF are referred to when making future plans for the program.

Table 4.17: Descriptive Statistics

	Mean	Std. Deviation	N
All beneficiaries are continually paying back the YEDF loan	2.33	0.577	3
We liaise with the Ministry of Youth Affairs and Sports in monitoring and evaluating youth businesses enterprise within Kitui County	4	0	3
Mentorship programs are offered to the registered youth groups who benefit from the YEDF	3.67	0.577	3
Monitoring and evaluation reports relating to the youth enterprises are often prepared	3.67	0.577	3
Monitoring and evaluation reports on YEDF are referred to when making future plans for the program	4	0	3

The mean for beneficiaries paying back of 2.33 ± 0.577 indicates that on average the officials disagreed with the statement. The officers on average were neutral on mentorship programs offered to registered groups and preparing of monitoring and evaluation reports made on the youth enterprises with mean of 3.67 ± 0.577 each. However, the officers on average agreed on collaboration with ministry of Youth Affairs and Sports in monitoring and evaluation of youth enterprises and the reference to monitoring and evaluation reports when making future plans.

Table 4.18: Correlations

All beneficiaries are continually paying back the YEDF loan	Mentorship programs are offered to the registered youth groups who benefit from the YEDF	Monitoring and evaluation reports relating to the youth enterprises are often prepared
	0.5	0.5

Mentorship programs are offered to the registered youth groups who benefit from the YEDF

1.000**

Beneficiaries paying back of the YEDF loans was positively correlated with mentorship programs to registered youth groups and the preparation of monitoring and evaluation reports on the youth enterprises, but not at significant levels, $p < 0.5$ each. However, mentorship programs offered to registered groups and the preparation of monitoring and evaluation reports on youth enterprises were significantly correlated, $p < 0.001$.

4.8 Regression Analysis

The regression model was found to be significant, with $F = 14.4695$, $p < 0.0002$ at $(\alpha = 0.05)$ as shown in Table 4.9. A low adjusted $R^2 = 0.5864$, meaning that only 58% of the dependent variable can be explained by the model. Business planning was found significant in determining the project management practices, $p\text{-value} < 0.0025$. A change in one unit of the business planning would cause the dependent variable to change by 1.458. Training and availability of information was found slightly significant, with $p\text{-value} = 0.05$. A one-unit change in training and availability of information would cause the project management practices to change by 2.768. On the other hand, adequate use of ICT, was found to be insignificant to the influence and the implementation with $p\text{-value} > 0.05$. A unit change will cause a change an insignificant change of 0.385 on the project management practices. Project performance monitoring and evaluation feedback gave a $p\text{-value} < 0.05$, hence it was found significant in determining changes in the project management practices, and a unit change in it would cause the dependent variable to change by 0.567.

Table 4.19: Regression statistics

	value/coefficient	P-value
F	14.4695	0.0002
R	0.7937	
R ²	0.6299	
Adjusted R ²	0.5864	
Constant	-24.5667	0.1201
Business planning	1.458	0.0025
Training and information availability	2.768	0.05
adequate use of ICT	0.385	0.29
project performance monitoring and evaluation feedback	0.567	0.037

The constant for the model was found to be -24.5667, and the model can be stated as below.

$$Y_s = -24.5667 + 1.458X_1 + 2.768X_2 + 0.385X_3 + 0.567X_4$$

Where:

Y_s = Project management practices

X₁ = Business planning

X₂ = Training and information availability

X₃ = adequate use of ICT

X₄ = project performance monitoring and evaluation feedback

It can be noted that all independent variables except use of ICT, that is business planning, trainings, and administering monitoring & evaluation, are significant at $\alpha=0.05$ ($p=0.025$, $p<0.05$, $p<0.29$, $p<0.037$) respectively. Regarding the insignificance of the ICT component, this could be probably resulting from the large number of youths who are not yet informed of how to integrate it within their group entrepreneurial endeavors.

CHAPTER FIVE

DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter presents discussion, conclusions and recommendations of the results of the study.

5.2 Summary and Discussion

5.2.1 Influence of Business Plan on the Implementation of the Youth Enterprise Development Fund

The findings exhibited that most of the youths within the youth fund benefiting groups had a good understanding of developing business plans and therefore had them prepared prior to the receiving of the YEDF funds. This is in line with Shane and Delmar (2015), who found out that businesses need not to stress much on seeking experts and consultant to write up their business plans but be engaged in drafting them themselves. They also demonstrated that they agreed to its requirements as a prerequisite to accessing the funds. Moreover, the youths indicated that they understood the positive impact of having a business plan towards successful/appropriate utilization of the project funds.

In regards to the correlation analysis, it was found out that business plan development was a necessary practice that was among the important practices that if well implemented and monitored would ensure success in the rollout of YEDF project funds. However, it was clear that other mechanisms/practices probably such as training, and monitoring & evaluation through YEDF officials frequent visits the awarded groups, were necessary efforts to guaranty funds are utilized for the intended business thereby avoiding embezzlement of funds.

Further, a regression analysis confirmed business plans development significance as one of fundamental managerial practice for adoption in support to the project success. The findings are supported by those of Perry (2013), who found that business plans were very important to entrepreneurs by providing a layout of the business finances, outlines business costs and help then penetrate the market faster by clear identification of customer needs.

5.2.2 Influence of Entrepreneurial Training on the implementation of the Youth Enterprise Development Fund

Majority of the respondents, agreed that training was important in ensuring successful Implementation of YEDF. About two thirds of the beneficiaries of the YEDF had received training on fund management skills, but one third was left out. The response of the youths on the frequency of trainings offered by the YEDF officials indicated that this crucial managerial practice was not been fully exploited though the beneficiaries implied that the extent done was effectively done. Importance to note also is that the beneficiaries who received the trainings agreed that it helped them have good decision making were able to utilize the fund effectively. The findings support Mukala (2014), that entrepreneurial training helped youths in decision making. Majority of the beneficiaries agreed that YEDF officers provide timely and quality information on fund management skills. The beneficiaries further agreed that there was diversity in the range of information sources available to utilize for entrepreneurial training if only it can be maximized.

The correlation findings concurred with Minniti (2007) findings, where he found that entrepreneurial training enabled youths to identify business opportunities in the market, and therefore are able to utilize effectively the YEDF funds. More concordant evidence to the findings is provide by Njoroge & Gathungu (2013), who suggested that entrepreneurial training is necessary since formal education is very theoretical and does not provide adequately the knowledge needed by YEDF beneficiaries in effective implementation of YEDF program.

5.2.3 Influence of the use of ICT on the implementation of Youth Enterprise Development Fund

Half of the respondents have received ICT training and less than half adopted ICT in their businesses. According to Gabrielsson, (2004) study, ICT is becoming extremely useful in business operations and therefore entrepreneurs should see it as the best way of conducting market analysis, sales and services and in the testing of their products. However, with only half of the entrepreneurs trained, and less than half of the YEDF beneficiaries adopting ICT in their business, it is evident that most of them still have little or no knowledge on ICT. At least on average half of the respondents agreed that ICT had helped them reduce business running costs, increase productivity,

advertise products, market their products, access online financial platforms and increase business profitability. Those who may have not adopted ICT in their businesses could be facing more challenges in the utilization of YEDF funds and even in their repayment. Correlation analysis between adopting ICT was found to be significant and positively related with the reduction in business running costs, increasing productivity, advertising and marketing products and increasing business profitability. The relationship indicates that ICT is very key in the development of business, and hence in the effective utilization of the YEDF funds and the entire program. However, adoption of ICT was not significantly correlated with the access of online platforms for access to finances, which is consistent with Mabinda (2012), who claimed that many youth entrepreneurs' funds in Kenya are online based where it has been a great challenge to many youths who are challenged in accessing ICT.

5.2.4 Influence of Monitoring and Evaluation on the Implementation of Youth Enterprise Development Fund Program

Monitoring and evaluation on the implementation of the YEDF is done by officers visiting the beneficiary's business and doing a checkup, and by responding to the various complaints raised by the beneficiaries on different issues concerning the YEDF funds and their businesses. Monitoring and evaluation officers revealed that beneficiaries have challenges in repaying their loans. It was also evident that even though mentorship programs are offered to the beneficiaries, not all of them access or benefit from them. Even though the monitoring and evaluation reports on YEDF are referred to always when making future decisions, the reports are partly prepared since no all beneficiaries are actively involved in the YEDF program activities. The challenges experienced, hinder effective monitoring and evaluation could be as a result of lack of enough resources, as Mburu (2018) note that only a few organizations have the capacity and resources for designing a comprehensive monitoring system that helps to determine the degree on how the results are achieved. The partial preparation of results could point out to issues, as according to Kamau & Mohammed (2015), information documented from monitoring and evaluation gives good experiences for decision making. The YEDF officials collaborate with Ministry of Youth and Sports in monitoring youth enterprise businesses.

The YEDF officers disagreed that loan beneficiaries are paying back continually and were on average neutral on whether mentorship is given to registered groups and that monitoring, and evaluation reports are prepared on the youth enterprises. The failure to pay back loans could be attributed in challenges in beneficiaries managing their enterprises profitably. It is evident that mentorship is not effectively done, yet youth empowerment programs require evaluation through mentorships which enables the youth for maintaining focus while in business (Mburu, 2018). According to Mburu (2018), monitoring and evaluation on youth funded business projects enhance the success of youth's businesses thus enjoying economic modification, which could be the challenge in Kitui County management of YEDF, hence the challenges in loan payments due to business failures. YEDF officers agreed that they collaborate with the ministry of youth affairs and sports in monitoring and evaluation of youth enterprises, and that reference is always made to prepared reports when making future plans.

The payment of loans was not significant, even though positively correlated to mentorship programs to registered groups and report preparation on the youth enterprises. Monitoring and evaluation however, not significant, was found to be positively related to the YEDF project management practices, whereby a unit change in monitoring and evaluation would better YEDF project management practices. Such correlation is consistent with the findings of Mohammed and Kamau (2015), who noted that data collected from the ongoing projects though monitoring helps to examine the nature and level of their performance of the initiated project.

5.3 Conclusions

It was however found that there is a strong positive correlation between the four management practices tested and the implementation of the Youth Enterprise Development Fund program. We do hereby thus reject the null hypothesis and accept the alternative hypothesis concluding that, there is a great significant relationship between business planning, use of ICT, trainings, monitoring & evaluation and the implementation of the Youth Enterprise Development Fund program.

Business plan development is crucial to the implementation of the YEDF and significantly affects YEDF program implementation. A business plan is important for youths seeking Youth Enterprise Development fund to access and utilize the funds. Business plan provides the basic framework and

guideline for YEDF officers to follow when visiting the field to monitor and evaluate the beneficiary's businesses. Business plans were found to be more useful when the entrepreneurs developed them by themselves and managed their business on their own written business plans.

Entrepreneurial training has a great influence in the implementation of the Youth Enterprise Development Fund. Entrepreneurial training helps the beneficiaries of the fund to make good decisions and effectively utilize the funds given to them. More trainings are needed to improve the youth understanding on fund utilization and prioritizing of the same. However, effectiveness of the training however depends on its timing, the quality and the variety of sources of information used. Information communication technology is a key influencing factor in the implementation of the Youth Enterprise Development Fund. Adopting ICT in business funded by YEDF program reduces the cost of running the business, increases productivity, and helps in advertisement and marketing of products leading to higher business profitability. ICT helps businesses to link up with online platforms that can help entrepreneurs' access online financial services and other business development support and boost their businesses.

Monitoring and evaluation highly influence the implementation of the Youth Enterprise Development Fund. The study found no significant relationship between monitoring and evaluation and project management practices, the study proved that monitoring and evaluation enables the YEDF officers to maintain track of the beneficiaries. Monitoring and evaluation help in generation of reports that are important in making future plans.

5.4 Recommendations

Youth Enterprise Development Fund program implementers need to keep and upgrade on the business plan development and implementation for the YEDF beneficiaries. The YEDF officers need to keep demanding that beneficiaries need to have their own written business plans and organize for their training on the same. The YEDF beneficiaries need more guidance on the development and implementation of business plans to help entrepreneurs have viable business plans and be effective in their implementation.

Entrepreneurial training on skills for business management needs to be increased with the intention of reaching every beneficiary of the Youth Enterprise Development Fund. The program managers

need to find more resources to ensure that training is done on time, are of high quality and availability of wide sources of training information.

Youth Enterprise Development Fund program needs to upgrade training and assistance on ICT adoption. Beneficiaries should be encouraged and trained on adopting information communication technology in their business to boost their performance. Training on ICT adoption by the beneficiaries need to major on business management, advertising and marketing, and not only how to access online platform but also benefit from their financial services.

The Youth Enterprise Development Fund program needs to intensify its monitoring and evaluation activities to the fund beneficiaries. The program managers need to ensure that they seek collaborations that will support it in monitoring and evaluating the business enterprises of the beneficiaries. The program needs to put in strict frameworks on monitoring and evaluating, and demand that regular reports be made to keep a good track on the development of the businesses of the beneficiaries.

5.5 Suggestions for further studies

Further studies on the implementation of the YEDF is to establish the factors within the program that could influence its implementation such as personnel, organizational governance, fund management framework and support, so as to enrich the finding of this study. In addition, there would be need for further studies that would establish how modern technology has influenced mobilization of resources to YEDF.

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APPENDICES

APPENDIX I

LETTER OF TRANSMITTAL

Dear Respondent,

RE: DATA COLLECTION

I am a student from the University of Nairobi taking a Master of Arts in Project Planning and Management. As part of the University requirement, I am undertaking a research project on *Influence of Management Practices on the Implementation of Youth Enterprise Fund Programme in Kenya: A Case of Youth Enterprise Development Fund in Kitui County*

You are one of the selected participants for this study and humbly requesting your assistance in data collection by filling the questionnaire which will enable me to gather information relating to my study.

Consequently, I do confirm the confidentiality of your response which will purely be used for academic purposes and your identity will remain anonymous. Your cooperation will highly be appreciated.

Thank you for your participation.

Yours faithfully,



Tabitha Mutheu Muli

APPENDIX II

QUESTIONNAIRE FOR YOUTH BENEFITING FROM THE YOUTH ENTERPRISE FUND IN KITUI COUNTY

This questionnaire is designed to gather information on *Influence of Management Practices on the Implementation of Youth Enterprise Fund Program in Kenya: A Case of Youth Enterprise Development Fund in Kitui County*. Kindly respond to the questionnaire items honestly. Your participation, cooperation and assistance will be appreciated.

INSTRUCTIONS:

- Answer the question by ticking appropriately in the box or writing in the spaces provided.
- Do not write your name anywhere on the questionnaire paper.

Section A: Demographic Information

5 Kindly indicate your gender.

Male

Female

6 Kindly indicate your age bracket

18-30 years

31-40 years

7 What is your education level?

Primary school level

Secondary school level

Certificate

Diploma

Degree

Masters

8 How many members are there in your group?

.....
.....

9 Being part of the beneficiaries of YEDF, how old is your group?

1-2 years

3-4 years

5-4 years

10 Kindly indicate the type of enterprise your group engages in.

Agriculture based

Manufacturing

Social enterprise

Retailer base

Any other? Specify.....

11 What did you use the loan for?

Starting a new business

Expanding an existing business

Non business uses

Section B: Influence of Business Plan on the Implementation of the Youth Enterprise Development Fund

12 Did your group have a business plan before receiving the fund?

No

Yes

13 Indicate the extent you agree with the following statements whereby:

Strongly Agree[SA] =5

Agree [A] = 4

Neutral [N] =3

Disagree [D]=2

Strongly Disagree [SD]=1

Statement	5[SA]	4[A]	3[N]	2[D]	1[SD]
Most beneficiaries have an idea of how to write a business plan.					
Business plan is a pre- requisite to benefit for YEDF					
Business plan is useful in ensuring successful utilization of the fund.					
YEDF officials often pay field visits to see if business plan is implemented.					
Most Youth use their own prepared written Business Plan.					
I can identify the usefulness of Business Plan development on YEDF.					
I can identify the limitations of Business Plan development on YEDF.					

14 What do you think is the perception of YEDF beneficiaries on the use of business plan?

.....
.....

SECTION C: Influence of Entrepreneurial Training on the implementation of the Youth Enterprise Development Fund

15 In your own opinion, do you think training is important in ensuring the successful implementation of Youth Enterprise Development Fund in Kitui County?

Yes

No

If Yes, specify how.....
.....

16 Did your group ever receive training on fund management skills?

Yes

No

17 Indicate the extent you agree with the following statements

Strongly Agree[SA] =5; Agree [A] = 4; Neutral [N] = 3; Disagree [D] =2; Strongly Disagree [SD]=1

Statement	5[SA]	4[A]	3[N]	2[D]	1[SD]
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YEDF officials frequently train on entrepreneurial skills.

The training offered is effective on the successful implementation of the fund.

Entrepreneurial training has enabled your group to have good decision making.

Youth groups are able to utilize the funds effectively as a result of entrepreneurial courses attended.

Officials provide timely information for fund management skills

Officials provide relevant quality information for fund management skills

There are a wide range of information sources available to utilize for entrepreneurial training

18 What can you recommend about entrepreneurial training on YEDF?

.....

Section D: Influence of the use of ICT on the implementation Youth Enterprise Development

Fund program in Kitui County

19 Has your group received computer training skills?

Yes

No

20 In your view, how can you rate the use of ICT in your Enterprise?

Strongly Agree [SA] =5; Agree [A] = 4; Neutral [N] = 3; Disagree [D] =2;

Strongly Disagree [SD] =1

Statement	5[SA]	4[A]	3[N]	2[D]	1[SD]
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Our group has adopted the use of modern technology.

The use of ICT has helped in reducing the cost of running our enterprise

The use of ICT has helped in increasing the productivity of our business.

ICT know-how enables our group to advertise the products.

ICT know-how enables our group to market the products.

Use of ICT has enabled our group to access online platforms in accessing financial services.

The use of ICT improves the profitability of the business

THANK YOU FOR YOUR PARTICIPATION

APPENDIX III: INTERVIEW SCHEDULE FOR PROJECT COORDINATORS.

1. How long have you been engaged in youth enterprise development fund programs in Kitui County?

2-3 years

3-5 years

5-10 years

2. Do you receive complaints from the fund beneficiaries on:

- a. Business plan development.

If yes, which are some of the complaints.

- b. Training needs

If yes, which are some of the complaints.

- c. Use of ICT on implementation of the Youth Enterprise Development Fund.

If yes, which are some of the complaints.

SECTION B: Influence of Monitoring and Evaluation on the Implementation of Youth Enterprise Development Fund Program in Kitui County

3. Do you carry monitoring and evaluation field visits to the youth groups who have benefited from the Youth Enterprise fund to ensure funds' objective?
4. In your own opinion, do you think monitoring and evaluation influence the implementation of Youth Enterprise Development Fund Program in Kitui County?
5. How do you agree with the following statements relating to monitoring and evaluation of business enterprises?

Strongly Agree [SA] =5; Agree [A] = 4; Neutral [N] = 3; Disagree [D] =2;

Strongly Disagree [SD] =1

Statement	5[SA]	4[A]	3[N]	2[D]	1[SD]
All beneficiaries are continually paying back the YEDF loan					
We liaise with the Ministry of Youth Affairs and Sports in monitoring and evaluating youth businesses enterprise within Kitui County					
Mentorship programs are offered to the registered youth groups who benefit from the YEDF					
Monitoring and evaluation reports relating to the youth enterprises are often prepared.					
Monitoring and evaluation reports on YEDF are referred to when making future plans for the program.					

6. Suggest what could be done to effectively improve monitoring and evaluation of the Youth groups who benefit from the YEDF.....

THANK YOU FOR YOUR PARTICIPATION



REPUBLIC OF KENYA

Ref No: 305996

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This is to Certify that Ms. Tabitha Muthen Mull of University of Nairobi, has been licensed to conduct research in Kitui, Machakos, Makueni on the topic: INFLUENCE OF MANAGEMENT SKILLS ON THE IMPLEMENTATION OF YOUTH ENTERPRISE FUND PROGRAMME IN KENYA: CASE OF YOUTH ENTERPRISE DEVELOPMENT FUND IN KITUI COUNTY, for the period ending : 08/July/2021.

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