

**INFLUENCE OF YOUTH ENTERPRISE DEVELOPMENT FUND  
PRACTICES ON INITIATION OF YOUTH PROJECTS IN  
TURKANA CENTRAL SUB COUNTY, TURKANA COUNTY,  
KENYA**

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A Research Project Report Submitted in Partial Fulfillment of the Requirement for the Award of the Degree of Master of Arts in Project Planning and Management of the University of Nairobi

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## DECLARATION

This research project report is my original work and has not been presented for the award of a degree in this or any other university.

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## **DEDICATION**

I dedicate this project work to my family especially my wife Martha Namoe who supported me morally and financially towards the completion of my research and to all my friends.

May God bless you.

## **ACKNOWLEDGEMENTS**

I would like to take this opportunity to thank God and my parents and my brother's family for their effort towards my success in this project work. My colleagues for the support they provided enabling me to undertake my studies. More gratitude goes to my supervisor Dr. Ronald Kikechi who made every effort to see to it that I had proper guidance to affect my writing of this project.

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## LIST OF ABBREVIATIONS

CYEDFC	Sub County Youth Enterprise Development Fund Committee
DGSDO	District Gender and Social Development Officer
DGSS	Department of Gender and Social Services
GOK	Government of Kenya
ICT	Information Communication Technology
KWFT	Kenya Women Finance Trust
MDG	Millennium Development Goals
MFI	Micro Finance Institution
MGCSO	Ministry of Gender Children and Social Development
MSE	Micro and Small Enterprises
MSMEs	Micro, Small and Medium Enterprises
NCST	National Council of Science and Technology
SHGs	Self Help Groups
SME's	Small and Medium Enterprises
SMEP	Small and Micro Enterprise Program
USAID	United States Agency for International Development
YEDF	Youth Enterprise Development Fund
YEFDC	Youth Enterprise Fund Development Committee
ASAL	Arid and Semi-Arid Lands

## ABSTRACT

The Youth Enterprise Development Fund (YEDF) is a government establishment under the Ministry of Public Service, Gender and Youth Affairs. It was gazetted on 8th December 2006 and then converted into a State Corporation on 11th May 2007. The Fund is one of the leading projects of Vision 2030, under the social pillar. Its deliberate motivation is on enterprise growth as a crucial tactic that will escalate financial opportunities for, and involvement by Kenyan Youth in national development. The Fund pursues to build employment chances for youth through entrepreneurship and inspiring them to be employment inventors and not job chasers. It ensures this by providing stress-free and cheap financial and business enlargement funding amenities to young Kenyans who are profound on beginning or growing businesses. With the many years since its inception, it is imperative to establish whether the Fund is achieving its objectives in influencing initiation of the youth projects (YPs). The study will therefore be guided by four objectives: to examine the influence of training on initiation of YPs in Turkana Central Sub County, to establish the level of technology on initiation of YPs, to examine the influence of management practice on initiation of YPs in Turkana Central Sub County, to assess the influence of the funding on initiation of YPs in Turkana Central Sub County. The study findings gave valuable information to stakeholders involved in promotion of youth projects, challenges faced were understood, information acted as literature review for future academicians as well as the achievement of some of the key pillars of the millennium development goals. The study adopted the Funding Theory of Change. Similarly, the study utilized census research design because it was representative and because the target population was relatively small. The Target Population was 187 and comprised of Officials from YEDF, Ministry of Youth Affairs, Regional Coordinator of Credit, and Group leaders from Youth groups. A sample size of 187 was considered. The study used questionnaires and interview schedules as research instruments to collect both qualitative and quantitative data. The supervisor did the instruments validation exercise. Reliability of the instruments was determined through a pilot study where a Cronbach alpha co-efficient from SPSS was determined and any value of 0.70 and above indicated that the instruments are highly reliable. Quantitative data was analyzed quantitatively using SPSS Software while Qualitative data was analyzed using thematic analysis. Both quantitative and qualitative findings were presented in tables. Frequencies and percentages, were used as statistical tools to understand the relationship between variables. From the findings, 82.5%, 81.6%, 80.7% and 81.6% of the respondents indicated that training, level of technology,

funding and management practices respectively largely influenced initiation of youth projects. The failure by YEDF to improve and support the welfare of youth who need to initiate projects was attributed to incompetence of staff, inadequate funds, lack of training, failure to adopt the use of modern technology and poor management practices. It was recommended that the leadership of YEDF and the line ministry should work on a framework that would see an increased number of trainings, funds, adoption of modern technology and improvement of management practices.

## CHAPTER ONE

### INTRODUCTION

#### **2.1. Background of the study**

Global Youth unemployment has been rising steadily with the majority of governments and policy makers advising youths in their countries to engage in enterprise development to cushion themselves against the tightening grip of current macroeconomic problems. According to International Labour Organization (2015), one in every seven youths is looking for employment and youths are three times unemployed compared to adults. For that reason, many governments have initiated special funds to be accessed by youths and help them initiate enterprises that will help them earn a living. However, according to Douglas, Douglas, Muturi & Ochieng (2017), almost 60% of SMEs fail within their first three years of operation. Considering that it is the only meaningful option, the demand for youth funds has always exceeded supply; thereby, prompting youth fund providers to institute strict measures and vetting techniques as a way of ensuring that only competent and viable youth enterprises are given a chance thrive.

According to the Prince's Scottish Youth Business Trust Annual Report (2004), the Trust runs a program that supports different kinds of start-up enterprises in the UK. The Prince of Wales established the Trust Fund and since its inception, it has been among the top in terms of provision of training, mentoring and advice, business start-up support among related services. The rationale for providing support services alongside financing was to reduce failure during the first few years of business inception, which is susceptible to economic shocks, market failures and other business challenges. The trust Fund targets unemployed youths aged between 18 to 30 years and who have failed to secure financial support from financial institutions. Relative to Britain, India's Bharatiya Yuva Shakti Trust helps the youth by financing start-up business enterprises, offering training on business development, and business mentorship programs

The International Labor Organization report on sustainability of YED indicated that the majority of youths initiate business enterprises prior to acquisition of requisite skills and training on business management. Lack of basic education and the failure to master the dynamics of business environment has led to the failure of many start-up businesses. ILO estimates that about 88.2 million youths aged between 15-25 years were actively looking for employment in emerging economies (The Global challenge, 2009). Accordingly, the most youths who were actively looking for employment did not possess requisite skills needed for the jobs they were looking for (Schoof, 2006). The rationale behind the failure to acquire entrepreneurial training and skills was because of lack of planning and implementation of the mandate of the funding institution. For this reason, the youths could only secure low paying jobs, which were mostly contractual and could not help them to save finances to enable them start their own business enterprises (The Global challenge, 2009)

ILO (2002) notes that the Malawian Government found the YEDF as an institution tasked with training the unemployed youth, helping them develop business ideas, financing them to buy necessary start-up tools and equipment, and buy stock or raw materials needed for the production of goods and services. However, the failure to conduct proper and timely monitoring and evaluation of youth owned enterprises has led to a failure to initiate new enterprises and develop existing ones.

According to the Business Forum Report (2012), Uganda is among the sub-Saharan countries with the highest youth unemployment and with low rates of economic job creation abilities. As a way of alleviating the situation, on 1<sup>st</sup> February 2012, the Ministry of Finance launched the Youth Venture Capital, which targeted SMEs and youths for supporting their projects. The main objective of the Capital Venture was to expand and grow projects for the youths aged between 18 to 35 years. However, failure by the government to allocate enough funds in their kitty has led to a reduction of the loan size allowable to youth enterprises thereby hindering them from covering initial cost of operation and hence failure.



A study by Kimani (2018) attests that youths in Kenya suffer a myriad of challenges especially with regard to unemployment. The researchers noted that youths are more than twice looking for employment compared to adults. In the same study, 38% of the youths were neither in learning institutions nor in meaningful employment. The county's social analysis by the World Bank (2007) points that male youths engage in social vices because of frustrations, and tensions associated with unemployment especially in city centers. Many emerging economies have noted that youth inability to sustain projects and youth unemployment are matters of concern and unless strict policies are formulated and implemented, most countries will experience increased social and economic costs of development (Edwards, 2007)

A report given by the YEDF (2010) notes that operation of the institution was legalized on 8<sup>th</sup> December 2006, and launched a year after. The fund considers enterprise development as a stimulant of economic growth. Further, the Fund's main objectives are improving business development services among the youth, provide supply chain connections in both local and international markets, and facilitate the development of infrastructure necessary for the growth and development of youth enterprises. Since the inception of the Fund, the Kenyan Government has utilized Ksh.2.6 billion on support, training, and facilitating business enterprises among the youth. Kimani (2018) points out that the funds allocated to the YEDF since inception are little and more needed to be done to stimulate the sector and hence alleviate youth from entrepreneurial the challenges they face. The failure to adopt new technology for instance to monitor and evaluate projects has led to coverage of small areas or visit of few groups, which has led to a failure in others.

In many ASALs, the majority of youths have failed to sustain their projects because of a myriad of bottlenecks, which has seen social tensions and frustrations associated with unemployment increase. In Turkana Central Sub-County, the majority of youths have failed to accurately utilize Youth Funds in order to sustain their projects. Compared to other sub-counties in Turkana County, Youths in Turkana Central suffer the most because most of them are engaged in projects that are

not synonymous to those of youths in other sub-counties. Volume III census report by KNBS in 2019 notes that Turkana Central sub-county has an estimated population of 67,792 youths and are mostly involved in Small-scale businesses & Fishing. Turkana East has 57,305 youths and are involved in Livestock keeping, Turkana West has 93,641 youths who are mixed farmers. In Turkana South, the main economic activity Crop farming and it has 56,124 youths. Youths in Turkana North and Kibish are mainly Livestock keepers and are 21,240 and 13,555 respectively. Loima sub-county has a population of 37,368 youths who are mainly mixed farmers. Youths in Turkana Central Sub-County are majorly engaged in small-scale trading and fishing as compared with youths in other sub-counties who majorly engage in various economic activities as shown in the table. This therefore means that youths in Turkana Central are so susceptible to seek for financial credit especially from Youth Development Fund in order to initiate and sustain their projects. This does not disqualify the fact that trading activities and other youth related projects do not take place in other sub-counties, it does, but youths are not mainly involved or a few who are involved do not rely on Youth Development Funds to initiate and sustain their projects.

As earlier pointed out by Kimani (2018), almost 60% of SMEs fail to sustain their businesses during the first three years after establishment and majority of those involved are youths. It is with this regard that the researcher intends to conduct a study on the on the influence of Youth Enterprise Development Fund activities on initiation of youth projects in Turkana Central Sub County, Turkana County Kenya.

## **2.2. Statement of the problem**

The problem of joblessness is not a new occurrence in Kenya. It has instigated the underutilization of labor as a human resource in spite of the country having a lot of youths that are graduates who are appropriate to labor. Different guidelines that have caused into key disappointments. The population of young people has been rising quickly making it unbreakable for the government to ascertain a proper policy that will unravel the condition. Comprehensive policy frameworks e.g. the Economic recovery strategy for wealth and employment creation (ERSWEC) (GOK, 2003) assisted in backing the economy in 2003 to an average growth of 5.44% that year from 1.72 in the

previous years. Nevertheless, the power was not sufficient enough to generate huge employment and salvage the situation. Even though many jobs were generated, only the informal sector profited hence many youths especially graduates felt left out. Other not so fruitful guidelines would comprise of sessional paper no.2 of 1992 on small enterprise and Jua kali development in Kenya, and sessional paper no.2 of 2005 on development of micro and small development enterprise for wealth and jobs creation for poverty reduction ,that put great emphasis on micro and small enterprises(MSE)sector(Gitonga, 2008).The documents focused on what YEDF is doing now that is providing credit to people in order to produce businesses that could provide employment. The disappointments rose owing to the absence of a strong separation of the formal from informal sector, thus inadequate to deliver clear motivations for companies to formalize. The policy also failed due to failure to establish between survivalist and growth-oriented enterprises (Gitonga, 2008). Additional contest was that the access to credit was very low by a bulk of SMEs. Overall, the YEDF has been touched a lot of youths nationally with the ministry in charge stating that they have benefitted 867,000 youths with a total of Kshs11, 486,181,157 across the 47 counties. The ministry additional states that the fund has benefitted 32,566 groups through direct funding and another 27,234 groups through indirect funding. Nevertheless, a lot desires to be done as there is a very enormous number of unemployed youths in the country considering the country has a working age population of 25.5m which the World Bank has projected to grow to 39.2m in the next 14years.These numbers show that should the population growth rate continue at this pace then it will be hard for the government to tackle the problem of youth unemployment through policies alone, Turkana county being one of the 47 counties has also benefited from the YEDF with the total disbursed standing at kshs 850,000 compared to kshs 210,894,000 that was disbursed in Nairobi county. According to the government, since its inception YEDF has trained over 250,000 youths and financed over 260,000 enterprises (YEDF, 2013). Agreeing with a 2010 report by the ministry of youth, gender and sports, the growth of uptake of loans by the youth was up by 20% per annum. There is need for the country and all the 47 counties and participants to find out if effective policies are a solution that will help solve the problem of unemployment in the country and in particular the

new structure of governance that encompasses YDEF in counties.

According to Ehigiamusoe (2005), financial service accessibility ensures that enterprise owners can build their assets, ensure smooth business start-ups, and alleviate challenges associated with market failures and business shocks. Daniel (2007), argues that finding start-up finance for an enterprise is the biggest hurdle that many entrepreneurs go through. Even after getting started, getting sufficient finance to sustain enterprise growth, development and financial stability is also a challenge. However, relative to Sikenyi (2017) financial accessibility especially to entities initiating their projects is a big problem. Despite a few who succeed in accessing financial support, they have reiterated that the support was insufficient to cater for initial starting up financial needs of a project. The KNBS (2018) stated that over 60% of SMEs fail during their first start-up years. It was not known whether lack of business skills, basic education, or economic shocks was responsible in failing the initiation of start-up project entities especially those that secured capital from financial lending institutions. Despite the introduction of YEDF, Kimathi (2009) observes that project initiations especially among the youths remain to be a challenge even after securing financial assistance. The further asserts that tough business environment, failures to present needed collaterals, strict policies, and lack of basic education and mastery of project skills have largely led to failure of many start-up projects. It is with regard that this paper seeks to investigate the influence of YEDF practices on initiation of youth projects in Turkana Central Sub County. SMEs experience a lot of threats that can undesirably upset their long stint progression, working and commercial sustainability (Jeyanth, 2003). With respect to sustainability and development, a research led by Omondi (2005) discovered that limited number of SMEs had achieved sustainability and development and had comprehensive financial budget control and decent loan ranges. A respectable number of SMEs had not attained financial stability and growth and were relying on subsidies from donors. Despite this sectors' significance, past statistics indicate that three out five SMEs fail within the first few months of operation (KEBS statistics, 2007). According to Barrow, 2004, business progress could be affected by numerous aspects such as rivalry, hiring/maintenance of workforce, poor management, rising capital and venture in different apparatus. Barrow mentioned employment

and retention of experienced workforce as a key feature which guarantees business progression. Rivalry is common between youths in SMEs, having no suitable management in place, some of them barely have appropriate bookkeeping histories of their business, and work in small buildings. SMEs proprietors/administrators lack supervision arrangements, choice of personnel and have small number of staffs who generally have low level of training and minus official training in business running skills and a perfect business policy in addition to lack of data significant to the business. Stocks and Wilson (2006) recognized cash flow difficulties, high interest charges, and low turnover amongst others. They acknowledged low operational capital as a key contributor to cash flow problems. This is an obstruction to business growth while high interest rates dispirit it. There is slight evidence on a standard design to display how to attain these features and to guarantee the growth of the small business enterprises industry. This aspect that creates SMEs not capable to meet the financial requirements as they collapse due. The SMEs risk profile makes many of them seem unwanted as undeserving credit customers as seen by banks and other financial establishments. To a huge extent, the growth should be market motivated and is yet to be attained (Amando, 2005). Tillman, (2006) stressed that though small business activity has improved significantly in latest years, substantial growth was missing and small business enterprises are still far from attaining a substantial percentage of the people have not experienced considerable growth. It is hence against this background that this paper seeks to study the influence of youth enterprise development fund practices on initiation of youth projects in Turkana central sub county, Turkana county, Kenya

### **Purpose of the study**

The purpose of the study was to assess influence of Youth Enterprise Development Fund activities on initiation of youth projects in Turkana Central Sub County, Turkana County Kenya.

### **2.3. Objectives of the study**

The study sought to:

- i. To examine the influence of training on initiation of youth projects in Turkana Central Sub

County, Turkana County.

- ii. To establish the influence of level of technology on initiation of youth projects in Turkana Central Sub County, Turkana County.
- iii. To assess the influence of the funding on initiation of youth projects in Turkana Central Sub County, Turkana County.
- iv. To examine the influence of management practices on initiation of youth projects in Turkana Central Sub County, Turkana County.

#### **2.4. Research questions**

The study was guided by the following research questions

- i. What is the influence of entrepreneurial training on initiation of youth projects in Turkana Central Sub County, Turkana County?
- ii. What is the influence of the level of education on initiation of youth projects in Turkana Central Sub County, Turkana County?
- iii. What is the influence of funding on initiation youth projects in Turkana Central Sub County, Turkana County?
- iv. What is the influence of management practices on initiation of youth projects in Turkana Central Sub County, Turkana County?

#### **2.5. Significance of the study**

Findings from this study will provide information on some of the factors that hinder the youth from accessing, and some factors on sustainability of their projects after start-up. This information might be used by County and National Government Institutions in formulating policies that will alleviate the situation. Financial lending institutions such as the YEFDC might get an insight from the findings of this study on how to ensure youths are trained on dynamics of business environment, financial management, and indeed business development as such skills are necessary for the sustainability of projects.

Stakeholders promoting youth owned business enterprises might use information from this study

to evaluate and quantify the influence YEDF has on youth projects and that it might help in forming an understanding between the two groups in Turkana Central Sub-County, Turkana County.

This study will provide information necessary for the contribution of the achievement of key pillars of SDGs, poverty eradication, gender equality, and youth empowerment. Findings from this study might benefit the public by creating awareness and understanding of the management of the fund.

## **2.6. Delimitations of the study**

The study was carried out in Turkana Central Sub County, Turkana County. Turkana Central Sub County is one of the six Sub Counties of Turkana County and it hosts the County headquarters. The County borders South Sudan & Ethiopia to the North, Uganda the west, Marsabit, Samburu, Baringo and West Pokot to the South. The study will only focus on youth projects in Turkana Central Sub County, Turkana County; this might not be a representation of the situation of youth projects in other sub-counties in the County. Women and men owned projects were not considered in this study, their involvement could change the outcome. The study will be delimited to the aspects of training, level of technology, funding, and management practices of YEDF. Methodologically, the study was also delimited to the use of questionnaires and in-depth interviews schedule.

## **2.7. Limitations of the study**

Turkana Central Sub-County is a large area of study with sparsely populated sampling units, took time to consider during data collection. Lack of research knowledge and low level of education of the locals proved to be a challenge for the study.

## **2.8. Basic assumptions of the study**

The study assumed that the enterprise's officials are skilled and the beneficiaries (groups) are knowledgeable in the management of their business enterprises. The study assumed that YEDF is available and its' utilization by the youth groups on their projects in Turkana Central Sub County follow existing policies and guidelines. It was further assumed that external forces such as corruption, tribalism and politics do not influence ability to support youth projects.

## **2.9. Definition of significant terms**

Youth Enterprise Development Fund: An institution offering affordable financial credit to support youths in starting or expanding their business enterprises.

Initiation of youth projects: Starting projects that belong to and are run by the youth.

Management Practices: These refer to the caliber of staff in terms of competence, culture of executing their mandate, and other activities such as M&E.

Funding: Refer to the financial resources that the Youth Development Fund receives from the exchequer and from other sources, it determines the amount disbursed to youths.

Entrepreneurial Training: This refers to the building of knowledge and skills as one prepares to start up and operate a business venture.

Microfinance: Refers to small-scale financial institutions that offer services primarily credit and savings to people who operate small enterprises.

## **2.10. Organization of the study**

The Project is organized into five chapters; Chapter 1 covers the introduction that includes the background presentation of the problem being identified, objectives, significance, and limitations of the study. Chapter 2 provides an analysis of literature related to the study as presented by various researchers. It also contains the conceptual and theoretical frame works. Chapter 3 then provides an overview of the research methodology, target population, sample size, data collection, and analysis techniques. Chapter 4 covers presentation, interpretation, and discussion of both qualitative and quantitative findings. Chapter 5 covers summary of findings, conclusions, and recommendations.



## CHAPTER TWO

### LITERATURE REVIEW

#### **2.11. Introduction**

In this chapter, a theoretical and empirical literature relative to training, loan size, level of education and legislations as they influence initiation of youth owned business enterprises features. A conceptual framework highlighting the pictorial relationship of variables and indicators features in this section.

#### **2.12. The concept of Youth Enterprise Development Fund Activities**

Development is a practice that generates growth, progress, positive adjustment or the accumulation of physical, economic, environmental, social and demographic mechanisms. The identification of these setups allows linking to political, economic and social conditions in a country in an endeavor to spread development. Development fund is the term used to describe financial capital given in support of creating a new project with the aim of directing implementation of new development projects that are likely to improve the performance. YEDF was found in 2006 under the ministry of Youth, whose main responsibility was to reduce the ever-increasing youth unemployment that was estimated to be 61% of the total unemployment rates in Kenya. The fund considers unemployed youths aged between 13-18 years with business ideas. The fund was transformed to a state corporation one year after formation to ensure its management, operations are enshrined in the constitution, and that it focuses on the main goal of its formation. One of the strategic focuses of the firm is to boost enterprise development as it forms the key pillar of economic development. The Fund has so far has disbursed over Ksh. 3.8 billion to youths most of whom initiated business ventures while a few expanded already operating enterprises.

As a way of mitigating some of the challenges faced by start-up businesses among the youth, the fund management develops a 3-year strategic plan in 2008 that would see a reduction in related

challenges. Currently, the fund is developing a 5-year strategic that is aligned to MTP of the Vision 2030. The changing business dynamics and the need by stakeholders to acquire requisite business development skills has called on the fund to keep reviewing some of its short term and long terms plans as they relate to supporting youths. Further, the fund zeroed down on employment opportunity creation through the formulation of Youth Employment Scheme Abroad (YESA), which has supported over 157, 000 youth ventures worth Ksh. 5.9 billion. Apart from that, the fund has trained over 200,000 youthful entrepreneurs and has facilitated others to secure overseas jobs. The fund has created business links and expanded supply chains for business ventures owned by young entrepreneurs. Since its inception, the Fund has expanded its operation in such a way that it can lend relatively large financial credit to youth's lenders whose credit worthiness has been established.

### **2.13. Training and Initiation of youth projects**

According the literal work of Harper, et al (1996) & Marsden (1992) affirmed that the role of entrepreneurial development in economic growth should not be underestimated, as they are the key drivers. The researchers added that for a sustainable economic development, physical resources, financial capital, and expertise cannot provide feasible results if the role of entrepreneurs can be ignored.

Youth Entrepreneurship Paper (2002) outlines two most successful programs for promoting youth entrepreneurship as Imprenditorialita Giovanile (IG) and Prince Trust Business in Italy and UK respectively. The paper adds that the sustainability of youth projects depends on the presence of clear objectives, adequate funds, business orientation, and efficient support staff. It notes that the importance of supporting youth projects is to create an environment where youths can practice their ideas and realize their dreams. The paper notes that supporting youth projects helps by bringing back marginalized groups and by so doing, mitigate socio-psychological problems associated with frustrations. The author points out that innovation and creativity among the youth is not a guarantee that such youths are capable of sustaining projects once given a chance, there is

the need to take them through marketing strategies that will help them actualize the ideas and commercialize them.

According to Corter (1996), points out that Fund management should not adopt a blanket strategy for youths from a varied socio-economic background. In addition, the author notes that different youthful projects should adopt different conceptual tools for optimum output. The formulation of an effective project performance tools calls on a skilled team that supervises the initial operation of youth projects with an aim of ensuring they grow through economic hurdles.

Relative to Corter's (1996) which calls for strategy formulation on the management of youth owned enterprises, The Youth Entrepreneurship Paper (2002), emphasizes on the fact that the youth owned projects requires more than financial credit. Ideally, Youths ought to have skills that help them in the development of business plans, cost reduction, debt recovery technique, marketing, and stock control. The paper calls for the development of an integrated training curriculum that will equip youth with all the skills and competences needed for the initiation and sustainability of projects. Despite the attention given to youth owned enterprises by Funding institutions, the latter has never understood the whole idea from youth point of view.

In his view, Curtain (2017) indicate that though there are viable reasons for the promotion of youth projects, stakeholders should not consider the venture as a way of mitigating social ills associated with unemployment frustrations. Program implementation team should be equipped with necessary competences that will enable them promote youth projects. White and Kenyon (2000) observes that entrepreneurial development is associated with market competition, which calls for innovation, creativity, and diversification as marketing strategies, which most youths do not possess. Nevertheless, youth project development facilitates the creation of market linkages with other actors that calls for sub-contracting and even franchising.

OECD (2000) observes that not all youths have entrepreneurial abilities and on this, the author calls on vetting and identification of potential business entrepreneurs while providing an avenue for

others to venture into other careers. In order to enhance this initiative and sustain business development, fund management in collaboration with other stakeholders should train youths, provide business resources, and help them sail to the business environment, which has been challenging especially for the first three years of inception. The author insists that the growth of an economy depend on the adoption of the entrepreneurship culture. Understanding youth social challenges is a milestone that ought to be achieved by fund management, which seeks to develop strategic plans, aimed at supporting youth, owned business ventures (Kiggundu, 2000).

In his work, Chinguta (2002) states that successful private and social entrepreneurs should be given a chance to spearhead their experiences and showcase their image of achievement as it encourages other young people to venture into entrepreneurship and indeed self-employment. The author adds that the level of knowledge and experience a youth has on another regarding the success of a business venture the more interest a youth develops in wanting to initiate a business and borrow ideas that will see the venture grow. Such role models ought to be given enough time on social, print and other media platforms to influence the attitude of other youths towards the initiation and sustainability of retail enterprises.

Nagajaran (2005) and Reese (2008) emphasis that effective training of youth should involve acquisition of skills in financial management, basic life skills, combined with entrepreneurship skills, which are foundational key skills needed for effective operation and management of an enterprise. Both researchers opined that pushing youths into business ventures without identifying their passion, abilities, and indeed proper training is a surety that they will fail in their first few years of operations. Based on that, Reese (2008) adds that on job training might be embraced through prior training before initiation of projects is vital.

In developing countries such as Namibia, Katura Youth Enterprise Centers (KAYEC) a community-based organization in Namibia offers acquisition of basic entrepreneurial skills, business

development, and resource management to youths who anticipate being project managers. The YEDF (2009) in Kenya and the KAYEC in Namibia have a common goal of inculcating a culture of project management among youths as a way of alleviating increased unemployment among this group. The training in the two institutions is usually cascaded from senior to junior stakeholders in such a way that it is cost effective and target a larger population within a short time. Nafukho Machuma and Muyia (2000) notes that the creating of a special fund to finance and support special group willing to venture in project management is the first step towards poverty alleviation.

#### **2.14. Level of technology and initiation of youth projects**

As a way of keeping up with the increased number of youths who seek funds from the YDF, and the need to reach a wider coverage, the YDF in most emerging economies suffers a number of technological challenges that influence the efficiency of service delivery.

Lekara (2019) conducted a study in Nigeria with an aim of establishing the some of the technological challenges influencing management practices of public organization and in his findings, the author found that embracing technology improves employee productivity, encourage the use of systems that improve efficiency. The ability to use management systems helps in tracking performance of clients, enables real-time customer feedbacks and communication, improves marketing research and hence service delivery of that organization.

In the literal works of Kariuki (2015), the researchers established that availability and usability of ICT resources largely influence organizational performance and hence client satisfaction. Ideally, organizational management are able to modify and improve their business model as a way of achieving the expected success. According to Karuiki (2015), management activities such as maintaining a client base, organizing for trainings, and reaching a wider market are goals that an organization can reach effectively once the installation and usability of ICT tools has been clearly done.

In a study conducted by Pfano & Beharry (2016) to establish the influence of modern technology on organizational management and performance, the researchers noted that the practice of managing technology helps in improving decision making by ensuring that information is

disseminated to the right people at the right time. Regarding trainings and supervision of a large clientele, the adoption and usability of technology makes it easy for the management to use social media and get timely information, monitor the progress of clients and give advisories when and where necessary.

### **2.15. Funding and initiation of youth projects**

Ontario Association of Youth Employment (2000) observed that 46% of star-up project managers secured financial credit after saving with the lender for some time. While that was so, only 9% of the project managers were financed through business loans. In this case, most Youth Funding institutions have to increase their capital reserves in order to disburse loans to youths. According to the association, the amount of loan a project manager could secure depended largely on the amount of saving they had and not on the viability of the business ideas they sought to actualize. Youth Entrepreneurship Paper (2002) elucidates that specific loan schemes unlike traditional grant schemes are increasingly luring young project managers to secure high interest financial credit because of the quantity lent, to a young and inexperienced entrepreneur, this is a recipe for failure because the majority will fail to realize the return on capital as expected; thereby, fail on repayment. Traditional grant schemes or loan awarded to youths with low or no interests are usually inadequate and not sufficient to cater for the overhead expenses necessary for the operation of the business. The demand for Traditional grant schemes or loan awarded to youths is high because the criteria used in establishing one's qualification is the prove of a business plan, showcasing abilities to repay through commitment and responsibilities to realization of the ideas presented.

Von (1991), observed that MFI came into existence because of the gap in the economy where the less privileged and the illiterate found it impossible to access financial credit necessary to finance business ventures. This group was "bankable" because most of them could afford to pay loans make small savings, which would in the future help them to secure loans relative to the savings

and credit worthiness. In addition to Von's (1991) views, Mushimiyimana (2008) points out that lack of collateral security and exorbitant interest rates were a major bottleneck for the youths to access financial credit to startup their own projects. Under such conditions, most of the youths spend a significant amount of the funds secured to repay the loans, meet other financial conditions, and remain with inadequate amount for investment. As a result, majority of project managers fail to thrive in the first few years

As a way of mitigating the challenges youths face when securing credit from MFI, which are high interest and require collateral security worth more than the loan, YEDF (2009) points out that the Kenyan Government establish the fund in 2006 in order to target youth with no collateral, but with good project management ideas that required funding.

Sambo (2016) noted that tribalism, favouritism and discrimination in awarding loans to youth makes many youths to miss chances of securing loans. The researcher added that loaning procedures were sometimes complicated in such a way that the requirements set in order for youths to secure loans were difficult for some youths to attain. For instance, for a youth to secure a lowest amount of loan ought to have savings of about 40% the requested amount and should have at least two guarantors. Bureaucratic procedures in terms of loan approvals takes long, a situation that makes many youths to lose hope of initiating businesses or acquire loans when "good time/season" of doing business has elapsed thereby exposing newly initiated small-scale retail enterprises to failure.

Curtain (2017), established that some of the conditions in India influencing the size of loans that men and women would secure was determined by age, gender, and marital status in such a way that a married woman aged between 18-35years qualified for a higher loan compared to an unmarried girl or a bachelor man in the same age cohort.

## **2.16. Management practices and initiation of youth projects**

In a study conducted in Kenya on YEDF in Nairobi, Mburu (2015) observed that management functions such as planning, controlling, staffing, and competence improved service delivery in terms of awarding loans, linking youths with external markets, soliciting and acquiring overseas jobs to the youths. The failure for a funding institution to organize its operations efficiently makes it difficult to reach all kind of youths. For instance, youths have always been considered homogenously in such a way that they should be between 18-35 years of age, should be in an active registered group of which majorities should be within the stated age, should have an active bank account, and should have a business plan. The organization culture where YEDF staff are used to the norm where procedure is followed for vetting youths and their application for loans. In some cases, a failure to satisfy even one requirement disqualify a youth group from accessing funds thereby fail to initiate youth retail owned businesses when needed.

According Khaoya & Moronge (2016) lack of operating blueprint from the government on how YEDF should be managed has made it difficult for many other related organizations to fail in terms of empowering the youths with loans, jobs and securing marketing opportunities. In this case, the researchers observed that every Youth Funding organization has devised their own standard operating practices, which favour some of the youths at the expense of others (Nteere, 2012). High registration costs and entry academic qualifications among other legal requirements have posed a great challenge to most businesses because the majority cannot satisfy; therefore, making operations difficult. Increased costs of resolving business disputes, long periods of court proceedings make it difficult for retail entrepreneur to successfully thrive in such an environment. In Ghana for instance, the bureaucratic procedure and cost associated with regulation of an SME discourage many youths from venturing into the sector. According to a report presented by World Bank on the ease of doing business in Ghana, it takes 127 days to go through 16 procedures of registering a business entity (Abor & Quarley, 2010). While that is so, the same report explains that it takes 176 days to undertake the same process in South Africa. Failure by many governments to institute mechanisms that guard against property rights has made it easier for foreigners to



emulate some of the local innovations and creative ideas by entrepreneurs hence making it difficult for them to thrive in their own local markets.

### **2.17. Theoretical framework**

The study will be anchored on the Funding Theory of Change which according to Anderson (2005), is the foundation of a given long term goal. The theory of change describes the type of intervention, knowledge and skills needed for the intervention and the method used in order to achieve the objectives of the intervention.

The theory of change cuts across the four paradigms of YEDF which in this study are identified as startup loans, training, the market linkage services and the business mentoring programs as interventions that are being employed to bring about the desired change in the youth enterprises. The research is modeled on beliefs and assumptions that the startup loans, the entrepreneurship training skills, the market services and the business mentorship programs are service delivery strategies that are believed to be critical for producing change in the youth run enterprises.

This study will also be supported by the Systems Theory that was developed by Ludwig Von Bertalanffy in 1956 (Ragsdell, West & Wilby, 2012). The theory posits that an organization usually organizes itself in order to adjust to external changes that seek to destabilize its internal equilibrium. According to Kerzner (2009), system theory influences decision making in human groups and emphasizes their interactions with those of the outside world. The system in this case is what constitutes YEDF and its constituent bodies, departments and ministry and it is organized in a way to adjust to external challenges (increased number of youths seeking finances to initiate projects); however, the system copes with such external challenges by influencing funding, technical capacity, training and management practices. The decision making that the system influences relative to this study refer to the way funding is released inadequately and delayed, a few are awarded loans to initiate projects while other youths fail, YEDF follows unclear guidelines in operations and technology is just not upgraded because the management has not considered the idea yet. All this influence ability of YEDF to loan youths in order for the youths to initiate projects.

## **2.18. Conceptual framework**

This study adopts a concept that YEDF activities is an instrument that seeks to eradicate poverty among unemployed youths by offering training, improving management practices, increasing funding support, and improving the level of technology as a way of sustaining the operations of a retail youth owned enterprise. Though not considered in the study, government policy is moderating variable that affects start-up of businesses indirectly.

Independent variable:

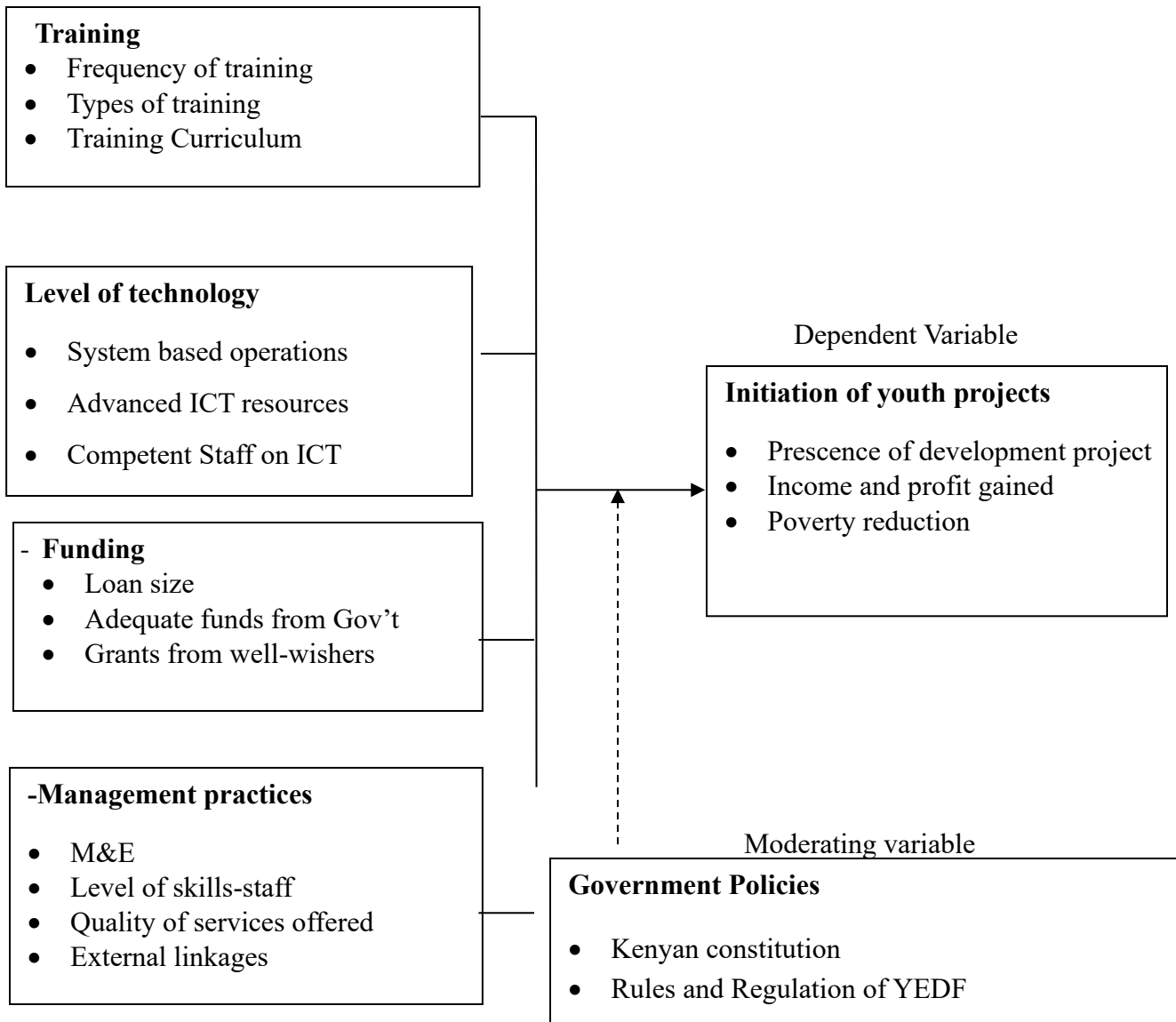


Figure 1: Conceptual framework of the relationship between dependent and independent variables

The independent variable is the Youth Enterprise Development Fund activities. The dependent variable is the initiation of youth projects. Government policy is the important moderating variables which measures the influence independent variable has on the dependent variable.

## 2.19. Knowledge gap

Table 1.1: Knowledge gap

Variable	Source	Finding	Gap
Training	European Commission (2008)	Trained aimed at enhancing project management abilities and capacities	Studies do not seek to examine the influence of training on initiation of youth projects hence the need for this study
Level of technology	Kariuki (2015), Pfano & Beharry (2016)	The level of technology adopted by a firm determines management competences and hence client satisfaction. ICT resources help in maintaining good record management for external reporting.	Studies related to the adoption of technology have indicated how YEDF activities can improve its operations, but none has been linked on how it can improve initiation of youth projects
Management practices	Mburu (2015), Khaoya & Moronge (2016)	Management functions improve employee productivity Organization culture that is not subject to changing dynamics affects working morale and hence business performance	Studies have stated that management functions improve performance and strict adherence to organization culture influences business performance, but none has been linked to initiation of youth projects.
Funding	Ledgerwood (2000), Sambo (2016)	Funding support from external sources determines the operations of the organization. The amount of loan offered remains small and business risks keeps increasing.	Studies have shown how funding affect firm practices but none of the studies have indicated how funding from external sources have been linked to initiation of youth projects hence for the focus for this study

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1. Introduction**

This chapter describes the research methodology that the study adopted. It describes the research design, target population, sampling procedures and sample size, instrumentation, data collection procedures and data analysis.

#### **3.2. Research Design**

The study adopted census research design because the method is representative and it considers the whole population. The rationale behind the adoption of census is that the target population was relatively small; the method is accurate and does not suffer probabilistic errors unlike survey research design (Mugenda & Mugenda, 2003). Relative to this study, this research design was helpful because it provided an environment where opinions, views, and experiences of all sampling units was to draw conclusions based on the study.

#### **3.3. Target population**

The study population comprised of all the 121 YEDF staffs distributed across all the 7 sub-counties of Turkana County. The study also considered 20 officials from the ministry of youth affairs 45 group leaders from 15 beneficiaries Group of YEDF in Turkana Central Sub County. .

Table 2.1: Target population

Divisions	Number of members
Staff from YEDF	121
Staff from Ministry of Youth Affairs	21
Group Leaders of Youth groups	45
Total	186

The study will also target the YEDF Regional credit coordinator and all the field officer in charge of the study location

### 3.4. Sample size and Sampling Procedure

Despite the study location being large and with sparsely population, the study considered the target population as the sample size. There were no specific sampling procedures conducted for this study.

### 3.5. Sample size

This was the same as the target population

Table 3.2: Target population

Respondents	Target Population	Sample size
Staff from YEDF	121	121
Staff from Ministry of Youth Affairs	20	20
Group Leaders of Youth groups	45	45
Regional Coordinator of Credit	1	1
Total	187	187

### 3.6. Research instruments

Data collection instrument are tools used to gather information from respondents. The study used two types of instruments, questionnaires for staff members of YEDF and interview schedules for the regional coordinator, group leaders of youth groups and staff members of the ministry of youth affairs.

#### 3.6.1. Questionnaires

Questionnaires were used to collect data from YEDF staff members distributed across the county.



The rationale behind it is that this is the primary group targeted and should give the basic information required for the study. The research instrument had questions on training, funding, level of technology and management practices. These questions (close-ended) are going to provide an insight on the relationship and influence on initiation of youth projects

### 3.6.2. Interview schedules

According to (Lichtman, 2010), interview schedule provides a clarification by shedding light on opinions and views as they relate to qualitative data under study. This instrument yields qualitative data in nature, which supports another instrument (Kvale, 1996). YEDF Regional credit coordinator, group leaders of youth groups and officials from the ministry of youth affairs within the study location will share their experiences, views, and opinions as they relate to level of technology, funding, training, management practices and as they relate to initiation of youth projects.

### 3.6.3. Pilot testing of instruments

A pilot study was conducted on three youth projects in the study location; these three did not feature in the main study. The purpose of conducting pilot study was to ensure that consistency of the research instrument and the adjustment of any questions in the research instruments in case they do not yield required validity and reliability of the study. This was to ensure that the questions that were to be asked are not difficult or unclear. The researcher made sure that the pilot task included youths at all stages of education comprising of those that were primary school drop outs. The reactions given by the respondents in the pilot testing allowed the researcher to adjust the questionnaire to fit all groups of people.

### 3.6.4. Validity of research instruments

In this study, validity of the research instruments began from the designing of instrument stage. According to Silverman (2005) for professional judgment determined content and construct validity. In most cases, the judgment seeks to determine whether the instruments measure what they

were intended relative to the subject of study. Polland (2005), claims that the key intention of pilot testing is to define the exactness and consistence of the instruments before they were used for actual data collection. This is the degree to which a given research instrument is able to be used to measure what it is intended to measure and yields consistent results every time it is used, it can be referred to as the degree of consistency of a research instrument. According to Silverman, 2005, this is the extent to which findings can be replicated by another researcher. Leedy and Ormrod (2005) and Silverman (2005) state that satisfied and construct validity is supposed to be recognized by denoting the content for expert judgment to check if it measures what it claims to measure. Thus, the researcher relied on expert judgment from research supervisors from the Department of Extra Mural Studies- Kitale office, University of Nairobi to validate the instruments.

### 3.6.5. Reliability of research instruments

The reliability of an instrument refers to the degree to which a research instrument produces consistent results after repeated study (Silverman 2005). In the study, reliability was determined by the Cronbach alpha coefficient that was computed from SPSS software after entering the pilot results and testing them (Cronbach, 1951). A Cronbach's alpha value of over 0.7 indicate that the gathered data is reliable and have a relatively high internal consistency which can be concluded to reflect the opinion of all respondent in the target population. All study variables that were found to have the Cronbach alpha coefficient close to 1 were preserved for further analysis. It was considered high enough to mean the research instrument is reliable and would give findings that are 70% consistent even upon repeating (Kathuri & Pals, 1993).

Table 4.3: Reliability Test Result

Reliability Statistics	
Cronbach's Alpha	N of Items
.862	44

In the findings presented in table 5, the value of Cronbach's Alpha was over 0.7 and, in this case, the questionnaire proved to be highly reliable according to Kathuri & Pals (1993).

### **3.7. Data collection procedure**

Two research assistants were recruited and trained on the purpose of the study and the research instruments. The researcher then used group leaders to assemble the youth retail owned enterprise group members and take them through the process of responding to questions. Thereafter, the researcher administered questionnaires and organize to group members and organize with the group leaders on how to collect them.

The researcher conducted face-to-face interviews and all the respondents took part in the interview were visited and informed about the purpose of the study, and book appropriate dates for face-to-face interviews. During the interview, the researcher asked open-ended questions as they relate to respective objectives and continued probing for more clarification especially on questions that were not clear on the questionnaire.

### **3.8. Data analysis technique**

Qualitative data collected from interviews was analyzed using thematic analysis where responses collected were summarized and organized based on themes (objectives) and sub-themes (indicators) and be presented tables.

Quantitative data collected using questionnaires were coded (serializing questionnaires) to ensure that all instruments are entered in the SPSS Version 22 software accordingly. After data entry, data analysis was conducted where statistical measures such as mean and standard deviation was determined to describe the relationship between independent and dependent variables. Data was presented in tables because they are easy to read and interpret.

### **3.9. Ethical considerations**

After getting clearance from the university to proceed to data collection, the researcher sought the clearance from NACOSTI, which was used seek permission and consent from the participants

before data collection. The participants were informed that data collected is for academic research and not incriminating or meant to be used for other purposes. Participants were assured of data confidentiality such that no names or identification was required on the research instrument (Bogdan & Biklen, 2018).

### 3.10. Operationalization of variables

#### Independent variable

Table 5.4: Operationalization of Variables- Independent variable

Objective	Variable	Scale of	Analysis
		Measurement	Technique
Examine the influence of training on initiation of youth projects.	1.No. of trainings 2.Frequency of Trainings	Ordinal	Frequency distribution and percentages
Establish the level of technology on initiation of youth projects.	1.System based operations 2.Advanced ICT resources 3.Competent Staff on ICT	Ordinal	Frequency distribution and percentages
Examine the influence of Management practices on initiation of youth projects.	1.M&E 2.Level of skills-staff 3.Quality of services offered 4.External linkages	Ordinal	Frequency distribution and percentages
Assess the influence of Funding on initiation of youth projects.	1.Loan size 2.Adequate funds from Gov't 3.Grants from well-wishers	Ordinal/Ratio	Frequency distribution and percentages



## **CHAPTER FOUR**

### **DATA ANALYSIS, PRESENTATIONS, INTERPRETATIONS, AND DISCUSSIONS**

#### **4.1. Introduction**

This chapter presents a detailed analysis, presentation, and interpretation of both qualitative and quantitative findings as they relate to research questions. A discussion that integrates both qualitative and quantitative findings relative to each research questions will feature in this chapter.

#### **4.2. Questionnaire return rate**

This study sought to determine the influence youth development fund activities had on initiation of youth projects in Turkana Central sub-county. The study targeted 187 respondents. 121 respondents were staff from YEDF who was the primary respondents to take part in responding to questionnaires and all responded; however, 114 took part in responding to the questionnaires and returned them successfully. In this case, there was 94% questionnaire return rate because some of the respondents did not return their questionnaires as expected.

#### **4.3. Demographic characteristics of respondents**

This section presents the demographic characteristics of respondents in terms of sex, age, and level of education, experience, training and other features that helps in describing them relative to the topic under study.

This study sought to determine distribution of respondents by gender and the findings were summarised in table 4.1.1

**Table 6.1.1: Distribution of respondents by gender**

Gender	Frequency	Percentage
Age		
Male	82	71.9
Female	32	28.1
Total	114	100.0

Male respondents were 71.9% while female respondents were 28.1%. Such a situation shows that there was an imbalance in the ratio between male and female staff, which may influence decision making in terms of gender.



The study sought to determine distribution of respondents by age and the findings were presented in table 4.1.2

Table 7.1.2: **Distribution of respondents by age**

Age bracket of respondents	Frequency	Percentage
Below 20 years	20	17.5
25-35 years	32	28.1
36-45 years	31	27.2
Above 45 years	31	27.2
Total	114	100.0

From the table 28.1% were aged between 25-35 years, 27.1% in each case were aged between 35-45 and above 45 years respectively. This implied that the majority of YEDF staff were not categorised as youths and therefore could not understand some of the problem's youths go through in a bid to initiate their projects.

This study sought to determine distribution of respondents with the section of the office they were currently working and the findings were presented in table 4.1.3

**Table 8.1.3: Distribution of respondents by section of the office currently working**

Section of the office currently working	Frequency	Percentage
Management	20	17.5
Customer care	31	27.2
Accounts/finance	20	17.5
Field operations	43	37.7
Total	114	100.0

From the table, 37.7% of the worked in the field operation section, 27.2% worked in customer care section while 17.5% and 37.7% worked in accounts/finance, and management respectively. The majority of staff was working in field operations and customer service to enhance work efficiency.

This study sought to determine distribution of respondents with the period they served in YEDF and the findings were presented in table 4.1.4

**Table 9.1.4: Distribution of respondents by period served in the organization**

Period served in the organization	Frequency	Percentage
Less than 1year	10	8.8
1-3 years	31	27.2
3-5 years	53	46.5
5-7 years	20	17.5
Total	114	100.0

In the table, 46.5% worked for 3-5 years, while 27.2%, 17.5% and 8.8% of the respondents observed that they had worked for a period between 1-3 years, 5-7 years, and less than one year respectively. This indicated that the majority of staff had worked for a long time and possessed the experience needed to influence initiation of youth projects; however, that was not the case.

This study sought to determine distribution of respondents by the level of education attained in YEDF and the findings were presented in table 4.1.5

**Table 10.1.5: Distribution of respondents by the level of education**

Level of education	Frequency	Percentage
Secondary/high school	10	8.8
Vocational centres/institutes	43	37.7
Colleges	41	36.0
University	20	17.5
Total	114	100.0

In terms of education, 37.7% had acquired education until the level of vocational centres/institutes, 36.0%, 17.5% and 8.8% attained college, university and high school as their highest levels of education respectively. From this finding it was clear that the majority of staff at YEDF were diploma and certificate holders, who could not use their knowledge to influence initiation of youth projects.

This study sought to determine distribution of respondents by the number of times respondents received in-service training in YEDF and the findings were presented in table 4.1.6

**Table 11.1.6: Distribution of respondents by the number of times received in-service training**

The number of times received in-service training	Frequency	Percentage
Once	83	72.8
Twice	31	27.2
Total	114	100.0

In the table, 72.8% received in-service training only once, while 27.2% had received in-service training twice during the time they worked with YEDF. In this case, close to three quarters of respondents had received training only once and this was not sufficient to equip them with necessary knowledge and competencies to influence the initiation of youth projects.

This study sought to determine distribution of respondents by rating their input towards evaluation of youth projects ideas and the findings were presented in table 4.1.7

**Table 12.1.7: Distribution of respondents by inputs towards evaluation of youth project ideas**

Input towards evaluation of youth project ideas		
Lowest	72	63.2
Low	31	27.2
Fair	11	9.6
Total	114	100.0

From the table, 63.2% rated it lowest, while 27.2% and 9.6% rated it low and fair respectively. This meant that majority of staff were not able to give their inputs to presented youth projects ideas, and this saw a majority of youths fail to initiate or sustainability their projects.

#### 4.4. Basic statistical assumptions

The data was assumed to have a normal distribution such that there was a statistically linear relationship between independent and dependent variables of the study.

#### 4.5. Quantitative findings related to the research questions

This part features findings collected and analysed from questionnaires. Tables were used used in presenting the findings relative to each indicator and research objective

#### 4.5.1. Influence of training on initiation of youth projects

Table 13.1.8: **Does training influence the initiation of youth projects?**

Response	Frequency	Percentage
Yes	94	82.5
No	20	17.5
Total	114	100.0

In the table, 82.5% agreed that training influenced the initiation of youth projects while 17.5% stated that training did not influence the initiation of youth projects.

Table 14.1.9: **Influence of training on initiation of youth projects**

Statement	Strongly agree		Agree		Neutral		Disagree		Strongly disagree	
	F	%	F	%	F	%	F	%	F	%
The frequency of training determines initiation and growth of youth projects	73	64.0	20	17.5	0	0.0	21	18.4	0	0.0
The Training curriculum should be one that acquaints project managers with business management skills, marketing strategies, & customer relation	72	63.2	32	28.1	0	0.0	0	0.0	10	8.8
Training methodologies determine the level of understanding by leaners; learner centered are better than teacher centered	82	71.9	22	19.3	0	0.0	10	8.8	0	0.0
Stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers	62	54.4	32	28.1	0	0.0	20	17.5	0	0.0

In table, 64.0% strongly agreed that the frequency of training determined the initiation and growth of youth projects. 17.5% agreed that the frequency of training determined the initiation and growth of youth projects. 18.4% disagreed that the frequency of entrepreneurial training determined the initiation and growth of youth groups. This meant that as the respondents received more training, they also trained more youths who then initiated and grew many retail enterprises.



In the same table, 63.2% strongly agreed while 28.1% agreed respectively that the training curriculum should be one that acquaints project managers with business management skills, marketing strategies, & customer relation. While that was so, 10 (8.8%) strongly disagreed that the training curriculum should be one that acquaints project managers with business management skills, marketing strategies, & customer relation. In this case, the majority of respondents noted that all project management trainings that staff attend should be geared towards empowering the youths.

Majority of respondents (71.9%) strongly agreed that training methodologies determined the level of understanding by learners; learner centered is better than teacher centered. In support of the idea, 19.3% agreed that training methodologies determined the level of understanding by learners; learner centered are better than teacher centered. However, 8.8% disagreed that training methodologies determined the level of understanding by learners; learner centered are better than teacher centered. Ideally, lecture methods of training were discouraged and instead encouraged discussion mode of training as a way to increase levels of understanding among learners.

On stakeholders' participation, 54.4% and 28.1% of the respondents strongly agreed and agreed respectively that stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers. Nevertheless, 17.5% disagreed that stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers. This indicated that YEDF staff ought to work closely with external parties that have like-minded objectives on youths in order to improve the effectiveness of their service delivery.

**Table 15.2.0: Influence of training on initiation of youth projects- mean and standard deviation**

Statement	N	Mean	Standard Deviation
The frequency of training determines initiation and growth of youth projects	114	3.73	1.147
The Training curriculum should be one that acquaints project managers with business management skills, marketing strategies, & customer relation	114	3.54	.884
Training methodologies determine the level of understanding by leaners; learner centered are better than teacher centered	114	3.46	.884
Stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers	114	3.81	1.14

In the findings presented in table 16, the mean and standard deviation were used to analyze the relationship and the strength of variation between independent and dependent variable. Considering that the responses for strongly agree and strongly disagree were 3 and 4 respectively, then it followed that the average responses from the respondents suggested a very strong relation between indicators and objectives and hence the dependent variable. In this case, the majority of respondents strongly agreed that the frequency of training determine initiation and growth of youth projects, shown by a mean of 3.73. A higher standard deviation indicates that the standard error is low and that the responses are widely spread across the mean, In the case, of training, a standard deviation of 3.147 indicate that the majority of responses were spread around the mean response which was strongly agree.

A mean of 3.54 and a standard deviation of .884 indicated that the majority of the respondents strongly agreed that the training curriculum should be one that acquaints youth project management with business management skills, marketing strategies, & customer relation and that the majority of all responses were concentrated around this response and not others like disagree or neutral.

A mean of 3.46 and a standard deviation of .884 indicated that the majority of respondents strongly agreed that training methodologies determined the level of understanding by learners; learner centered are better than teacher centered and that the majority of all responses were spread around this response.

A mean of 3.81 and a standard deviation of 3.14 indicated that the majority of respondents strongly agreed that stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers and that the majority of all responses were concentrated around this response and not others like disagree or neutral.

#### 4.5.2. Influence of level of technology on initiation of youth projects

**Table 16.2.1: Does the level of technology influence initiation of youth projects**

Response	Frequency	Percentage
Yes	93	81.6
No	21	18.4
Total	114	100.0

In the table, 81.6% of the respondents accepted that the level of technology influenced initiation of youth projects while 18.4% denied that the level of technology largely influenced initiation of youth retained owned enterprises.

**Table 17.2.2: Influence of the level of technology on initiation of youth projects**

Statement	Very great extent		Great extent		Moderate extent		Low extent		No extent at all	
	F	%	F	%	F	%	F	%	F	%
	The presence of management information system helps in keeping records and track of project managers hence improved service delivery	72	63.2	31	27.2	11	9.6	0	0.0	0
Availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff.	74	64.9	20	17.5	10	8.8	10	8.8	0	0.0
The level of competence by YEDF staff on the usability of technology helps to improve service delivery to project managers	93	81.6	10	8.8	11	9.6	0	0.0	0	0.0
The nature of technology adopted (simplicity) determines the level of usability by both YEDF staff and project managers in maintaining touch	82	71.9	10	8.8	11	9.6	11	9.6	0	0.0

From table 63.2% stated that there was a very great extent to which the presence of management information system helped in keeping records and tracking of project managers hence improved service delivery. Further, 27.2%, and 9.6% indicated that there was a great extent, and moderate extent respectively to which the presence of management information system helped in keeping records and tracking of project managers hence improved service delivery. This meant that

organizations that used management information system performed better not only in record management, but also on maintaining customer relations and offering improved services.

In the same table, 64.9% stated that there was a very great extent to which availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff. Still on the same, 17.5% indicated that there was a great extent to which availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff. However, 8.8% in each case stated that there was a moderate and low extent to which availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff.

Majority of respondents (81.6%) stated that there was a very great extent to which the level of competence by YEDF staff on the usability of technology helps to improve service delivery to young project manager. 8.8% and 9.6% respondents observed that there was a great and moderate extent to which the level of competence by YEDF staff on the usability of technology helps to improve service delivery to young project managers. In this case, a highly competent YEDF team will always see an improvement in management operation as well as the initiation and growth of youth projects.

On nature of technology, 71.9% stated that there was a very great extent to which the nature of technology adopted (simplicity) determined the level of usability by both YEDF staff and young project managers in maintaining touch. Comparatively, 8.8%, 9.6% and 9.6% of the respondents observed that there was a great extent, moderate extent and low extent respectively to which nature of technology adopted (simplicity) determined the level of usability by both YEDF staff and young project managers in maintaining touch. The more users to the technology will understand how to use and maintain it the more they will embrace it and, in this case, the more they will improve efficiency and service delivery.

**Table 18.2.4: Influence of the level of technology on initiation of youth retail projects- mean and standard deviation**

Statement	N	Mean	Standard Deviation
The presence of management information system helps in keeping records and track of young project manager hence improved service delivery	114	3.56	.912
Availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff.	114	3.61	.973
The level of competence by YEDF staff on the usability of technology helps to improve service delivery to young project managers	114	3.47	1.191
The nature of technology adopted (simplicity) determines the level of usability by both YEDF staff and young project managers in maintaining touch	114	3.57	1.013

In the findings featured in table above, there was a mean of 3.56 indicating that there was a very great extent to which the presence of management information systems helps in keeping records and track of young project managers. A standard deviation of .912 shows that responses are spread around the mean evenly such that the majority of respondents selected the first response. In another case, a mean of 3.61 indicated that there was a very great extent to which availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff. A standard deviation of .973 showed that majority of respondents noted that there was a very great extent to which availability of ICT resources influenced initiation and growth of young project managers.

Regarding the level of competence by YEDF staff, there was a mean of 3.47, which indicated that the majority of respondents selected the option “very great extent” to which the level of competence by YEDF staff influenced the usability of technology helps to improve service delivery to young project managers. A standard deviation of 3.191 was considered high and that it denoted the way majority of responses were spread about the mean. Apart from that, there was a mean of 3.57 and a standard deviation of 3.013, which indicated that the majority of respondents indicated that there was a very great extent to which the level of competence by YEDF staff influenced the usability of technology helps to improve service delivery to SMEs and that these responses were evenly spread around the mean.

#### 4.5.3. Influence of funding on initiation of youth projects

**Table 19.2.5: Does funding influence the initiation of youth projects?**

Response	Frequency	Percentage
Yes	92	80.7
No	22	19.3
Total	114	100.0

In the table, 80.7% accepted that funding influenced the initiation of youth projects while 19.3% denied that funding influenced initiation of youth projects.

**Table 20.2.6: Influence funding on initiation of youth projects**

Statement	Strongly agree		Agree		Neutral		Disagree		Strongly disagree	
	F	%	F	%	F	%	F	%	F	%
Adequacy of funding especially received from the exchequer influence the loan size received by youth project	62	54.4	42	36.8	0	0.0	10	8.8	0	0.0
The amount of funds received largely influence management and operational activities of youth enterprise development fund.	73	64.0	21	18.4	20	17.5	0	0.0	0	0.0
The ability to receive grants and other funds from well-wishers helps by cushioning young project managers from the interest payable and other costs levied by the fund; it reduced the cost of operation of YEDEF	104	91.2	10	8.8	0	0.0	0	0.0	0	0.0
Whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth	94	82.5	10	8.8	10	8.8	0	0.0	0	0.0



In the findings, 54.4% and 36.8% of the respondents strongly agreed and agreed respectively that adequacy of funding especially received from the exchequer influenced the loan size received by youth project managers. Even so, 8.8% of the respondents disagreed that that adequacy of funding especially received from the exchequer influenced the loan size received by youth project managers. In this case, funding institution ought to maintain a steady flow of adequate cash to youth enterprise funds to ensure they execute their mandate accordingly. Majority of respondents (64.0%) of the respondents strongly agreed that the amount of funds received largely influence management and operational activities of youth enterprise development fund. Contrary, 18.4%, and 17.5% agreed and gave neutral responses respectively that the amount of funds received largely influence management and operational activities of youth enterprise development fund.

In the same table, 91.2% strongly agreed that the ability to receive grants and other funds from well-wishers helps by cushioning young project managers from the interest payable and other costs levied by the fund; it reduced the cost of operation of YEDF. Equally, 18.8% supported the idea by agreeing that the ability to receive grants and other funds from well-wishers helps by cushioning young project managers from the interest payable and other costs levied by the fund. Regarding adequacy of funds and wider coverage, 82.5% and 8.8% strongly agreed and agreed respectively that whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth. Contrary, 8.8% of the respondents were not decided on whether they should agree or disagree on the fact that whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth.

**Table 21.2.7: Influence funding on initiation of youth projects - mean and standard deviation**

Statement	N	Mean	Standard Deviation
Adequacy of funding especially received from the exchequer influence the loan size received by youth projects	114	3.63	.875
The amount of funds received largely influence management and operational activities of youth enterprise development fund.	114	3.54	.778
The ability to receive grants and other funds from well-wishers helps by cushioning youthful project managers from the interest payable and other costs levied by the fund; it reduced the cost of operation of YEDF	114	3.09	.775
Whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth	114	3.26	.610

In the findings presented in table, a mean of 3.63 indicated that the majority of respondents strongly agreed that the adequacy of funding especially received from the exchequer influence the loan size received by youth projects. A standard deviation of .875 indicated that the majority of responses given were spread around the mean in an evenly manner because the value is less than the mean. In another case, a mean of 3.54 meant that the majority of respondents strongly agreed that the amount of funds received largely influence management and operational activities of youth enterprise development fund. A standard deviation of .778 is less than the mean indicating an evenly spread distribution of responses around the mean. Apart from that a mean of 3.09 and a standard deviation of .775 indicated that the majority of respondents strongly agreed that the ability to receive grants and other funds from well-wishers helps by cushioning youthful project managers

from the interest payable and other costs levied by the fund and that these responses were evenly distributed around the mean. In addition, a mean of 3.26 and a standard deviation of .610 indicated the majority of respondents strongly agreed that whenever funds were adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth and that these responses were evenly distributed around the mean.

#### 4.5.4. Influence of management practices on initiation of youth project

**Table 22.2.8: Does Management practices influence initiation of youth projects**

Response	Frequency	Percentage
Yes	93	81.6
No	21	18.4
Total	114	100.0

In the table, 81.6% accepted that management practices influenced initiation of youth project while 18.4% denied the fact that management practices influenced initiation of youth projects.

**Table 23.2.9: Influence of management practices on initiation of youth projects**

Statement	Strongly agree		Agree		Neutral		Disagree		Strongly disagree	
	F	%	F	%	F	%	F	%	F	%
Competent and skilled staff enhances effective service delivery to young project managers, customer satisfaction will always improve	93	81.6	10	8.8	11	9.6	0	0.0	0	0.0
Diligent staff will always adhere to YEDF mandate and the tenets of the constitution, no favor in awarding loans/funds to young project managers	83	72.8	10	8.8	11	9.6	0	0.0	10	8.8

The leadership of YEDF that works on transformational/charismatic motivates staff to work with no supervision hence improved service delivery	83	72.8	11	9.6	10	8.8	0	0.0	10	0.0
The ability to conduct regular M&E and write reports about the status of young project managers and their operations helps in securing grants and other support from stakeholders	72	63.2	22	19.3	20	17.5	0	0.0	0	0.0

In the table, 81.6% and 8.8% strongly agreed and agreed respectively that competent and skilled staff enhances effective service delivery to young project managers, customer satisfaction will always improve. 9.6% gave neutral responses on the fact that competent and skilled staff enhances effective service delivery to young project managers, customer satisfaction will always improve. Nevertheless, 72.8% strongly agreed that diligent staff would always adhere to YEDF mandate and the tenets of the constitution such that no favor in awarding loans/funds to young project managers. 8.8% of the respondents supported the idea that diligent staff will always adhere to YEDF mandate and the tenets of the constitution such that no favor in awarding loans/funds to young project managers. Further, 9.6 % gave neutral responses 8.8% strongly disagreed that diligent staff would always adhere to YEDF mandate and the tenets of the constitution such that no favor in awarding loans/funds to young project managers.

In the same table, 72.8% strongly agreed that the leadership of YEDF that works on transformational/charismatic motivates staff to work with no supervision hence improved service delivery. While that was so, 9.6%, 8.8% and 8.8% agreed, gave neutral responses and strongly disagreed respectively that that works on transformational/charismatic motivates staff to work with no supervision hence improved service delivery. Further, 63.2% strongly agreed that the ability to conduct regular M&E and write reports about the status of young project managers and their operations helps in securing grants and other support from stakeholders. 19.3% and 17.5% of the respondents agreed and gave neutral responses respectively that the ability to conduct regular M&E and write reports about the status of young project managers and their operations helps in securing grants and other support from stakeholders.

**Table 24.3.0: Influence of management practices on initiation of youth projects- mean and standard deviation**

Statement	N	Mean	Standard Deviation
Adequacy of funding especially received from the exchequer influence the loan size received by youth projects	114	3.63	.875
The amount of funds received largely influence management and operational activities of youth enterprise development fund.	114	3.54	.778
The ability to receive grants and other funds from well-wishers helps by cushioning youth projects from the interest payable and other costs levied by the fund; it reduced the cost of operation of YEDF	114	3.09	.775
Whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth	114	3.26	.610

In the findings presented in table, it is evident that the majority of respondents strongly agreed to that fact that adequacy of funding especially received from the exchequer influence the loan size received by youth enterprises and this was illustrated by a mean of 3.63. A standard deviation of .875 indicated that the responses were evenly distributed around the mean. In another case, a mean of 1.54 and a standard deviation of .778 showed that majority of respondents strongly agreed that the amount of funds received largely influence management and operational activities of youth

enterprise development fund and that the responses were distributed evenly around the mean. In another case, a mean of 3.09 and a standard deviation of .775 indicated that the majority of respondents strongly agreed that the ability to receive grants and other funds from well-wishers helps by cushioning youth project managers from the interest payable and other costs levied by the fund and that these responses were evenly distributed around the mean. A mean of 3.26 and a standard deviation of .610 showed that the majority of respondents strongly agreed that whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and that the responses were relatively and evenly distributed around the mean.

**Table 25.3.1: Interview Results**

Themes	Sub-themes	Respondents
Entrepreneurial training and initiation of youth projects	The Number and frequency of trainings highly prepares members of staff to develop strategies of empowering and supporting youth in terms of ideas and strategies.	YEDF Regional credit coordinator
Level of technology and initiation of youth projects	Adoption of highly advanced ICT resources motivates staff members to adopt the use of system-based operations, which enhances efficiency in the service delivery of empowering and supporting youths.	Officials from the ministry of youth affairs
Funding and initiation of youth projects	The amount of loan awarded to SMEs largely depends on the amount of funds received from the exchequer and other funding organization.	YEDF Regional credit coordinator
	Adequacy of funds determines the number of youths to be reached and to benefit from the initiative	Group leaders of youth groups and officials from the Ministry of Youth
Management practices and initiation of youth projects	Frequent practice of conducting monitoring and evaluation together with report writing and submission showcases how the management organizes its operations to attain its goals including youth empowerment.	YEDF Regional credit coordinator
	The level of and experience staff have regarding empowering and support of youth owned projects determine the strategies and quality of services offered in a move to execute their roles.	Group leaders of youth groups

#### 4.6. Discussion of findings

This section presents an overview of both qualitative and quantitative findings as they relate to scholarly findings as discussed below based on the confines of each variable.

##### **4.6.1. Influence of entrepreneurial training on initiation of youth projects**

According to the findings presented in this study, especially from table 82.5% noted that indeed entrepreneurial training largely influenced initiation of youth projects. Notably, over 85% acknowledged that the frequency of training, tailored curriculum, and teaching methodologies largely influenced initiation of youth projects. This meant that as the YEDF staffs receives training on entrepreneurship they cascade the same to youth who are empowered with financial, marketing and business strategies that will motivate them to initiate businesses and remain afloat. Training YEDF staff equips them with knowledge needed to evaluate business ideas presented by youths, and solve business related problems associated with starting new ventures. Qualitative findings supported quantitative findings as show in the table. The study by Curtain (2017) presented ideas that were in line with the findings from this study such that the author emphasizes that program implementation team should be equipped with necessary competences that will enable them promote entrepreneurial programs.

##### **4.6.2. Influence of level of technology on initiation of youth projects**

In the findings 81.6% stated that the level of technology influenced initiation of youth projects. This was also highlighted in subsequent tables where on average 87% of respondents stated that the presence of management information systems, advanced ICT resources, technological competence, simplicity and durability of technology facilitates the provision of high quality services to youths including record keeping, effective evaluation, and professional report writing, which will in turn attract more funding. This means that as the institution advances, installs, and adopts the use of modern technology its performance improves. These quantitative findings were the same as those presented in qualitative findings as shown in the table.



Lekara (2019) found that embracing technology improves employee productivity, encourage the use of systems that improve efficiency. The ability to use management systems helps in tracking performance of clients, enables real-time customer feedbacks and communication, improves marketing research and hence service delivery of that organization. Kariuki (2015) established that organizational management are able to modify and improve their business model as a way of achieving the expected success after adoption of modern technology. According to Karuiki (2015), management activities such as maintaining a client base, organizing for trainings, and reaching a wider market are goals that an organization can reach effectively once the installation and usability of ICT tools has been clearly done. Pfano & Beharry (2016) added that the practice of managing technology helps in improving decision making by ensuring that information is disseminated to the right people at the right time.

#### **4.6.3. Influence of funding on initiation of youth projects**

In the study, 80.7% of the respondents accepted that funding influenced initiation of youth projects. This fact was emphasized when averagely over 85% stated that adequacy of funds received not only helped in increasing the loan size awarded to youths, but also facilitates operational activities in the organization. Increased funding either from grants or from the exchequer helps YEDF to manage its costs of doing business because it cushions the organization from non-performing credits, and helps the organization to reach a wider network of clientele. These findings related to the findings from the interviews as shown in the table titled interview findings. Scholarly findings were in line with Quantitative and qualitative findings.

Ontario Association of Youth Employment (2000) observed that 46% of star-up businesspersons secured financial credit after saving with the lender for some time. According to the association, the amount of loan an entrepreneur could secure depended largely on the amount of saving they had and not on the viability of the business ideas they sought to actualize. Youth Entrepreneurship Paper (2002) elucidates that specific loan schemes unlike traditional grant schemes are increasingly luring young entrepreneurs to secure high interest financial credit because of the

quantity lent, to a young and inexperienced entrepreneur, this is a recipe for failure because the majority will fail to realize the return on capital as expected; thereby, fail on repayment. Traditional grant schemes or loan awarded to youths with low or no interests are usually inadequate and not sufficient to cater for the overhead expenses necessary for the operation of the business. The demand for Traditional grant schemes or loan awarded to youths is high because the criteria used in establishing one's qualification is the prove of a business plan, showcasing abilities to repay through commitment and responsibilities to realization of the ideas presented.

#### **4.6.4. Influence of management practices on initiation of youth projects**

In the findings presented in 81.6% indicated that management practices largely influenced initiation of youth projects Findings presented showed that over 86% elucidated that competent and skilled staff who executed their work with diligence and adopting good leadership styles have always improved youth empowerment programs. Notably, a team that adheres to the principles and rules of working, and the constitution that ensures working without any form of favouritism, corruption, and/or incompetence will see a number of youths' benefit from youth programs hence improve economic growth. Many YEDF have failed to perform based on their mandate because of corruption, favouritism, and failure to adhere to rules and regulations hence seeing many incompetent and untalented youths' benefit from funds, which in turn do not facilitate them to initiate businesses. Findings from interviews coincided with quantitative findings. Scholarly findings coincided with qualitative and quantitative findings.

Sambo (2016) noted that tribalism, favouritism and discrimination in awarding loans to youth makes many youths to miss chances of securing loans. The researcher added that loaning procedures were sometimes complicated in such a way that the requirements set in order for youths to secure loans were difficult for some youths to attain. Bureaucratic procedures in terms of loan approvals takes long, a situation that makes many youths to lose hope of initiating businesses or acquire loans when "good time/season" of doing business has elapsed thereby exposing newly initiated small-scale retail enterprises to failure. Curtain (2017), established that some of the conditions in India influencing the size of loans that men and women would secure was determined

by age, gender, and marital status in such a way that a married woman aged between 18-35years qualified for a higher loan compared to an unmarried girl or a bachelor man in the same age cohort. Mburu (2015) observed that management functions such as planning, controlling, staffing, and competence improved service delivery in terms of awarding loans, linking youths with external markets, soliciting and acquiring overseas jobs to the youths.

According Khaoya & Moronge (2016) lack of operating blueprint from the government on how YEDF should be managed has made it difficult for many other related organizations to fail in terms of empowering the youths with loans, jobs and securing marketing opportunities. High registration costs and entry academic qualifications among other legal requirements have posed a great challenge to most businesses because the majority cannot satisfy; therefore, making operations difficult.

## **CHAPTER FIVE**

### **SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS**

#### **5.1. Introduction**

Findings demonstrate over 50% of the respondents had worked in the respective institutions for between 1-3 years. Thus they had worked at their respective places for enough period and consequently they had the crucial mid-level management data mandatory to react to the questionnaire and they are well aware of the management practices in YEDF. Findings also inferred that for a group to profit from YEDF, it needed to have existed for at least three months. YEDF recipients are mostly males aged between 31-35 years with secondary and primary education, indicating that low levels of approval and involvement of females and youths below the age of 30 in YEDF projects in the constituency. More discoveries gathered that YEDF collective relationships and deliberate partnership ventures have aided largely youth with quite low levels of education, suggesting that youths with diploma and degree education fancy white collar jobs to self-employment, therefore the need for entrepreneurship training. The outcomes also exhibited that almost half of the YEDF recipients in the constituency did not have any business understanding before joining the YEDF Program, an indicator to the ignorance and the great training needs of YEDF beneficiaries. This shows that capacity building and liberation continue to be a boundless test to YEDF and would in the end drop a huge percentage of the program financial plan at the expense of fund disbursement to warrant performance of the youth groups. This chapter features a summary of key findings, conclusion made from the findings, recommendations for policy & practice, and suggestions for further studies.

#### **5.2. Summary of findings**

This section presents a concise review of key findings relative to every research question

##### **5.2.1. Influence of entrepreneurial training on initiation of youth projects**

From the findings, 82.5% of the respondents noted that indeed entrepreneurial training largely influenced initiation of youth projects. Notably, over 85% of respondents acknowledged that the

frequency of training, tailored curriculum, and teaching methodologies largely influenced initiation of youth projects. The majority of respondents asserted that training staff helped in improving their competencies and motivating them to execute their roles in a diligent way. Findings from the interviews were in line with findings from questionnaires.

### **5.2.2. Influence of level of technology and initiation of youth projects**

According to the findings 81.6% of the respondents stated that the level of technology largely influenced initiation of youth projects. Notably, 87% of respondents stated that the presence of management information systems, advanced ICT resources, technological competence, simplicity, and durability of technology facilitates the provision of high-quality services to youths including record keeping, effective evaluation, and professional report writing, which will in turn attract more funding. Findings from the interviews especially from the Regional Credit Coordinator and officials from the Ministry of Youths affairs supported the findings.

### **5.2.3. Influence of funding on initiation of youth projects**

From the findings featured in this study, 80.7% of the respondents accepted that funding influenced initiation of youth projects. Categorically, over 85% stated that adequacy of funds received not only helped in increasing the loan size awarded to youths, but also facilitates operational activities in the organization. Increased funding either from grants or from the exchequer helps YEDF to manage its costs of doing business because it cushions the organization from non-performing credits, and helps the organization to reach a wider network of clientele. In the interviews the Regional Credit Coordinator for YEDF and the officials from the Ministry of Youth affairs indicated that adequacy of funds helps the organization in funding and actualizing their plans and enhancing smooth operations.

### **5.2.4. Influence of management practices on initiation of youth projects**

According to the findings, 81.6% of the respondents indicated that management practices largely influenced initiation of youth projects. In addition, over 86% of respondents elucidated that competent and skilled staff who executed their work with diligence and adopting good leadership

styles have always improved youth empowerment programs. Notably, a team that adheres to the principles and rules of working, and the constitution that ensures working without any form of favouritism, corruption, and/or incompetence will see a number of youths' benefit from youth programs hence improve economic growth. Qualitative findings from interviews were in line with quantitative findings. Both the Regional Credit Coordinator, officials from the Ministry of Youth affairs and group leaders of youth groups indicated that the adoption of effective management styles and practices enhances good service delivery hence helps in seeing many youths initiate and grow retail owned enterprises

### **5.3. Conclusions**

The academic qualification of YEDF staff is relatively low and that explains their inability to execute their mandate diligently. Further, the majority of staff members are past the youthful age of 35 years and hence might not understand the dynamics and some of the current problems and opportunities associated with initiating and sustaining youth projects. Few members of staff at YEDF had received training and therefore could not disseminate effectively the same to a high population of youth who needs their services.

The YEDF relies majorly on requisitions from the exchequer and therefore does not have some of the modern technological resources and staff. In this case, the available ICT resources are not able to ensure effective management information and other system operations. Further, overreliance on the County ICT officers from the Ministry of ICT means that they lack full time ICT staff to manage their technological operations.

The amount of funds received from the National Treasury depends on the country's politics, and the relation that national leaders have with the county leadership. Most YEDF rarely receive funding from other sources apart from the exchequer and therefore it is difficult to fix the problem of non-performing loans from youths. Further, amount of funds received is usually too little and hence affect effective operations of the organization.

YEDF staff and management practice or offer their services in a non-transparent manner full of favouritism that see incompetent and untalented youths benefit from funds that could have benefitted able youths. Most staff members are not skilled, competent, and diligent in the way they execute their roles. Further, there are no clear working guidelines in most YEDF because staff members execute their roles in the way they want.

### **5.3 Recommendations**

This section presents commendations from policies formulated by relevant authorities and the normal practice of how things should operate for optimum results. Suggestions for further studies by scholarly also feature in this section.

#### **5.3.1 Recommendations for policy and practice**

The Ministry of Youth affairs out to formulate policies that would see YEDF increase the number and frequency of in-service trainings for staff members to prepare them adequately about youth empowerment programs and related matters. The leadership of the organization in partnership with stakeholders and in conjunction with the line ministry should develop a training curriculum that will help in preparing not only staff members but also youths in ensuring that they initiate and grow retail owned enterprises.

The ministry of ICT and the Ministry of Youth affairs should work together in adopting and installing modern technological tools and resources to be used by YEDF staff in executing their roles in order to motivate them and improve service delivery to youths. Further, the leadership of YEDF and the Ministry of Youth Affairs should train staff on the usability and integration of ICT in the day-to-day office activities to enhance quality of services offered.

YEDF should develop their budgets and plans and forward them to the line ministry in time and the line ministry should liaise and lobby for adequate funding from the National Treasury in order to facilitate effective operations. The move to work closely with other funding organization is also welcome, as it will help YEDF to offset some of their bad debts and settle overhead costs.

The national legislature ought to formulate laws that guide the management of YEDF to avoid situations where staff members work based on favour, tribalism, and corruption. There is the need to ensure only competent, skilled and knowledgeable calibre are enlisted in the YEDF as staff members.

### **5.3.2 Suggestions for further studies**

This study considered institutional factors influencing youth enterprise development funds practices and the initiation of youth projects. Institutional factors are not only the ones influencing initiation of youth owned retail enterprises, other factors that can be researched further include Political factors influencing youth enterprise fund and initiation of youth owned retail enterprises.



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## APPENDICES

### 2.20. APPENDIX I: LETTER OF TRANSMITTAL

University of Nairobi,  
Po Box 3167,  
Kitale-Kenya

Dear Respondent,

RE: INTRODUCTORY LETTER FOR DATA COLLECTION.

My name is Eweet Jacob. I am a student at the University of Nairobi undertaking a degree in Masters of Arts in Project Planning and Management. I am undertaking a research project entitled: Influence of Youth Enterprise Development Fund activities on the initiation of youth projects in Turkana Central Sub County-Kenya. You have been selected to participate in this study to obtain your perceptions and views regarding various aspects of the youth owned retail projects. There are no good or wrong answers but your honest participation in answering the questions will assist in establishing the influence of Youth Enterprise Development Fund on the initiation of youth owned retail enterprises in Turkana central Sub County. The information provided will be treated confidentially.

Thank you in advance.

Signature..... date.....

Eweet Jacob Esekon,

MA (Project Planning and Management).

L50/19059/2019

University of Nairobi

## APPENDIX II: QUESTIONNAIRE

### *Instructions:*

*You are kindly requested to respond to the items in the questionnaire as honestly as possible. Please do not write your name anywhere on this questionnaire. Respond by ticking (✓) where appropriate or fill in the required information in the spaces provided.*

### SECTION A: DEMOGRAPHIC INFORMATION

1. Indicate your gender

Male ( ) Female ( )

2. Indicate your age bracket

Below 25 years [ ] 25-35 years [ ] 36-45 years [ ] Above 45 years [ ]

3. Which section of this organization do you work?

Management [ ]

Administration [ ]

Customer Care [ ]

Accounts/Finance [ ]

Field operations [ ]

Other, specify .....

4. How long have you worked in this organization?

Less than 1 year [ ]

1-3 years [ ]

3-5 years [ ]

5-7 years [ ]

Over 8 years [ ]

5. What is your level of education?

Primary Level [ ]

Secondary/High School [ ]

Vocation centre/Institutes [ ]

College [ ]

University [ ]

6. How many times have you received in-service trainings to improve your productivity and enhance service delivery?

Once [ ]      Twice [ ]      Thrice [ ]      Always [ ]      Never [ ]

7. Rate your input toward evaluation of youth business ideas before awarding loans, monitoring & evaluation, entrepreneurial training and adherence to the mandate of YEDF, on a scale of 1 to 5, 1 being the lowest, and five being the highest?

1 [ ]      2 [ ]      3 [ ]      4 [ ]      5 [ ]

**SECTION B: ENTREPRENEURIAL TRAINING AND INITIATION OF YOUTH PROJECTS**

This section seeks to find the influence of entrepreneurial training on initiation of youth projects

8. Do you think entrepreneurial training influences initiation of youth projects?

Yes [ ]

No [ ]

In your own opinion, to which extent do you agree or disagree with the following statements as they relate to influence of entrepreneurial training and initiation of youth projects on a scale of 1-5 where 1=strongly agree, 2=Agree, 3=Neutral, 4=Disagree and 5=Strongly Disagree

	Statement	1	2	3	4	5
1	The frequency of training determines initiation and growth of youth projects					
2	The Training curriculum should be one that acquaints young project managers with business management skills, marketing strategies, & customer relation					
3	Training methodologies determine the level of understanding by learners; learner centered are better than teacher centered					
4	Stakeholders from financial institutions and the business sector should always be invited to share their experiences, it encourages young project managers					



**SECTION C: LEVEL OF TECHNOLOGY AND INITIATION OF YOUTH PROJECTS**

This section seeks to find out level of technology influence initiation of youth projects

9. Do you think level of technology influences initiation of youth projects?

Yes [ ]

No [ ]

10. To what extent do you think the following statements apply as they relate to level of technology and initiation of youth owned retail enterprises on a scale of 1-5 where 3=strongly agree,1=Agree, 2=Neutral, 3=Disagree and 4=Strongly Disagree

	Statement	1	2	3	4	5
1	The presence of management information system helps in keeping records and track of young project managers hence improved service delivery					
2	Availability of advanced ICT resources facilitates remote M&Es, Trainings, and even motivates YEDF staff.					
3	The level of competence by YEDF staff on the usability of technology helps to improve service delivery to young project managers					
4	The nature of technology adopted (simplicity) determines the level of usability by both YEDF staff and young project managers in maintaining touch					

**SECTION D: FUNDING AND INITIATION OF YOUTH PROJECTS**

This section seeks to find out the influence funding on initiation of youth projects

11. Do you think funding influences initiation of youth projects?

Yes [ ]

No [ ]

12. To what extent do you agree or disagree with the following statements apply on funding and its influences initiation of youth projects on a scale of 1-5 3=strongly agree,1=Agree, 2=Neutral, 3=Disagree and 4=Strongly Disagree

	Statement	1	2	3	4	5
1	Adequacy of funding especially received from the exchequer influence the loan size received by youth projects					
2	The amount of funds received largely influence management and operational activities of youth enterprise development fund.					
3	The ability to receive grants and other funds from well-wishers helps by cushioning young project managers from the interest payable and other costs levied by the fund; it reduced the cost of operation of YEDF					
4	Whenever funds are adequate, youth enterprise fund will reach a large number of beneficiaries and hence economic growth					

SECTION E: MANAGEMENT PRACTICES AND INITIATION OF YOUTH PROJECTS

This section seeks to find out the influence of management practices on initiation of youth projects

13. Do you think management practices influences initiation of youth projects ?

Yes [ ] No [ ]

14. To what extent do you agree or disagree with the following statements apply on management practices and its influences initiation of youth projects on a scale of 1-5 where 3=strongly agree,1=Agree, 2=Neutral, 3=Disagree and 4=Strongly Disagree

	Statement	1	2	3	4	5
1	Competent and skilled staff enhances effective service delivery to young project managers, customer satisfaction will always improve					
2	Diligent staff will always adhere to YEDF mandate and the tenets of the constitution, no favor in awarding loans/funds to young project managers					
3	The leadership of YEDF that works on transformational/charismatism motivates staff to work with no supervision hence improved service delivery					
4	The ability to conduct regular M&E and write reports about the status of young project managers and their operations helps in securing grants and other support from stakeholders					

Thanks for your time

### APPENDIX III: INTERVIEW GUIDE

Instruction to the Researcher: *After conducting brief introductions with the respondents and sharing information on the purpose of the study, prepare your notebook and start asking the open ended questions. Probe respondents for more clarification for questions that are not answered clearly*

- i. In your own understanding how do you think entrepreneurial training influence initiation of youth projects in Turkana Central Sub County, Turkana County?
- ii. What is the relationship between the level of technology adopted by YEDF and initiation of youth projects Turkana Central Sub County, Turkana County?
- iii. How does funding of YEDF influence initiation of youth projects in Turkana Central Sub County, Turkana County?
- iv. Share your views on the influence of management practices of YEDF on initiation of youth projects in Turkana Central Sub County, Turkana County?

Thanks for taking part in the study



2.21. APPENDIX IV: RESEARCH PERMIT

  
REPUBLIC OF KENYA

RefNo: 741250

**RESEARCH LICENSE**

Date of Issue: 13/June/2020




**This is to Certify that Mr.. JACOB ESEKON EWEET of University of Nairobi, has been licensed to conduct research in Turkana on the topic: INFLUENCE OF YOUTH ENTERPRISE DEVELOPMENT FUND ON INITIATION OF YOUTH OWNED SMALL-SCALE BUSINESSES IN TURKANA CENTRAL SUB COUNTY, TURKANA COUNTY for the period ending : 13/June/2021.**

License No: NACOSTI/P/20/5201

741250  
Applicant Identification Number

  
Director General  
NATIONAL COMMISSION FOR  
SCIENCE, TECHNOLOGY &  
INNOVATION

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