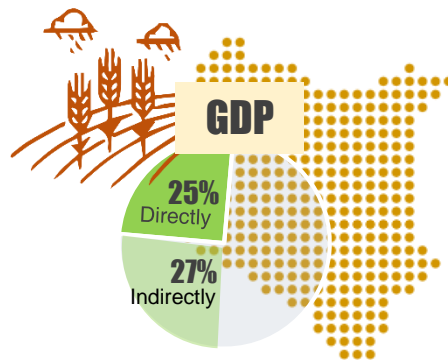


The Apprenticeship Pathway: Preparing Kenyan Youth for Jobs in the Agriculture Sector

AGRICULTURE IN KENYA

Agriculture contributes by more than $\frac{1}{4}$ to Kenyan economy (GDP)

It provides more than 18% of formal employment in Kenya

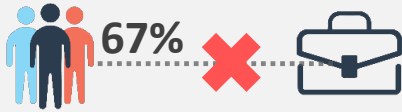


Emerging policy opportunities in the agriculture sector

- TVET education
- Growing youth population
- Rising middle class urban population
- Value Chain investments
- Food markets (global & regional)
- Consumption patterns

Under-exploited opportunities in agriculture sector

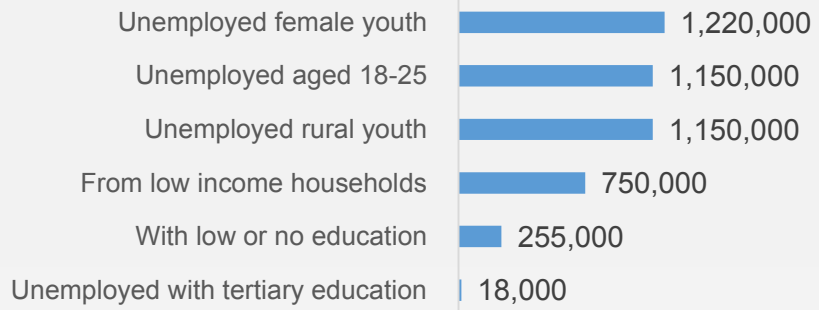
- Diversification
- New markets
- Climate-smart agriculture
- Post harvest technologies
- Partnerships
- Risk capital
- Mentoring



67% of Kenya's youth (15-29yrs) are unemployed or under-employed

(World Bank 2016)

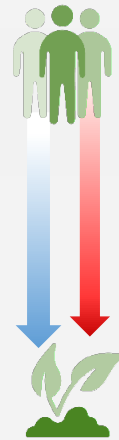
Youth who need employment include



Rationale for Youth Apprenticeship in Agriculture

Why involve youth in Agriculture?

- Youth heterogeneity ==> **Diversity**
- Youth technological savviness ==> **Innovation**
- Youth learning and practicing ==> **Mentorship**
- Youth climate change response ==> **Resilience**
- Youth policy alignment ==> **Inclusiveness**



Obstacles to engaging youth in agriculture

- Unattractiveness of the sector
- Inadequate skills and technologies
- Lack of mentors and role models
- Inadequate capital assets
- Low wages
- Labor-intensity
- Uncoordinated policies



Why apprenticeship?

Inter-generational partnerships

Retention in agriculture

A knowledge-based economy

Experiential learning
Improved wages
Resilience
Rebranding culture
Inclusive policies



Policy Recommendations

Access to apprenticeships

Providing incentives to enhance inclusiveness of apprenticeship for diverse youth

Attractiveness of apprenticeships

Reforming the curriculum especially to include informal learning opportunities

Governing apprenticeships

Coordination at the county level of youth employment programmes

Financing apprenticeships

Creating an apprenticeship fund to support employers and apprentices investing/pursuing apprenticeship in agriculture

Monitoring, Evaluation and Learning

Incorporating a need assessment component to analyze the labor market and industry needs to assist the youth to prepare and respond to emerging market opportunities in agriculture.