

YOUTH EMPOWERMENT PROJECT

Narrative Progress Report
1 January to 31 December 2019



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the European Union

List of Abbreviations

ADB	African Development Bank
ASSERT	Association of Small Scale Enterprises in Responsible Tourism
AU	The African Union
BGA	Bridging Gaps Advisory
BDS	Business Development Services
B2B	Business to Business
CBT	Community-Based Tourism
CBGS	Czech Bikes for Gambian Schools
CCTV	Closed-Circuit Television
CIIE	China International Import Expo
CRM System	Customer Relationship Management System
CRR	Central River Region
CSEB	Compressed Stabilized Earth Blocks
DOA	Description of Action
EBA	Earth Builders Association
ELIT Summer Camp	Entrepreneurship, Leadership, ICT, and Technology (ELIT) Summer Camp
EU	The European Union
EUR	Euro
EUTF	The European Union Emergency Trust Fund for stability and addressing root causes of irregular migration and displaced persons in Africa
FAO	Food and Agriculture Organization
FSP	Financial Service Provider
FSQA	Food Safety and Quality Authority
FWG	Fashion Weekend Gambia
GAIN	Gambia Angels Investors Network
GBA	Greater Banjul Area
GCCI	The Gambia Chamber of Commerce and Industry
GHA	Gambia Hotel Association
GHE	Gambia Horticulture Enterprises
GHP	Good Hygienic Practices
GIEPA	The Gambia Investment & Export Promotion Agency
GIZ	Gesellschaft für Internationale Zusammenarbeit (German Development Agency)
GLFS	Gambia Labour Force Survey
GMD	Gambian Dalasi
GRAIDCO	Global Relief Aid and Development Company
GRTS	Gambia Radio and Television Services
GSI	The Gambia Songhai Initiative
GTB	Gambia Tourism Board

GTHI	Gambia Tourism and Hospitality Institute
GTMI	Gambia Telecommunications and Multimedia Institute
GTTI	Gambia Technical Training Institute
GYCC	The Gambia Youth Chamber of Commerce
GYIN Gambia	Global Youth Innovation Network Gambia Chapter
HACCP	Hazard Analysis and Critical Control Point
ICT	Information and Communication Technologies
IFAD	International Fund for Agricultural Development
IIHT	Indian Institute of Hardware Technology
ILO	International Labour Organization
IMVF	Instituto Marquês de Valle Flôr
IOM	International Organization for Migration
ICT	Information and Communications Technologies
IT	Information Technology
ITAG	Information Technology Association of The Gambia
ITC	International Trade Centre
ITTOG	Institute of Travel and Tourism of the GambiaJSF
JSF	Jobs, Skills and Finance for Women and Youth Programme
JTGA	Janjanbureh Tour Guide Association
LRR	Lower River Region
MOA	Ministry of Agriculture
MOHERST	Ministry of Higher Education, Research, Science and Technology
MOTIE	Ministry of Trade, Industry, Regional Integration and Employment
MOU	Memorandum of Understanding
MOYS	Ministry of Youth and Sports
MSME	Micro, Small and Medium Sized Enterprise
NACCUG	The National Association of Co-operative Credit Unions of The Gambia
NAQAA	National Accreditation and Quality Assurance Authority
NARI	National Agriculture Research Institute
NBR	North Bank Region
NCAC	National Centre for Arts and Culture
NDP	National Development Plan
NEDI	National Enterprise Development Initiative
NGO	Non-Governmental Organization
NHDR	National Human Development Report
NNT	Ninki Nanka Trail
NYC	National Youth Council
NYSS	National Youth Service Scheme
PBF	United Nations Peacebuilding Fund
PIA	President's International Awards

PSC	Project Steering Committee
RYA	Rural Youth Award
SDF	Social Development Fund
SDG	Sustainable Development Goals
SIG	Startup Incubator Gambia
SIPEN	Salon International des Professionnels de l'Economie Numérique
SITA	Supporting Indian Trade and Investment for Africa
SkYE Fund	Skills for Youth Employment Fund
SME	Small and Medium-Sized Enterprise
SMEC	Small Medium Enterprise Competitiveness
SYTDR	Strategic Youth and Trade Development Roadmap
TFGI	Trade Fair Gambia International
TGQA	The Gambia Quality Association
TGSB	The Gambia Standards Bureau
TISI	Trade and Investment Support Institution
TOC	Theory of Change
TV	Television
TVET	Technical and Vocational Education and Training
TWG	Technical Working Group
UEFA Foundation	Union of European Football Associations Foundation
UN	United Nations
UNCDF	United National Capital Development Fund
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
URR	Upper River Region
USD	United States Dollar
UTG	University of the Gambia
WCR	West Coast Region
WEDF	World Export Development Forum
WFP	World Food Programme
YATE	Youth Agribusiness and Tourism Expo
YEP	Youth Empowerment Project
YES Forum	Youth Entrepreneurship and Self-Employment Forum
YMCA	Young Men's Christian Association

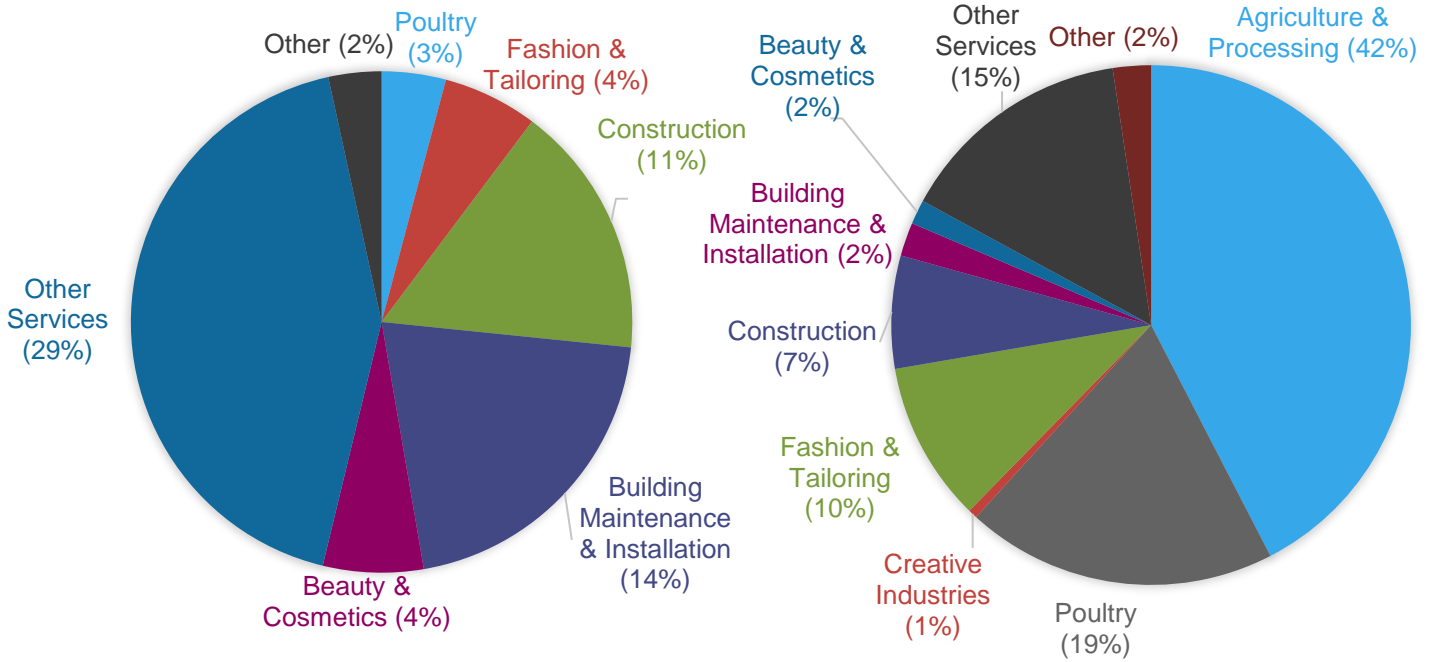
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1. Key Results to Date

815
Jobs created

1,054
Jobs sustained

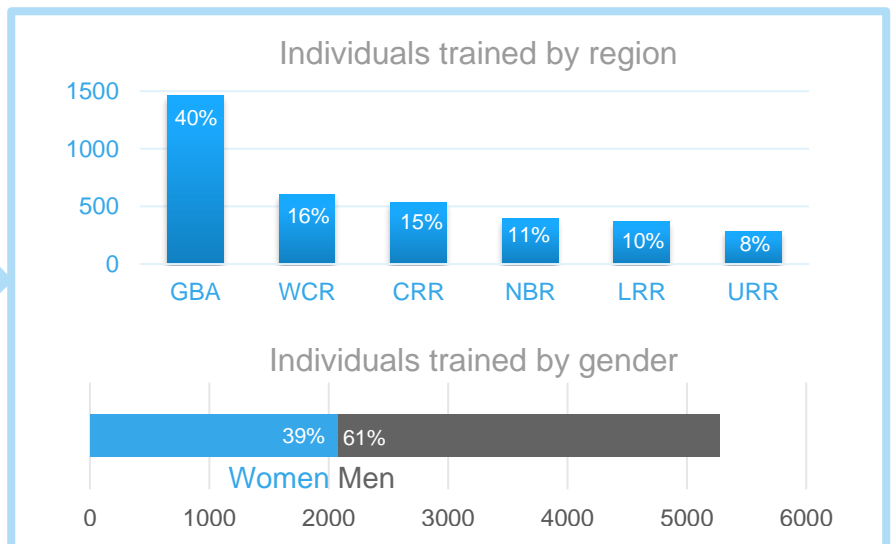


2,374

Youth completed a technical and/or vocational training programme

2,869

Youth benefited from entrepreneurship services and business support



540

MSMEs improved their productive capacities



749

MSMEs participating in market linkage activities



5

Youth & Trade Roadmaps developed



152,212

People reached through outreach campaigns

2. Success Stories



Bintou Colley

Bintou is changing narratives in The Gambia. She is a budding solar technician thriving in a sector where most of her colleagues are male. However, her gender has never kept her from dreaming big.

“I am proud to be a solar panel technician. I am happy to have benefitted from this training programme arranged by the Youth Empowerment Project. Today, I win contracts and install solar panels for clients. I used my Tekki-Fii mini-grant to open a store in Lamin where I sell electric appliances. I am able to empower other young people by providing them a job at my shop”.



Abdoulie Njie

“I worked at an insurance company but deep down, always wanted to be an entrepreneur. I learnt about the Youth Empowerment Programme’s access to finance support and instantly knew that this was actually my opportunity to fulfil my childhood dream. I won the grant in 2018 and used to set up a business dealing in electric appliances”.

Business in the capital Banjul is thriving and young people are improving their lives and growing by engaging in trade related activities more than ever before.

Abdoulie’s business is growing and is making gains that he can share with others. He currently employs three young people who ensure smooth operations of the business.



Isatou Foon

Tekki-Fii provided Isatou with the opportunities she was looking for in the tourism sector. The 23-year-old has a passion for telling stories from the country and became a professional tour guide and youth trainer in community-based tourism.

Isatou connects communities of youngsters to create awareness about how the tourism industry could become an agent in bringing about sustainable development in The Gambia, leading the way particularly for young women to take part in the movement. Among other activities, Isatou and her community are all set to contribute to promotion of the popular Ninki Nanka Trail.

Isatou Jobe

Like most restaurants, Firadaws Restaurant also thrives on the passion of its 21-year-old owner, Isatou Jobe. At a young age, Isatou wants to achieve more than just earning a profit from her business. She feels about empowering women, a proof of which are her two employees, a man and a young woman like herself.

“Food is a great way of bringing people together. I wanted to give other young men and women like me a message. All we need is faith in ourself and confidence in our abilities. Success is guaranteed, right here in our own country, The Gambia”.



Muhammed Bobb

Muhammed Bobb is a young poultry farmer and lives in New Yundum. Muhammed Bobb's & Bros is a registered business, which began operations in November 2015.

“At the time of application for the YEP mini-grant, I was struggling with feeding my chickens”.

After receiving his mini grant, he bought 50 kilos of feed for his poultry farm. He is now able to take care of the chickens at his farm collecting six crates of eggs every day and making monthly savings. Today, he is able to support his family and buy school materials for his younger siblings.



Waka Sagne

“My journey with my freelancing career fulfilled a dream as I always wanted to be self-employed. With the help of our team of experts including our mentors, I can now call myself a certified internet marketer and an expert for that matter that can work globally online”.

Waka was part of the freelancing program of YEP focusing on developing skills in digital marketing. She started her own business that provides professional services to several clients.



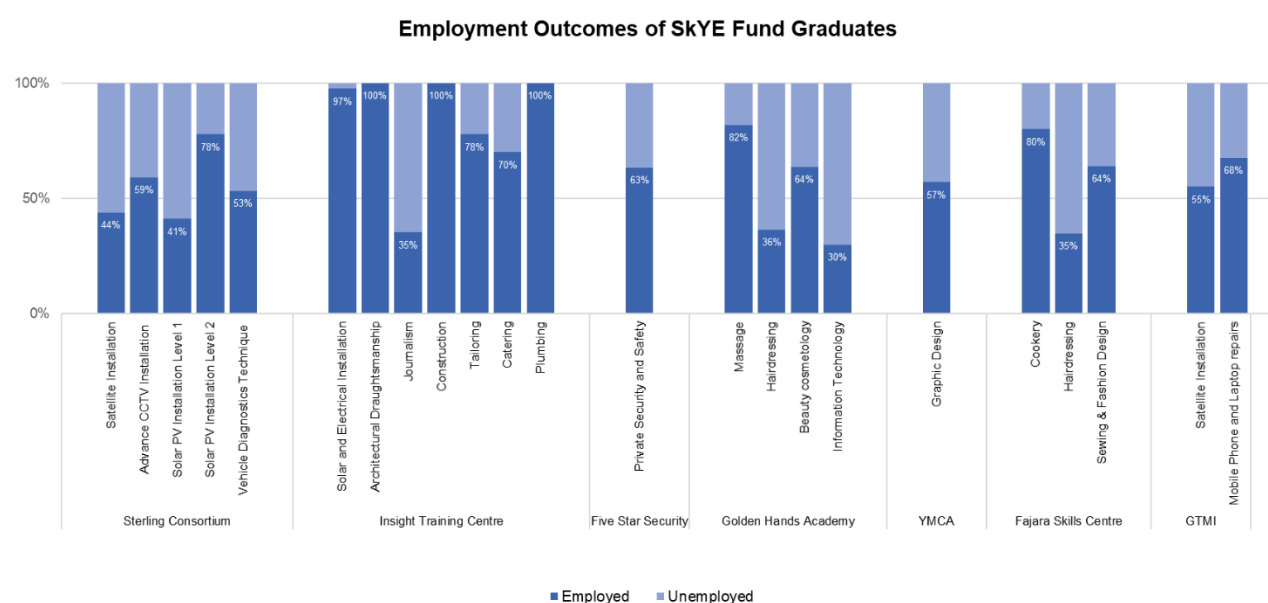
3. Key Achievements in 2019

Skills Development

The Youth Empowerment Project (YEP) in collaboration with its implementing partners continued to invest in developing skills for young Gambians and link trainees and the institutions with the private sector to boost employment and self-employment opportunities.

The Skills for Youth Employment Fund

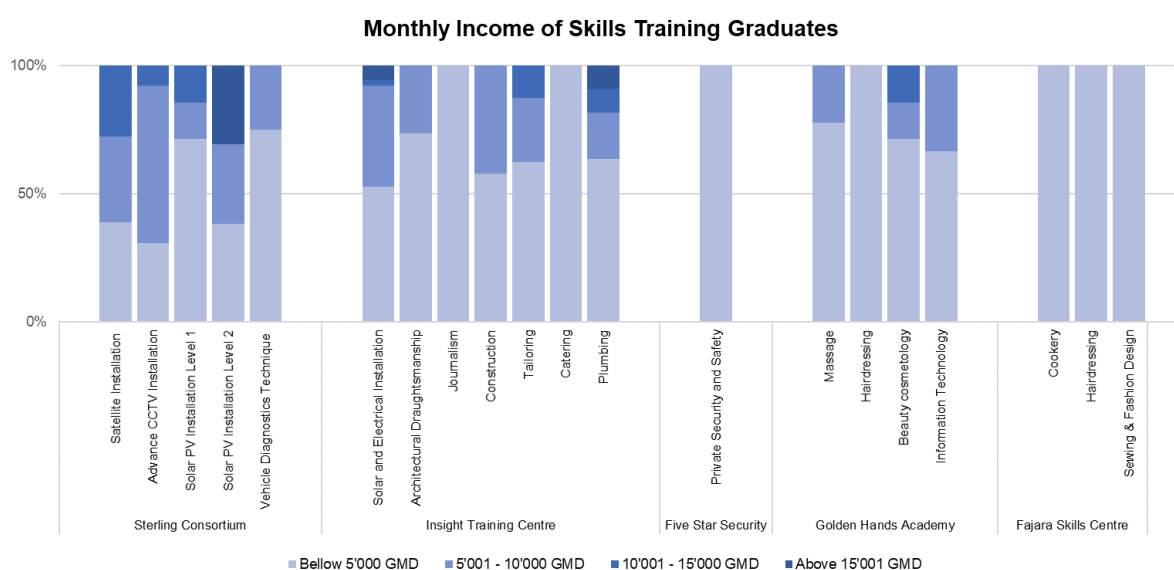
Under the pilot of the Skills for Youth Employment (SkYE) Fund, 804 youths completed technical skills trainings delivered by eight partner Technical and Vocational Education and Training (TVET) institutions. Following the theoretical training, trainees were placed in internships for hands-on practical experience before graduation. By the end of the programmes, 418 youths were either employed or self-employed. A second round of the SkYE Fund was launched, and contracts were awarded to four training institutions to train close to 695 youths in a broad range of skill areas.



The results of the first round of the SkYE Fund sponsored trainings provide a number of interesting insights into the profile of TVET students and the labour market in The Gambia. The strongest market demand was recorded for occupations related to the construction sector, namely Construction, Plumbing, Architectural Draughtsmanship, and Solar and Electrical Installation. Further, occupations in the Tourism sector performed well with graduated in Catering, Cookery, and Massage showing a market uptake of 70%, 80% and 82% respectively. Tailoring and Sewing & Fashion Design have also seen a strong demand (78% and 64% respectively). Information Technology (30%), Hairdressing (35-36%), and Journalism (35%) were the most difficult occupations in terms of finding immediate employment after the training.

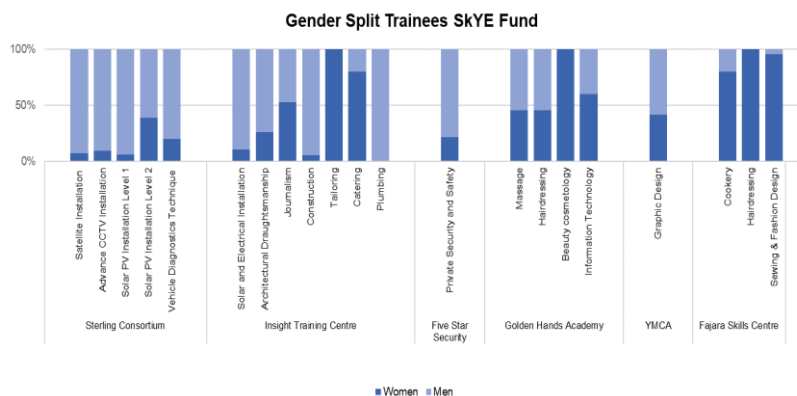
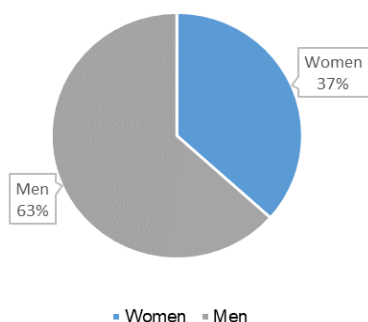
In the technical fields, the same occupations that have the highest market uptake also have the highest potential for income generation. Construction, Plumbing, Solar and Electrical Installation, and Architectural Draughtsmanship feature as the highest paying jobs. The market uptake and the income levels for Solar PV Installation graduates indicate a shortage of highly skilled professionals in this area – 78% of Level 2 graduates were employed at the end of the training (versus 41% Level 1) and their income levels are also higher. It is important to note that these occupations are traditionally male-dominated, and despite efforts to increase the recruitment of women, they are still underrepresented.

Despite a strong demand, occupations in Catering, Cookery and Massage, register lower income levels. In the Tourism sector, the SkYE-funded occupation with the highest income potential was Beauty Cosmetology. Despite a moderate market uptake (64%), 29% of graduates with jobs in this area earn more than 5'000 GMD per month and 14% earn more than 10'000 GMD.



Among the SkYE Fund 1 graduates, we find that men (63%) are still predominant. More importantly, they are predominant among the graduates of the highest paying occupations (Plumbing, Construction, Solar and Electrical Installation, Architectural Draughtsmanship). Tailoring and Beauty & Cosmetology were the occupations with the strongest income prospects for women, among the SkYE funded disciplines.

Skills Graduates Gender Split

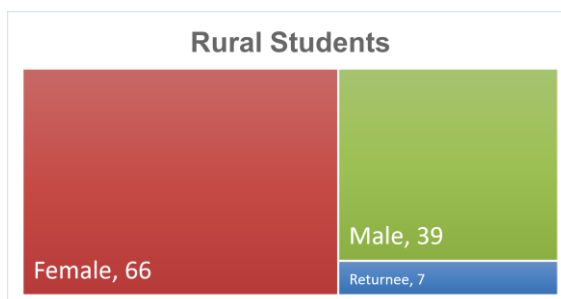
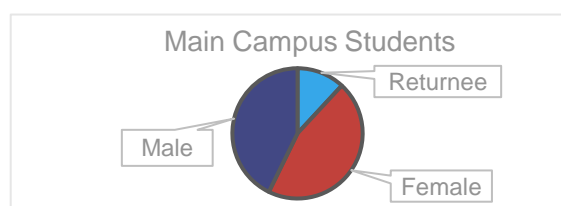
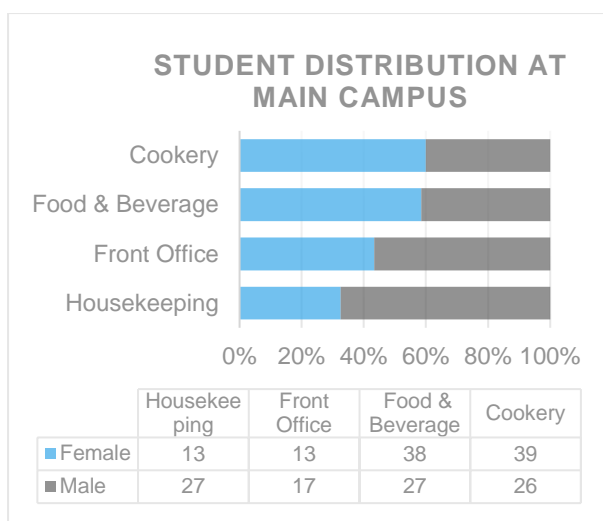


Skills Training in Priority Sectors

In addition to training programmes under the SkYE Fund, YEP supported skills development programmes in key target sectors, namely ICT, tourism, and the creative industries.

In the Information and Communication Technologies (ICT) sector, 328 individuals were trained in 2019 on tech-related skills. The trainees range from digital entrepreneurs and staff of tech start-ups and IT companies to online freelancers and young Gambians interested in further developing their digital skills.

In the tourism sector, The Gambia Tourism and Hospitality Institute (GTHI) launched three new short-term programmes, with 200 students enrolled at the main campus and 112 in rural regions. In November 2019, all 312 students completed their first three months of theoretical studies and were placed in a 3-month internship with private sector accommodation and restaurant providers to improve their practical skills and establish a relationship with potential employers. In March 2020, the cohorts in Farafenni and Greater Banjul Area will return for a second trimester of studies followed by mentoring sessions focusing on job placement. As of December, GTHI reported increasing requests from the private sector for graduates to fill vacancies, particularly from several new hotels that are seeking staff.



In the creative industries, YEP in collaboration with the Goethe Institute and Black Lynx, launched a skills development training on technical event production (light, stage, and sound engineering) and journalism (print, radio, TV, social media) for 39 youth. The project also organised a two-day professional training on photography with expert photographer Diego Ibarra and a 11-day skills development training for the make-up artists selected from the different TVET institutions in preparation for Fashion Weekend Gambia. The group will be supported to become future trainers in TVET institutions offering similar courses as well as provide service to subsequent FWGs. The group is currently continuing their training through online video courses and mentorship.

Institutional Strengthening

Since the beginning of the project, YEP also focused on institutional strengthening of its partners. This included TVET institutions, business support organisation providing business and entrepreneurship training, as well as sector-specific training providers. To date, the project can report significant institutional improvements by organisations across these categories, which are explained in further details in the relevant chapters. Improvements among TVET institutions, are found below:

The Gambia Tourism and Hospitality Institute (GTHI)

2017 ITC and GTHI deliver training of trainers on High Impact Tourism focusing on hospitality and YEP supported the development of a new curriculum and content manuals for 12 subjects.

2018 ITC and GTHI deliver training of trainers in hospitality and Community Based Tourism (CBT) for delivery on the main campus and as part of a pilot of a 6-month programme in Janjanbureh, Central River Region. For the first time, GTHI offers training in hospitality in rural Gambia for 59 youth from Janjanbureh and surrounding areas. The pilot led to job placements for 90 per cent of trainees, created jobs for youth in rural areas, and improved the standard of service for tourists in rural Gambia.

2019 With YEP support, GTHI establishes its first training centres in rural areas (Janjangbureh, Central River Region and Farafenni, North Bank Region) giving easier access to quality skills training in hospitality to Gambians residing in rural areas. GTHI opens its training annex in Janjangbureh, including a restaurant, which results in greater demand for catering services and, in turn, business opportunities for GTHI in the region. GTHI has gained greater visibility and its facilities are being used to host major events at its main campus in the city.

The Gambia Technical Training Institute (GTTI)

2018 ITC supports GTTI to improve its research and programme development portfolio. With YEP support, GTTI runs a tracer study to support curriculum review and programme development.

2019 ITC supports the development and rollout of 2 new curricula in rural mechanics and low voltage solar systems in collaboration with GIZ. Through the collaboration, GTTI opened the refurbished training centre in Mansakonko and enrolled 40 youth under the new programme (supported under SkYE). In addition, GTTI, YEP and GIZ piloted a training of trainers for teachers, in collaboration with the

Landesakademie in Baden Württemberg, Germany. The teachers training supports 20 teachers and has also been opened to representative from other training institutions. Finally, through the SkYE Fund GTTI was also able to launch skills training in six skills areas at the GTTI Julangel Training Centre in URR for the first time.

National Youth Service Scheme (NYSS)

- 2017** With YEP support, NYSS developed accelerated Apprenticeship Programme.
- 2018** NYSS launches the Accelerated Apprenticeship Programme and conducts training for 142 youth in five skill areas.
- 2019** ITC provides additional capacity building to support the Accelerated Apprenticeship Programme.

Banjul North Technical and Vocational Education and Training (TVET) Centre

- 2018** YEP supports the TVET in the development of a business plan including a projected financial statement and monitoring and evaluation plan for the proposed centre.
- 2019** The documents contribute to the mobilisation of resources for procurement of training equipment and tools and reconstruction of the dilapidated structures of the centre.

President's International Award (PIA)

- 2018** ITC supports the development of curriculum on garment construction and enhanced the capacity of trainers on garment construction. YEP strengthens the tailoring and fashion design department through the provision of modern industrial sewing machines and tools.
- 2019** Recent testimonies indicate that the trainees have tripled their performance as a result of ITC support.

Entrepreneurship and Access to Finance

Entrepreneurship Training and Business Development Support

In 2019, YEP trained 1,105 youth on business management and entrepreneurship skills. This included 411 women and 123 youth from rural areas. Key initiatives included several mentoring schemes focusing on rural and female youth entrepreneurs, support for Gambian entrepreneurs participating in local and international entrepreneurship competition, such as the Rural Youth Award, the Hult Prize and Seedstars, and the provision of start-up equipment for budding entrepreneurs who recently completed a skills training. Taking a sector-led approach, most of these trainings were connected to other sector-development initiatives and trainings were centred in priority sectors, such as ICT, agribusiness, tourism and the creative industries.

Entrepreneurship Support Institutions

In 2019, YEP continued to work closely with implementing partners and to further strengthen their capacity. This included ongoing support for GIEPA, GYIN Gambia, GYCC. GIEPA embedded a new methodology for export marketing assessment in the ICT sector into its service portfolio. GYIN Gambia strengthened its core products enhancing its Entrepreneurship, leadership and Information Technology (ELIT) summer camp and Rural Youth Awards, and operationalised its website. GYCC carried out a nation-wide advocacy campaign for youth representation in weekly markets, and build on its service portfolio holding the 2nd annual Youth Agribusiness and Tourism Expo. Below is a summary of the progress that business support organisations have made with YEP support over the past three years:

The Gambia Investment and Export Promotion Agency (GIEPA)

- 2017**
 - ITC develop a performance improvement roadmap with GIEPA including recommendations for GIEPA to improve its operational performance, as well as its service offering, especially for youth entrepreneurs

- YEP strengthens the capacity of GIEPA Empretec Trainers, supports certification of additional trainers, and runs Empretec Entrepreneurship Training Workshops across all regions of The Gambia;
- 2018**
- GIEPA rolls out business development advisory to 150 youth across all regions of The Gambia;
- 2019**
- ITC strengthens GIEPA's service portfolio for companies in the ICT sector and embeds export marketing assessment methodology at GIEPA;
 - ITC, together with the entrepreneurship ecosystem is developing a tailored CRM system and MSME database for GIEPA and the entire ecosystem to be anchored at GIEPA;

The Gambia Youth Chamber of Commerce (GYCC)

- 2017**
- GYCC is created with support from the National Enterprise Development Initiative (NEDI) and YEP;
 - ITC supports the capacity of GYCC secretariat through participation in a trade promotion organisation management training, the set-up of a website; and upgrading of office space;
 - GYCC organises first three regional youth exhibitions and membership drive in the regions;
- 2018**
- GYCC carries out market assessment study on youth representation in local markets;
 - GYCC organises first national Youth Agribusiness and Tourism Expo with over 100 exhibitors;
- 2019**
- GYCC Carries out nationwide advocacy campaign for enhanced youth representation in local markets based on the market assessment study carried out in 2017;
 - GYCC organises 2nd annual Youth Agribusiness and Tourism Expo;
 - GYCC participates in Youth Employment Forum at World Export Development Forum.

The Global Youth Innovation Network Gambia Chapter (GYIN Gambia)

- 2017**
- GYIN organises Entrepreneurship, Leadership, Information and Technology (ELIT) summer camp, mentoring programme for youth in rural areas, and Rural Youth Award (RYA);
- 2018**
- GYIN organised ELIT summer camp, mentoring programme, RYA, exchange visit to Senegal with ITC advice on how to improve each of the programmes;
 - YEP supports set up GYIN Gambia website;
- 2019**
- GYIN organises ELIT summer camp;
 - GYIN expands membership drive based on new website;

National Enterprise Development Initiative (NEDI)

- 2017**
- YEP trains NEDI trainers & coaches, upgraded training materials, and rolled-out of trainings;
 - ITC upgrades the NEDI Hub;
- 2018**
- NEDI opens enhanced Hub

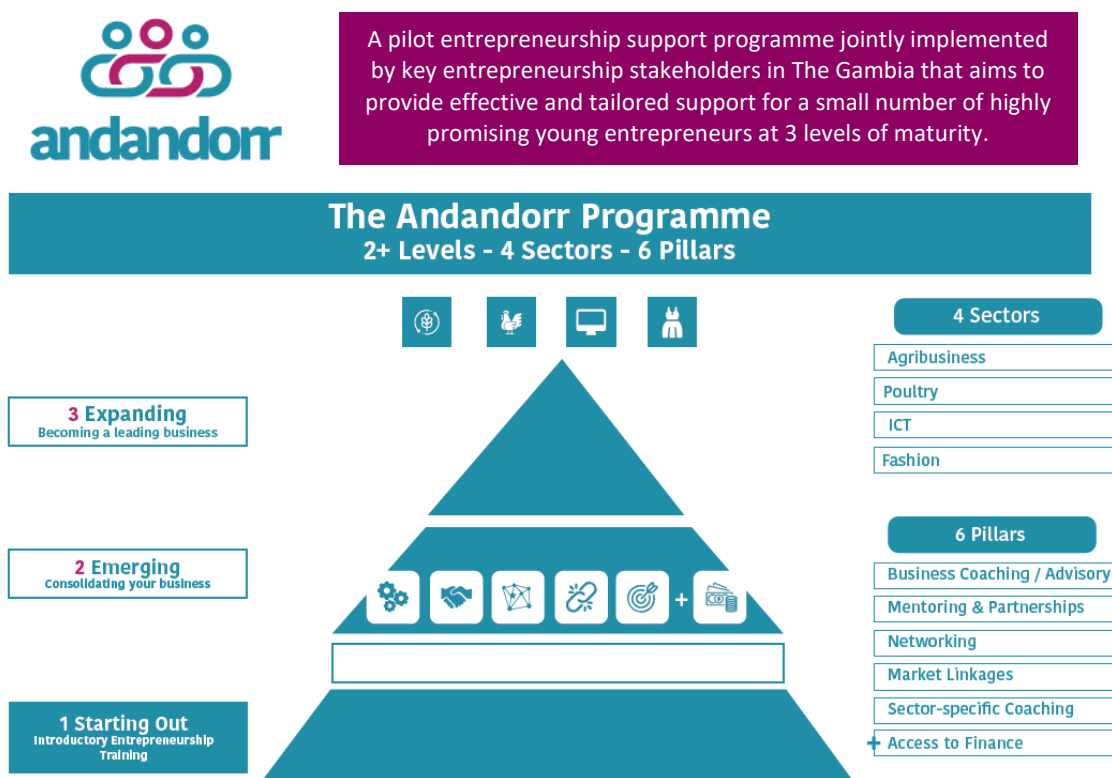
Startup Incubator Gambia (SIG)

- 2017**
- SIG runs out boot camps for entrepreneurs in rural areas;
 - SIG organises first Youth Entrepreneurship Summit in The Gambia;
 - ITC delivers ToT in Design thinking for SIG trainers;
- 2018**
- SIG carries out step-down trainings on design thinking and ITC certifies six SIG trainers in design thinking;
 - SIG adds design thinking component to incubation programme;
- 2019**
- ITC provides training on organisational strategy and monitoring and evaluation;
 - SIG participates in Youth Employment Forum at World Export Development Forum.

The Entrepreneurship Ecosystem

ITC carried out a [mapping of the entrepreneurship ecosystem in The Gambia](#) that entails key recommendations for partners including: institutions to extend their support for linkages to international markets and more advanced businesses; provide increased and specialized support for women entrepreneurs; extend reach to rural areas; strengthen connections to academia; enhance results measurement processes; and identify / improve unique value proposition vis-a-vis other institutions in the ecosystem.

Since the mapping, the actors in the ecosystem have developed the Andandorr¹ programme, an entrepreneurship support programme based on a maturity system and more specialisation of each actor. Within the framework of Andandorr, ITC and GIEPA are in the process of developing a CRM system of entrepreneurs that have participated in any Gambian entrepreneurship support programmes for enhanced monitoring and evaluation and to further synergies within the ecosystem. In addition, a joint [guide for starting a business in The Gambia](#) was published.



Access to Finance

Start-ups face many obstacles when launching their businesses, one of the most serious being access to capital. In 2019, YEP consolidated its three-tier approach to provide access to finance to companies at different stages, including grants, loans and angel investment as illustrated below.

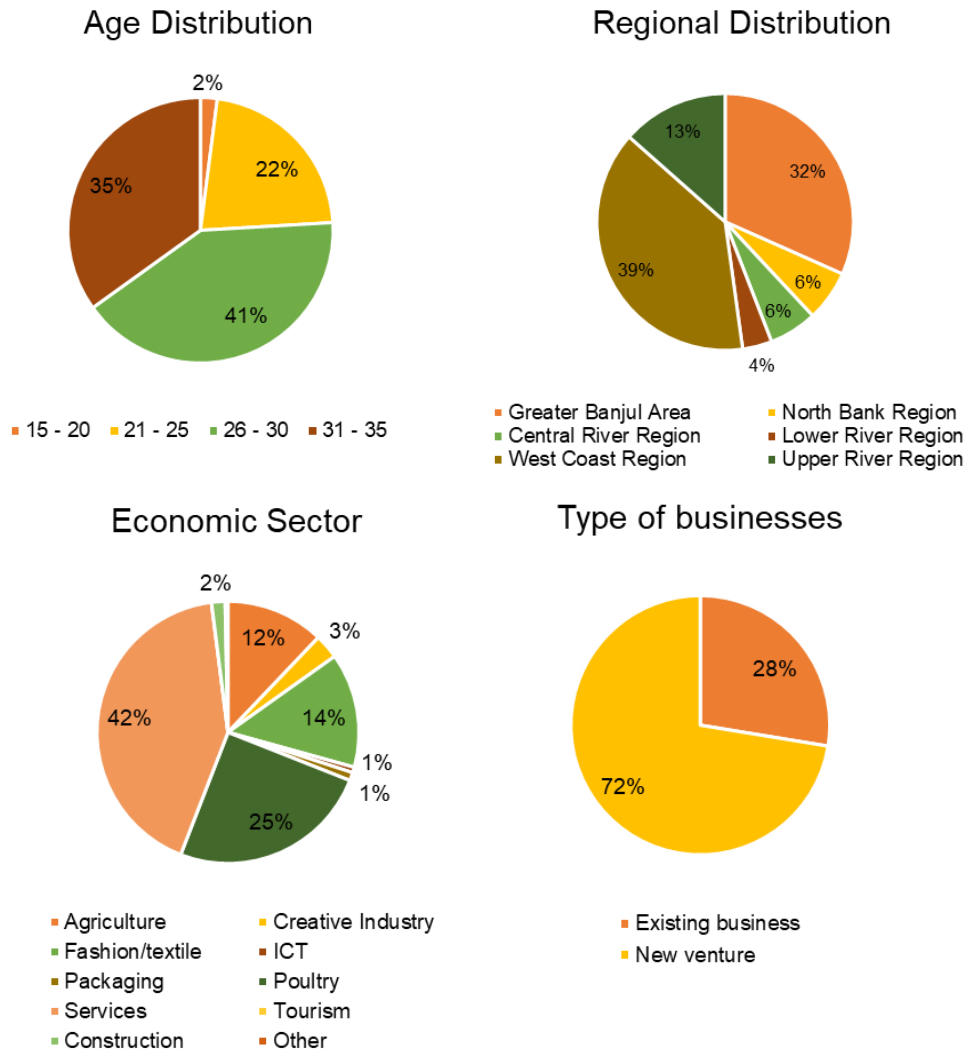
In 2019, the YEP Mini-Grant Scheme has disbursed 204 grants. Since its inception, and as of September 2019, the Mini-Grant Scheme has created and/or consolidated 532 jobs. Following the initial success of the mini-grant scheme, Tekki Fii partners, GIZ and IMVF joint the grant scheme managed by the National Association of Corporative Credit Unions of The Gambia (NACCUG). As a result, the YEP minigrant was relabelled “Tekki Fii minigrant”. In addition, GIZ and IMVF introduced two new grant windows, the “Solar Grant” and the “Agro Grant” which provides funding for up to GMD 250’000 Dalasi for specific projects including for group applications. The new combined funding envelope (ITC, GIZ and IMVF) is 1M EUR and is expected to create more than 1,000 jobs for young Gambians over the next two years.

The charts below summarize the profile of the beneficiary of the Mini-Grant Scheme. Youths in Greater Banjul Area (39%) and West Coast Region (32%), active in Services (42%), Poultry (25%), Fashion

¹ Andandorr: Mandinka for “partnership” or “together”

and Textiles (14%) and Agriculture (12%), are the main beneficiaries. In line with its objective to support grassroots entrepreneurs in need of start-up capital, the Mini-Grant supported mainly new ventures (72%) rather than existing businesses (28%).

Profiles of Mini Grant Beneficiaries

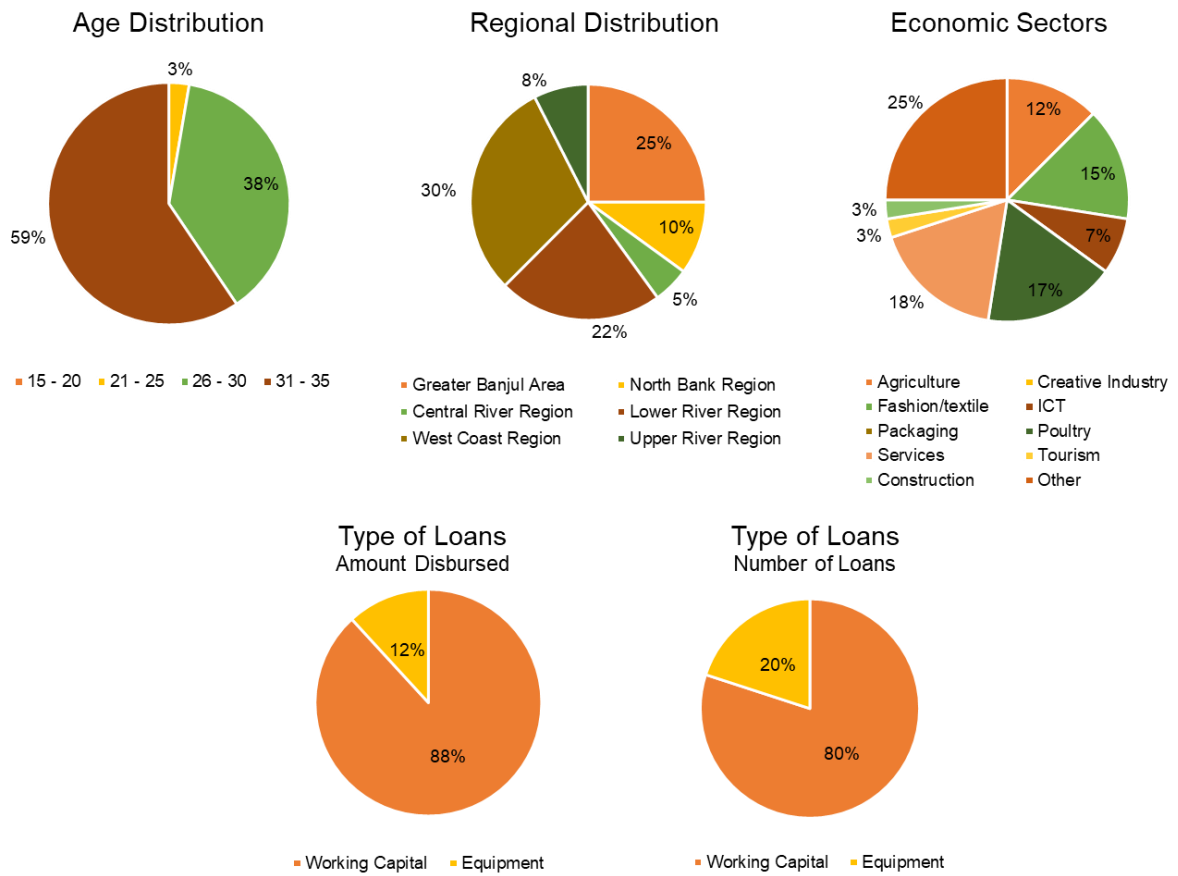


Through the Mini-Loan Scheme, ITC unlocked 142,000 USD in private capital for youth-owned established businesses. Loans were disbursed with a reduced interest rate and collateral requirements. The investments enabled 22 businesses to expand their operations and consolidate and/or create 245 jobs. As this scheme leverages private sector financial resources, the project cost per each job created or maintained under this mechanism is very low and currently at USD 29 per job.

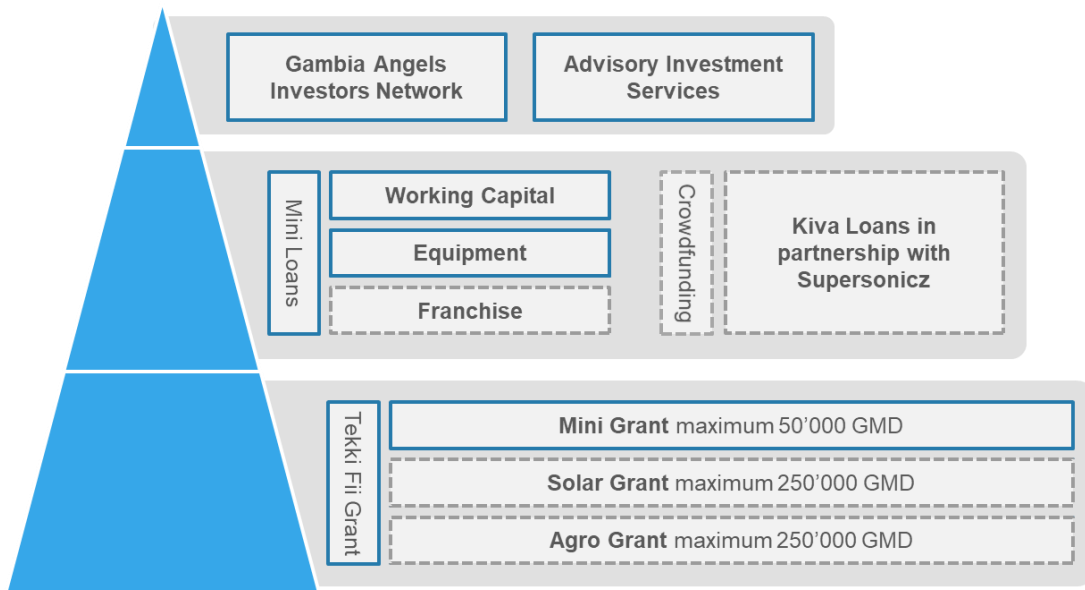
The Mini-Loans Scheme has a more balanced distribution among the regions and economic sectors. There were 24 working capital loans disbursed, and six equipment loans - four beneficiaries received both types of loans. Because the Mini-Loans target established businesses, most of the beneficiaries are older (26+) than the Mini-Grant Scheme beneficiaries.

For high-growth enterprises, ITC supported the establishment of the Gambia Angels Investors Network (GAIN), the first of its kind in the country. GAIN was formally launched in July 2019 with the support of 12 founding members. The angels are Gambian investors who will provide mentoring and financial backing to a start-up when other potential funders shy away. Five companies were shortlisted for deep-dive sessions with the angels, and GAIN's first investment deal is expected to be closed in 2020.

Profiles of Mini Loan Beneficiaries



The following graph provides an overview of the different and complimentary access to finance support measures provided und the Youth Empowerment Project. A more detailed description of the different products is available on <https://www.yep.gm/opportunity/tekki-fii-grants>.



Quality and Food Safety

Development of youth Quality Champions and long-term SME support mechanism

In 2019, 25 youth trainers/advisers completed an international qualification in quality management issued by ITC and the World Alliance for Quality. In addition, 15 youth trainers completed training in food safety and both teams coached MSMEs in the area of quality and food safety. YEP supported the Gambia Quality Association (TGQA) created by the youth trainers in collaboration with the Gambia Standards Bureau (TGSB) to develop these services and for them to be anchored at the association. Since then TGQA has been providing coaching to additional companies under other projects and developed an awareness-raising video with ITC support. In addition, working closely with the Gambia Chamber of Commerce and Industry, YEP contributed to the launch of revised and enhanced quality awards with TGQA among the Board of Examiners for the Gambian Excellence Award. A training of the assessors (selected Quality Champions) for the award was completed in 2019.

Support to MSMEs to improve quality and food safety

With YEP support, 15 enterprises benefited from quality and food safety improvement projects carried out with experts from TGQA over an eight to nine months period. A sub-set of these companies is lined up for Good Hygienic Practices (GHP) certification. Moreover, YEP carried out a training of trainers and transferred sensitization and training materials in Quality Management (7 short courses) and food safety (sensitization and training for food handlers, beach bars and schools) to youth trainers. Moreover, ITC developed a 3-month support package for GHP implementation (TGQA) and certification (TGSB). ITC also trained TGSB staff on the implementation of required procedures, and provided them with instructions on how to conduct certification audits. TGSB auditors also received coaching on how to conduct certification audits during a pilot GHP certification audit. Lastly, a mapping of key quality and food safety requirements (mandatory market access requirements, standards and market preferences) was completed for groundnuts and cashew nuts from The Gambia to the European Union. In June 2019, Tropingo, one of the beneficiary companies specialized in processing mangoes successfully obtained organic certification.

Institutional strengthening

The Gambia Quality Association (TGQA)

- 2018** TGQA is created with by a team of youth trainers in quality management and food safety (Quality Champions) and hosted by TGSB. All youth trainers become members of TGQA. First regional TGQA chapters are created with YEP support.
- 2019** The youth trainers implement enterprise projects as members of TGQA. TGQA receives coaching and guidance from YEP and sets up technical committees. Promotional materials and service catalogues are developed and seven basic courses are transferred to TGQA, all with YEP support.

The Gambia Standards Bureau (TGSB)

- 2017** Identification and selection of a pool of youth trainers/advisers in quality management by TGSB with YEP support. First introductory training in quality management to team of youth trainers, including five TGSB staff.
- 2018** TGSB receives support to develop introductory training in quality management and to implement a series of step-down courses in the regions. In December 2018, 25 youth trainers are awarded the "Basic Quality Professional Diploma" by ITC and the World Alliance for Quality. A team of 5 TGSB staff are among those qualified. TGSB receives support to develop certification services for ISO 9001, HACCP and GHP. A team of ISO 9001 lead auditors are developed for use by TGSB.
- 2019** The team of TGSB staff are further trained and implemented quality improvement projects in enterprises. Coaching to develop TGSB HACCP and GHP certification services, including staff training and the implementation of relevant internal standards continues. Preparations for international accreditation are initiated.

Food Safety and Quality Authority (FSQA)

- 2017** ITC delivers initial training of a pool of food safety experts, including selected FSQA staff.
- 2018** ITC provided further training and on-the-job coaching of pool of youth trainers/advisers in food safety on HACCP implementation.
- 2019** The food safety youth trainers/advisers implement Good Hygienic Practice (GHP) in group of enterprises. Awareness materials for schools, food vendors and food establishments is developed. A proposal for a food science course is shared with FSQA.

Productive Capacities & Market Linkages by Sectors

Cross-Sector

Productive Capacities

A [packaging guide](#) and a list of national packaging solution providers in The Gambia were developed and shared through different media in 2019. At the Trade Fair International Gambia (TFGI), YEP organised two packaging days including conferences and a packaging competition. This allowed the project to showcase examples of good practices and motivate entrepreneurs to improve their packaging systems. In addition, YEP conducted several trainings on packaging for MSMEs, including for 49 companies in preparation for the Trade Fair Gambia International (TFGI) and together with GYCC leading up to the Youth Agribusiness and Tourism Expo (YATE). A significant change in the presentation of products between TFGI in April 2019 and YATE in November 2019, was clearly visible. Key factors in the improvement were the use of better quality packaging systems (materials, labels) and entailed an increase of number of sales or sales price.

Through a partnership with the Gambian Horticulture Enterprises (GHE), YEP is making imported packaging materials available to MSMEs in The Gambia at affordable prices. The materials which are compliant with the international standards are sold at cost at the GHE offices. Sales of the packaging materials keep increasing month after month as companies see the impact on the sales of their finished products and the easier access to market. In parallel, YEP keeps supporting GCCI in their process of operationalizing their processing and packaging centre.

Market Linkages

As in previous years, YEP supported 50 youth entrepreneurs to exhibit at the Trade Fair Gambia International. The entrepreneurs were again housed in a dedicated Youth Pavilion and the trade fair programme included a Youth Day and Packaging Days to draw attention to youth entrepreneurs and the importance of packaging. More than half of the 50 companies recorded more than 10 buyers per day and 65% of the businesses recorded sales of more than GMD 10'000 (USD 200).

The 2nd edition of the Youth Agribusiness and Tourism Expo, organised by the Gambia Youth Chamber of Commerce took place in 2019 attracting 200 exhibitors. As part of joint work under the Tekki Fii umbrella, YEP supported 80 entrepreneurs with packaging training in preparation for the trade fair, whose stalls were supported by GIZ. ITC also advised GYCC in the preparation of the trade fair and supported an innovation competition and an agribusiness fashion night that brought together entrepreneurs from the two sectors.

Tourism

Productive Capacities

YEP has invested in the creation of diversified products and services and to promote community-based tourism up-country, using the Ninki Nanka Trail (NNT) initiative. The NNT includes an excursion offering a diversity of cultural, wildlife, and adventure experiences along the River Gambia. The ambition for the NNT is to become a national tourism brand that provides economic benefits to Gambians beyond the coastal regions, contributing to addressing the strong cycle of migration and unemployment of youth in the countryside. With these goals in mind, the project has invested in product development of the NNT and worked with suppliers along the value chain servicing the trail.

Over the past two years, the project has been training youth and institutional leaders from the Gambia Tourism Board (GTB), GTHI, and the Institute of Travel and Tourism of The Gambia (ITTOG) based on an ITC community-based tourism (CBT) methodology. As a result of this and the NNT work, in 2019, two new CBT villages (Jamali and Tabanani) were created, one CBT village (Ndemban) was improved and Janjanbureh has improved as a tourism destination. This means that a well-established set of 20 new activities and services are now available in Janjanbureh and the villages, which in turn make tours to the region commercially viable and create a market for 43 new micro-enterprises. In total, the NNT supports over 100 MSMEs. In addition, the project supported the mobilization of 13 youth guides trained in 2018 to register as the Janjanbureh Tour Guide Association (JTGA).

Market Linkages

YEP promoted the new tourism products that have been developed and their suppliers to increase backward and forward linkages with other sectors and international buyers. The project supported the development of the brand identity, strategy and visual design of the NNT to effectively establish it as a national tourism brand. In addition, the project supported the drafting and publishing of a product manual compiling the description of the trail, responsible tourism code of conducts, pricing, and information of all service providers. The manual is used and necessary to facilitate leads and business sales during business-to-business (B2B) meetings between buyers and suppliers, particularly at travel fairs. The project supported the promotion of the NNT at two major tourism fairs in Berlin and London, holding B2B meetings to secure the commitment of 3 European tour operators to visit The Gambia in early 2020, to test the NNT tours and meet with Gambian suppliers on site. In addition, there were a series of trainings delivered to Gambian tour operators to strengthen their capacity to sell the tours and obtain business agreements with the buyers.

To boost tourism in Janjanbureh and create market linkages and economic opportunities through tourism in the Central River Region, YEP, for the third year, supported the Kankurang festival that took place in January 2019. To promote sustainability of the event, 20 members from the community of Janjanbureh were trained on events planning and management. The festival attracted close to five thousand visitors, which represents an increase of 3,700 additional visitor (284.6%) from 2018. The number of jobs in temporal employment created during the period of the planning and implementation of the event is estimated at 340 for 2019. The festival contributes to preserving cultural heritage while at the same time boosting youth empowerment.

Institutional Strengthening

Association of Small Scale Enterprises in Responsible Tourism (ASSERT)

- | | |
|-------------|---|
| 2018 | <ul style="list-style-type: none"> • The ASSERT secretariat is strengthened with office equipment, improving its day to day operations and efficiency. • YEP supports ASSERT in the organisation of the first edition of the Gambia's Good Market (2018-19), including with the purchase of equipment, design of promotional materials, and continuous implementation support. • With support from YEP staff, ASSERT develops a sustainability plan. |
| 2019 | <ul style="list-style-type: none"> • The 2018-19 Good Market continues. • ASSERT organises the 2019-20 edition of the Gambia's Good Market – this time with less direct support from YEP, attracting more applications by exhibitors and raising more funds. • Through YEP support ASSERT finds new partners and exhibits at different events, increasing the organisation's credibility and confidence of its members. |

Gambia Tourism Board (GTB)

- | | |
|-------------|---|
| 2017 | <ul style="list-style-type: none"> • ITC supports GTB in market research and a feasibility study of new products, market segments and international market linkages consultations to improve destination competitiveness and job creation in tourism. • ITC trains GTB staff on product development and community-based tourism (CBT) implementation. |
| 2018 | <ul style="list-style-type: none"> • ITC develops Tourism Youth and Trade Roadmap for improved strategic direction and ownership of job-centred growth under project support. |

- YEP continues training of GTB staff on product development. GTB shows an improved capacity to roll out implementation of CBT in new rural destinations under a grant.
 - ITC supports GTB to participate in international travel trade fairs to increase market linkages, hold business meetings, and promote of new products.
- 2019**
- YEP and GTB continue implementation of CBT, new product development and branding of a cross-country excursion trail (Ninki Nanka Trail) targeting new market segments to improve destination competitiveness and job creation in rural areas.
 - ITC delivers training on responsible tourism standards and operations to suppliers across the tourism value chain to improve the destination's quality and standards of sustainable tourism.
 - GTB publishes a product catalog and brand strategy for the excursion trail to improve market linkages and marketing.
 - ITC supports GTB to participate in international travel trade fairs and funds a trip for international tour operators to visit The Gambia to establish new business partnerships with local tourism suppliers.

Gambia Tourism and Hospitality Institute (GTHI)

See Institutional Strengthening under Skills Development

Institute of Travel and Tourism of The Gambia (ITTOG)

- 2017**
- ITC runs training of trainers on High Impact Tourism;
 - YEP supports the development of a curriculum on tour guiding to improve the quality of ITTOG's offering.

Creative Industries

Productive Capacities

In 2019, YEP implemented a craft development program for 30 individuals from three communities of Janjanbureh, Jamali and Tabanani, Central River Region, consisting of business development, market linkages, the provision of equipment, and support for the participants to form an association. Out of the 30 participants, 23 have become active MSMEs and are demonstrating increase in sales. In addition, YEP supported several trainings on packaging for the vendors of the Gambia Good Market (2019-20).

YEP supported Dance Championship by Flex Fusion Entertainment, which took place from December 2018 to June 2019 with the objective of promoting dance as an area of employment. The championship supported 135 youth (23 women) through artistic and academic training on dance and theatre management, entrepreneurship, and a mentorship programme. The championship ended in June 2019 with 54 finalists of whom 52 are currently gainfully employed.

Through YEP and SheTrades Gambia, ITC supported a group of three fashion designers, two weavers, and two TVET trainers in fashion and garment production on a 10 days study visit in Ethiopia. In November 2019, the participants took part in training sessions on weaving, inspirational and creative designs, visited six garment production companies, three national institutions including a University, a college and major regional entrepreneurship support agency.

Market Linkages

The Gambia's Good Market concluded its first edition (2018-2019) in which it held eight markets and two special markets. During this edition, 50 MSMEs were supported on product development, training on packaging and quality, booking keeping, and entrepreneurship. The market created six partnerships and exhibited during five major events to support market and business development. In 2019, the second edition of the market was launched and five markets took place during the main tourism season in November and December. The market realised a sales increase of 35% of the overall vendor sales from 2018-19 edition to the 2019-2020 edition. The market received an overall of 1,675 direct visitors in 2019 only and exposure to over 20,000 visitors through participation in other events. Of the MSMEs supported in 2018-2019 edition, 20 continued to be part of the market in the 2019-2020 edition, who have demonstrated growth through increase of sales, expansion and employment created. The 20 entrepreneurs have created 122 jobs and make an average of up to D85,000 in sales per week.

During the study tour to Ethiopia, the participants held one-to-one meetings with well-known fashion designers and fashion associations in Addis Ababa and visited fairs and market places. Thanks to the exchanges, the designers established potential collaborations between the two countries. Inspired by the visit, the group is currently working together to develop national patterns and designs for The Gambia in addition to contributing to their individual brands.

The 8th edition of Fashion Weekend Gambia took place in December 2019. The runway featured 16 fashion designers and attracted over 450 attendees. In partnership with the Gambia's Good Market, the event included a market place for 19 young entrepreneurs to exhibit and sell their products. The cultural performance in collaboration with Flex Fusion Entertainment created linkages, income and visibility for the dancers and masquerades. The event had an online outreach of over 250K followings. The eleven beneficiaries from the YEP-sponsored Makeup Artists Training contributed to the event as employees.

In December 2019, the YEP-supported Open Mic event took place under the Africourage Brand for the first time. This made it possible for it to be broadcasted live on international radio and TV stations in Europe. The 12th edition covered two days of musical show featuring national and international artists from different countries and attracted an approximate of two thousand attendees at the stadium and over 30k people following online. The event received technical & operational support by those trained through YEP and the Goethe Institute on event production, lighting and sound engineering. The 24 journalists trained on reporting, coverage and content creation for events and creative activities provided support in the pre-event visibility campaign.

Lastly, YEP supported a group of six MSMEs from within the creative sector to jointly showcase a collection of remarkable products under the same roof for two days in November 2019. The exhibiting brands included Lilleodesigns, The Sweet Box, Ansubee's, Daraja, Tiga, Flamant Rose, and Mina's Hair and Makeup.

Institutional Strengthening

National Centre for Arts and Culture (NCAC)

- 2018**
 - YEP supports NCAC in the design, construction and printing of information panels, as well as signs directing visitors to sights around Janjanbureh to improve on the overall historical and cultural tourism offering of the town.
 - With YEP support, NCAC develops content, and designs and prints flyers that maps the historical and cultural trail of the tours within Janjanbureh to allow NCAC and tour guides to deliver standardised information and create visibility for the town.
 - NCAC, with YEP's support revives the Janjangbureh Kankurang Festival and prepares for the first Kankurang Festival in a decade.
- 2019**
 - In January 2019, the second Kankurang Festival took place attracting close to 5,000 visitors. In addition, 20 members of the event management committee (EMC) were trained in Event planning and management.
 - In late 2019, NCAC begins preparations for the Kankurang Festival to take place in January 2020. With YEP support, NCAC provides an enhanced hands-on training on event planning and management, to 30 members of event what is now called the Jajangbureh Event and Cultural Management Association which allows the community to organise the festival with minimal input.
 - NCAC supports the committee to become legally registered as an association.

Agro-processing

Productive Capacities

In 2018 and 2019, YEP handed over primary and secondary processing equipment to 14 groundnut and cereal processors. By the end of 2019, 252 new jobs were created and 394 jobs were sustained in these MSMEs. This comprises 90 new jobs for women and 151 sustained jobs for women. The new equipment also led to raised incomes and additional contracts secured of a value of approx. GMD 7.4 million. All 14 enterprises improved their premises and working environments, leading to improved food safety and hygiene and operational safety conditions of their processing centres. Moreover, the support provided has led to the formation of partnership between AK Agro Development Enterprise and five women-owned MSMEs that has the potential to transform these businesses in the coming few years by

pooling their resources to complement one another and create economies of scale in the processing of groundnuts and cereals for the local market.

Market Linkages

A buyer-seller meeting was organised in October 2019, which brought together over 100 stakeholders in the groundnuts, cashew and cereals value chains. In the ground nut sector, AK Agro Development Enterprise signed agreements with five groundnut operators, who previously had received equipment through YEP, committing to provide crop purchase financing of up to 1.2 million GMD to each company (6 million GMD or USD 120,000 in total) during the upcoming cropping season for groundnut processing for export. During the same buyer-seller meeting, AK Agro and five women entrepreneurs who have been supported by YEP agreed to pool resources to jointly process and sell groundnut and cereal products. AK Agro will provide space and raw materials and the women entrepreneurs will provide the processing equipment. Processing and sale of the products will commence in January 2020. The processing space will be specially designed to provide processing and packaging of groundnut and cereal products with the highest standards.

Poultry

Productive Capacities

The project organised on-site expert advisory services, trainings, and a study tour for young poultry farmers. Before the support, many of them struggled with disease outbreaks, low production and sometimes a complete loss of stock; and the young poultry farmers were not organised. By the end of 2019, all of the poultry entrepreneurs had implemented at least some of the good management practices, such as enhanced feeding practices and improved lighting, that they had learnt during the trainings and showed improvements in their management of the poultry farms. All poultry farmers reported improved egg production and profitability. In addition, the young poultry farmers created the Young Poultry Farmers Association with more than 120 members to date. The consultations between experts and stakeholders resulted in the first National Poultry Stakeholder Conference in December 2019 where MOTIE and MOA have started engagements and discussions about policy options to support the poultry industry including protective measures.

Market Linkages

During the National Poultry Conference organised in December 2019, Havens Feed (a feed company) and Hendriks Genetics (a breeding company) had initial discussions with poultry farmers with the intention to collaborate in building a feed mill and starting a parent stock and hatchery for dual purpose chickens, respectively.

Compressed Stabilised Earth Block Production, Use, and Masonry

Productive Capacities

In 2019, YEP provided further training and Compressed Stabilised Earth Block (CSEB) machines to youth trained in CSEB production, use and masonry. These trained youth have gone on to win contracts from UN agencies and others worth several million GMD, working on projects in urban and rural Gambia, and in Senegal using this environmentally friendly technology. Five youth have established and registered their own construction companies. They have also formerly registered the Earth Builders Association to support training and advocacy of the technology.

Institutional Strengthening

Earth Builders Association (EBA)

- | | |
|-------------|---|
| 2017 | <ul style="list-style-type: none"> • YEP supports 14 youth to participate in a training of trainers at the Auroville Earth Institute in India. |
| 2018 | <ul style="list-style-type: none"> • ITC supports the creation and registration of EBA; • YEP supports four EBA members to participate in an advanced training of trainers at the Auroville Earth Institution • ITC supports the purchase of five hand compress machines to enhance EBA's training capacity on block production. |
| 2019 | <ul style="list-style-type: none"> • ITC continues to support EBA through other projects and additional equipment |

ICT

Productive Capacities

Under the YEP Tech Startup Support Programme, ITC supported a cohort of 27 tech start-ups operating in areas such as fintech, e-commerce and edutech and ranging from early-stage to scalable businesses. The activities included a combination of trainings targeted at start-ups, including on tech-related business skills, as well as participation in local, regional and international B2B events for the most advanced start-ups. This gave companies visibility locally but also in Brussels, Berlin, Cape Town and Dakar. The YEP Tech component also provided support to eight mature IT SMEs, which benefited from an Export Marketing Plan coaching to support them in their export journey. A B2B mission to Freetown took place and resulted in two secured deals. Lastly, the YEP continued the pilot initiated in 2018 in equipping 85 young Gambians with Internet Marketing skills to use on freelancing platforms from which, the 12 top-performing generated revenue online.

Market Linkages

YEP supported tech start-ups participated in a number of national, regional and international events. YEP supported the West Africa Internet Governance Forum with booths promoting seven start-ups and tech companies. And, through the YEP freelancing programme, twelve freelancers were connected to local companies and six freelancer were linked to 50 regional companies.

At the regional level, four companies, as well as ITAG participated at SIPEN Dakar. In addition, YEP organized an explanatory mission to Freetown, Sierra Leone, which was followed by a B2B delegation of 4 IT companies and ITAG. At least two deals have resulted from the B2B event. And, two Gambian start-ups participated in Africarena.

At the international level, the national Seedstars 2018 winner from The Gambia participated in the global summit in Lausanne. He took part in tech-related workshops, met with potential investors and participated in pitching sessions. One start-up participated in the European Development Days in Belgium presenting their product Deka, a real-estate app that integrates augmented reality content, providing users with an immersive experience of the house they want to buy or rent. Lastly, 2 Gambian start-ups took part in Afrolynk.

Institutional Strengthening

Information and Technology Association of The Gambia (ITAG)

- | | |
|-------------|---|
| 2018 | <ul style="list-style-type: none"> • ITAG is revived and secretariat is established; • YEP supports creation of ITAG website; • ITC supports industry mapping to populate ITAG's database; |
| 2019 | <ul style="list-style-type: none"> • ITC holds the Annual General Meeting, renews board upon election and now has 10 paying members; • ITAG creates membership packages (corporate, corporate SME, start-up, ICT professional, students) upon amendment of constitution. ITAG now has now more than 15 paying members. • ITAG concludes development of two-year strategy; • ITAG is developing its service portfolio, including the organisation of B2B missions, the development of Export Marketing Plans for IT companies, and events; |

Strategic Direction

The Creative Industries Roadmap

After several stakeholder consultations including two major organized meetings in June and September 2019, individual consultations and desk research, YEP in partnership with the National Centre for Arts and Culture and the Ministry of Tourism and Culture launched the Youth and Trade Roadmap for the Gambia's Creative Industries in December 2019. Ninety-three stakeholders attended and supported the process of developing, validating and launching the Roadmap.

[The roadmap](#) presents the status of the sector and its challenges, such as the existing skills gap, informs stakeholders of the potential to improve and develop creative industries' new products and services, and provides a plan of action for further developing The Gambia's creative industries. In particular, it focuses on three strategic objectives:

1. Supporting innovation and strengthening productive capacities of MSMEs in the creative industries

Key skills gaps that were identified include event planning and management, film and photography, graphic design, multimedia, content creation, and branding and marketing. Moreover, there is a limited offering of entrepreneurship training courses among TVET institutions operating in the creative industries. The roadmap proposes the strengthening of the creative industries ecosystem with training institutions, master craft persons and companies to deliver different stages of training. An entrepreneurship support programme is proposed to provide effective and tailored support for young entrepreneurs at three levels of maturity.

2. Strengthening institutional support and sector development coordination of traditional and new creative sectors

A lack of coordination and communication within the sector are hampering its growth. This is in part due to limited funding and resources of the associations and public sector institutions in the industry, as well as a lack of cross-industry linkages through policies. Digital technology and new media are not effectively used to create a new way of experiencing culture, heritage, and visual and performing arts. To address this, the roadmap highlights the need for an improved policy framework and to strengthen public-private partnerships and sub-sector associations. It also emphasises that important role to be played by the Ministry of Tourism and Culture and the National Centre for Arts and Crafts in creating an enabling environment. There is a need for strengthening of sector associations to facilitate collaboration among artists and the development of creative hubs, accelerators and cultural centres to serve as facilitators of collaborations and encounters between artists from different creative networks.

3. Increasing economic value and improving market access through branding, IP protection and promotion creation

A lack of a national brand and regional and international promotion, as well as weak protection of intellectual property rights were identified as key challenges. To address this, the roadmap emphasises a need to support the Copyright Office and the Gambia Collecting Society to adequately train and employ more staff, implement sensitization activities on the rights, protection and benefits of copyright, control intellectual property rights infringement and coordinate royalty distribution. The roadmap proposes the development of new forms of cultural and creative tourism based on immersive experiences and the creation of a digital marketing platform to promote Gambian artists.

The roadmap includes a detailed plan of action that specifies a series of activities to be implemented during a five-year period. The implementation of the other roadmaps (tourism, ICT, agribusiness and entrepreneurship) continued throughout the year with regular meetings of the core teams.

Tekki Fii Outreach

At the beginning of Q2, YEP coordinated the launch of the Tekki Fii campaign through a nationwide roadshow (30 March – 7 April) followed by a high-level launch of the Tekki Fii – Make It in The Gambia Program. The VP launched the Program on 7 April 2019 at the opening of the Trade Fair Gambia International held at the International Stadium in Bakau.

The Tekki Fii Roadshow stopped at different locations to host intergenerational talks, skills orientation sessions on entrepreneurship, solar installation, construction, creative industries, agribusiness and more. The goal of the roadshow was to enable young people to see the benefits of choosing to 'Make It Here' – or Tekki Fii in Wolof – by tapping economic opportunities in The Gambia. It also comprised sports tournaments and concerts to increase the reach. 4 young Gambians have recorded Tekki Fii songs and videos which were used as part of the campaign.

As part of the Tekki Fii Communication campaign YEP supported the Tekki Fii brand and guidelines set up new billboards, prepared success stories, created a new website <https://tekkifii.gm/> and set up

an online Youth Services Directory <http://www.yzd.gm/> that provides an overview of all support packages that are available.

YEP organized regular orientation session in collaboration with partners. Outreach and communication about economic opportunities was facilitated through rural representatives including 3 regional program officers in LRR, NBR and CRR. YEP organize weekly radio shows on national and community radios broadcasting about relevant topics and Tekki Fii sponsored opportunities and results. Digital coverage continued through the existing website www.yep and social media channels including Facebook, Twitter, Youtube and Instagram. YEP Twitter account reached 4,849 followers in 2019, doubling the number of followers from 2018. (twitter.com/yepgambia). YEP Facebook Page has reached 6,800 followers as of December 2019.

Overall, partnerships with different stakeholders such as foreign journalists, local media houses, youth representatives and traditional communicators were strengthened. These has resulted on a broad national news coverage and international media pieces counting more than 100 news article and 6 press releases. The coverage is listed in the annex and is also available online on <https://www.yep.gm/news>

In 2017-2019, YEP reached a total of 152,215 people through TV, radio, print media, billboards, social media, events, in-person engagements and project activities. The chapter on communication and visibility provides further details.

4. Project Governance and Management Structure

Project Management

In 2018, ITC has been invited to join a new multi-agency initiative funded by the EU Trust Fund called the “Make in in The Gambia – Tekki Fii” (Reference: T05-EUTF-SAH-GM-03). The 3 years project aims to improve economic development and future prospects for The Gambia’s youth, including returning and/or potential migrants by promoting attractive employment and income opportunities, and to support the Government in its attempt to nurture perception shift for the Gambian population moving away from a ‘future through migration’ to a ‘future in The New Gambia’. The project is implemented by GIZ International Services, The Instituto Marquês de Valle Flôr (IMVF), Enabel, and ITC.

Under the new initiative ITC is expanding and fast-tracking support to young Gambians focusing on the tourism sector and creative industries. Furthermore, ITC is mandated to coordinate the overall communication and sensitization efforts under the action through the Tekki Fii campaign. On 14 March 2019, the EU and ITC have signed the contract rider to YEP (T05-EUTF-SAH-GM01-01) increasing the project budget by 2m EUR to 13m EUR and extending the project duration by 12 months to 31 December 2021.

The project team in Banjul has been strengthened with the recruitment of an additional national staff member taking on the role of Associate Entrepreneurship Adviser. The consultancy contracts for the Tourism and Creative Industries Adviser and the Communications Officer have been transformed into staff positions.

The lease of the project office at the Enterprise Development Centre located at Sait Matty Road in Bakau was extended for one year.

Project Governance

The Project Steering Committee (PSC), which serves as the highest decision-making body of the project met twice in 2019. With the coming of the Tekki Fii Program, the membership of the PSC has been extended with the Ministry of Finance and Economic Affairs (MOFEA) as a full member and the Tekki Fii partners, GIZ, Enabel and IMVF as observers. An overview of the meetings and the main outcomes is listed below. Minutes of the meetings can be found in the Annex to this report.

<u>Date</u>	<u>Key Decisions</u>
26 June 2019	Extension of the access to finance schemes (minigrant and miniloan)
4 December 2019	Review of the 2019 results, review of results of the independent mid-term evaluation and approval of the 2020 workplan

The Core Teams, which were established in 2017 for each of the target sectors (tourism, agribusiness, and ICT) as well as for entrepreneurship, met regularly to review project activities, discuss and validate priorities and promote the implementation of the respective Sector Roadmaps and the Entrepreneurship Policy. Membership for the new core team for creative industries has been identified and the core team will formally be constituted in 2020.

As part of the Youth and Trade Roadmap management framework, the Core Teams assist in the monitoring and coordination of activities and act as advisory bodies to the YEP Team and the PSC to ensure the interests of sector stakeholders are represented in the planning and implementation of activities.

Risk Management Analysis

During the reporting period of 2019, the project identified the following operational risks and took the indicated mitigating measures.

RISK	L	I	S	MITIGATING MEASURES TAKEN
Misconceptions, unrealistic expectations from project beneficiaries. YEP is not able to cater for demand	2	3	6	<ul style="list-style-type: none"> ▪ Ongoing communication and outreach on traditional and social media (e.g. radio programmes as part of) ▪ Open and transparent selection criteria for beneficiaries of programmes ▪ Scaling of support through the Tekki Fii Program
Limited technical capacity of the local counterparts in project implementation including reporting (both technical and financial)	2	3	6	<ul style="list-style-type: none"> ▪ Continuous investment in institutional capacity building – both operational and technical ▪ IP training on narrative and financial reporting with hands on exercises conducted ▪ Focus on capacity building and performance measurement (benchmarking) as part of the 2019 workplan
YEP does not reach the target beneficiaries / inadequate presence in the rural areas to share information, raise awareness about opportunities	1	3	6	<ul style="list-style-type: none"> ▪ Proactive outreach through 4 programmes officers recruited under NYC (1 in GBA, 1 in LRR 1 NBR 1 CRR) ▪ Enhanced communication through the Tekki Fii campaign including national roadshow and other outreach events
Duplication of support among development partners under the Tekki Fii programme	2	2	4	<ul style="list-style-type: none"> ▪ Creation of strong coordination mechanism incl mutual participation in Project Steering Committees as observers, participation in sector core team meetings and biweekly coordination meetings. ▪ Integrating development support through joint initiatives (e.g. Tekki Fii Grants)
Inadequate coordination among implementing partners / duplication of training services in terms of scope and end beneficiaries	2	2	4	<ul style="list-style-type: none"> ▪ Development of an eco-system mapping report identifying overlaps and complementarities ▪ Establishment of a joint database / CRM co-owned by all partners (ongoing) ▪ Development of joint programmes and interventions (e.g. Andandorr maturity model as a joint initiative in the entrepreneurship ecosystem)
Underemployment or seasonal work / income incentives irregular migration	2	2	4	<ul style="list-style-type: none"> ▪ Promotion of complimentary employment / income streams and circular economy (e.g. tourism and agribusiness)

Trainings / skills transfer do not materialize in job creation	1	3	3	<ul style="list-style-type: none"> Performance criteria and targets embedded in the SKYE Fund Start-up equipment systematically included as part to the training programmes. Additional support to graduates to link them to local employers
Returnees are not interested in taking advantage of project support	3	1	3	<ul style="list-style-type: none"> Proactive outreach to returnees (e.g. dedicated orientation sessions) Ongoing collaboration with IOM for referral of returnees Customization of support to socio-economic realities of returnees (e.g. short practical trainings) Collaboration with EU-based partners to communicate opportunities available in The Gambia
Investments in the productive sectors / MSMEs do not lead to job creation	1	3	3	<ul style="list-style-type: none"> Upfront market assessments for different sectors and economic analysis of value addition of income / job creation potential Signing of commitment letters with beneficiary companies
Beneficiaries of the financial / in-kind support (e.g. minigrant) are not using the support for intended business purpose	1	3	3	<ul style="list-style-type: none"> Due diligence review of business plans of grant applicants. Use of guarantors Regular monitoring visits by partners and, independently by project staff
Lack of government commitment / support / leadership in facilitating project interventions and providing necessary support and resources for achieving objectives	1	2	2	<ul style="list-style-type: none"> YEP management provided regular updates to key ministries (MOTIE & MOYS). Participation of government representatives in core teams Signature of Tripartite MOUs (Government, ITC, Implementing Partner)
Lack of beneficiary commitment for achieving objectives	1	2	2	<ul style="list-style-type: none"> IP retreat organised for both heads of institutions and focal points (from IPs) to brief them on YEP achievements and share experiences and address challenges

In view of the rapidly evolving situation and crisis triggered by the outbreak of Covid-19, the following risks and mitigating measures have been identified for 2020:

Income / sales of small business deteriorates due to supply / demand side disruptions	3	3	9	<ul style="list-style-type: none"> Monitoring of beneficiary companies Explore additional support measures for MSMEs (e.g. reduced loan period under miniloan, cash for work stimuli packages, support access to public procurement etc.)
Reduced market update for products / services produced by Gambian MSMEs (exports / tourism etc	3	3	9	<ul style="list-style-type: none"> Review target markets, increased focus on import substitution Support marketing / branding of the tourism sector to facilitate post-Covid recovery

Economic recession makes it harder for graduates to find jobs				<ul style="list-style-type: none"> Increased focus on self-employment opportunities and start-up support Review priority sectors / adjust focus of training programmes in keeping with new economic realities
Extended state of emergency preventing the implementation of project activities (trainings, trade fairs etc.)	2	3	6	<ul style="list-style-type: none"> Use of online sources including ITC SME Trade Academy, remote coaching etc. Support digitization of content of BSOs and TVETs to better serve their clients (business development services, access to information, trainings, finance, etc.)

5. Project Results

Results Monitoring

Results by project indicator and year

Project Indicator	Project Target	% accomplished	Total (2017-2019)	2017	2018	2019
SO: Tackle the root causes of irregular migration through increased job opportunities and income prospects for youth						
# of sustainable jobs created by new businesses established after benefitting from entrepreneurship training and other YEP services directly	4,000	47%	1,869²	0	500	1,869²
R1.1 Skills upgraded through technical and vocational training programmes						
# of institutions that improved training programmes and/or operational performance	13	77%	10	4	4	2
# of youths completing a project funded technical and/or vocational training programme or apprenticeship	4,600	52%	2,374	263	432	1,679
# of young returning migrants supported through skills training	300	18%	53	8	11	34
R1.2 Entrepreneurship promoted among youth through business skills training and support programmes						
# of youths benefitted from entrepreneurship and business development services (male, female)	4,400	65%	2,869	727	1,037	1,105
# of young returning migrants supported through entrepreneurship support	150	44%	66	48	13	5
# of youth centres refurbished and offering improved services	2	0%	0	0	0	0
R2.1 Improved compliance of Gambian products with international standards and market requirements						
# MSMEs sensitized on programmes on quality improvement and food safety	250	100%	250	110	140	0³
# Trainers / advisers trained in quality related programmes	30	306%	108	41	67	0

² For this indicator the total counted in 2019 is the total counted toward the indicator as those counted in previous years are included in the count in 2019.

³ No new companies counted as work with the same companies as in previous years continued.

# MSMEs certified	20	5%	1	0	0	1
R2.2 Improved MSME productive capacities						
# MSMEs demonstrating improved business practices (e.g. sales / production volumes, etc.)	500	108%	540	0	316	224
# Production centres strengthened/ created	1	0%	0	0	0	0
R2.3 Market linkages activated						
# participating enterprises on market linkage activities	270	281%	749	136	379	244
R2.4 Improved strategic direction and national ownership for job-centred growth						
# stakeholders participating in sector development initiatives	100	298%	298	162	43	93
# strategic trade development action plans developed	4	125%	5	4	0	1
# of public-private youth platforms created / strengthened	3	167%	5	4	0	1
R 3.1. The activities, opportunities and results of the Action are widely communicated upon at national and international levels						
# of migrants, or potential migrants, reached out by information campaign on migration and risks linked to irregular migration	150,000	101%	152,215 ²	27598	79,761	152,215 ²
# of Gambian citizens reached out by the Tekki Fii campaign	200,000	76%	152,215 ²	0	0	152,215 ²
# of international media pieces published concerning the Tekki Fii campaign	50	6%	3	0	0	3

The results reported under R1 only include beneficiaries who have successfully completed their training. Some of the trainings, particularly under the skills component, can take up to one year. At the time of reporting, several hundred youths were undergoing training or at enrolment stage.

Results by geographic reach

The project covers all regions of the country. Efforts have been made to assure significant representation throughout the country. However, with many implementing partners lack representation in rural parts of the country. YEP is working with TVET institutions (GTHI and GTTI) to increase their footprint in rural areas through the opening of annexes up-country. To enhance business support and other services, ITC is currently upgrading youth centres and working with MOTIE and GIEPA to establish one-stop business advisory hubs across the regions.

While YEP continues to be a national project, the geographic prioritization has been reviewed with the scaling of support under the Tekki Fii Program. For instance, in the area of entrepreneurship support, GIZ is focusing on URR as one of the key focus regions. As YEP did not have a strong foothold in the region prior to the start of support offered by GIZ, YEP did not roll-out new programmes in this area to maximize complementarities with Tekki Fii partners.

2019 Breakdown of Beneficiaries by Region

	GBA	WCR	CRR	NBR	LRR	URR
Skills Training	38%	20%	12%	8%	15%	7%
Entrepreneurship & Access to Finance	64%	14%	11%	4%	3%	4%

Results by gender

Gender and inclusion are mainstreamed throughout YEP programming. In 2019, 63% of YEP beneficiaries were men, largely due to the young men being particularly active in the YEP focus sectors. To address the imbalance YEP offers specific programmes for young women such as mentorship program.

2019 Breakdown of Beneficiaries by Gender

	Women	Men
Skills Training	38%	62%
Entrepreneurship & Access to Finance	36%	64%
MSME Support	30%	70%

Inclusion of returnees

YEP works in close collaboration with other partners to assure the inclusion of returnees in all activities. In 2019, 39 returnees graduated from YEP programs. The project may not have fully captured the number of returnees participating in YEP activities as the systematic collection of data on returnees was only introduced in 2019. The project is still collecting additional data on previous beneficiaries by means of interviews and surveys. A number of new training programmes that include a larger share of returnees have started in 2019. However, some of these programmes are still running and as the present reporting only reflect beneficiaries who have graduated from trainings, the results are not yet reflected. Generally, the project found it difficult to motivate returnees to take advantage of training opportunities. Most returnees prefer monetary reintegration support, at least during the immediate period that follows their return to The Gambia. YEP, in collaboration with partners, will continue a targeted outreach to ensure returnees are aware of all the support measures provided. While YEP does not provide support packages which are available for returnees only, the project endeavours to ensure the trainings and other forms of assistance take into account the socio-economic realities of returnees. For instance, the project will continue to offer practical short-term trainings complemented with starter kits that allow graduates to enter the job market immediately. In 2020, YEP will also roll-out new apprenticeship and on-the-job learning opportunities that may also attract more interest from this group.

Job creation

To assess job creation, data is collected before and after each intervention and periodically through follow-up surveys. For 2019, the results in terms of job creation are based on results of three main interventions: skills development programmes with job placements, access to finance schemes, and support to agribusiness companies. This represents a partial count of the project's achievements. The report does not yet account for employment gains made through entrepreneurship, mentorship and other business development support (other than finance). Neither does it reflect job gains made through investments in the priority sectors to improve MSME competitiveness and activating market linkages. The technical assistance takes some time to materialize and to reflect gains in terms of employment creation. As of 2020, the project will carry out more regular surveys for individual and company beneficiaries which will allow for a broader assessment of employment gains across all sectors.

2019 Jobs Created and Sustained

	Jobs created	Jobs sustained
Skills Training	418	0
Access to Finance	145	660
Agribusiness MSME Support	252	394

Mid-term Evaluation

Purpose

In 2019, ITC carried out the mid-term evaluation of YEP to assess the project's effectiveness, including the extent the project had progressed towards achieving its intended results, as an opportunity to address any problems, and identify lessons learned and good practices, and, to ensure accountability.

Main Findings

Overall, the evaluation concluded that at midterm the project performance is *satisfactory*.⁴

Relevance: The project relevance was assessed as *satisfactory*. The project design was shown to address the needs of the Gambian youth who are prone to migrate by supporting value chains in promising sectors with high employment potential and technical and vocational education and training. The evaluation noted the project's alignment with national policy and consistency with The Gambia United Nations Development Assistance Framework (UNDAF) 2017-2021 as well as ITC's mandate and Strategic Plan, and the SDGs and their indicators. The evaluation found that the project complements youth empowerment-related work of other development partners and is guided by the youth and trade roadmap.

Effectiveness: The project's effectiveness was assessed as *moderately satisfactory* in achieving project outputs and progressing towards achieving the outcomes. The evaluation criticises that the project started collecting job-related data only since 2019 and refers to the project reports for job creation data (932 new jobs & 132 sustained). It found anecdotal evidence suggesting that the project is yet to deliver significant impact on employment because some of the stakeholders' participation in YEP have initiated activities only recently. The evaluators do emphasise that despite the technical measuring shortcomings, efforts are many, and results are real. It notes that YEP has enhanced the knowledge and skills (86%) of beneficiaries, provided them with greater confidence in their ability to undertake income-generating activities and employment (69%), and given them inspiration and new ideas and work opportunities (40%).

The evaluators support the YEP approach working with a large number of partners given the low absorptive capacity in several partners and they point out that some partners have demonstrated strong linkages with industry, which has helped graduates to find jobs. The mini-grants were found to have had a positive impact. The mini loans on the other hand were found to be less than satisfactory, with a 51% repayment rate reported by the Social Development Fund. The evaluation highlights that MOTIE has shown strong ownership of the project.

Efficiency: The project efficiency is assessed as *satisfactory* in delivering planned outputs and outcomes towards the anticipated project objective. The evaluators note that YEP has been able to leverage in-kind contributions from implementing partners, thereby keeping the project costs manageable. The evaluation assessed the level of women's involvement in the project as modest. Overall, the beneficiaries' satisfaction with the project was concluded to be high. However, the due diligence process for accessing mini-loan and mini-grants were considered too cumbersome for the youth with limited knowledge, literacy, and skills. It was noted that the project steering committee meetings have been held regularly with the required quorum and guided the project management in implementing YEP's agreed annual work plan.

Impact: The evaluation notes that a lack of comprehensive data on employment and income does not permit a proper assessment of the project's long-term change or potential change. It points out that the project has not reached a maturity timeframe for impact to emerge in many cases, particularly in creating sustainable jobs that can continue even after the project completion. However, it points to anecdotal evidence that suggests that some of the beneficiaries have been able to increase their family welfare through increased income.

⁴ The ITC Evaluation Guidelines of February 2018 use a six-point scale to assess the project performance. A highly satisfactory project demonstrates an overwhelmingly positive results, with no flaws. A satisfactory project signifies that the project had some strong results, and without material shortcomings. A moderately satisfactory project has had a clear preponderance of positive results (i.e., it may exhibit some minor shortcomings though positive aspects outweighed these). A moderately unsatisfactory project would have either minor shortcomings across the board, or an egregious shortcoming in one area that outweighs other generally positive results. An unsatisfactory project would have largely negative or unattained results, clearly outweighing positive results. A highly unsatisfactory project would have delivered material negative or unattained results and with no material redeeming positive results. ITC Evaluation Guidelines are see <http://www.intracen.org/itc/about/how-itc-works/evaluation/>

Sustainability: The evaluators conclude that sustainability of project benefit is likely to be *moderately satisfactory* noting a substantial gap in the capacity of MSMEs and individual youth to remain sustainably employed or engaged in business. They point out that TVET institutions will likely continue to offer skill development training even after YEP funding ceases. However, they caution that creating jobs for MSMEs would require significant business expansion, for which many would not be ready by the project completion date. The evaluators expect services of actors in the value chain across the six work streams to continue but on a smaller scale without YEP support. Lastly, the evaluation notes the lack of a clear exit strategy by the project at this stage for sustaining gains made under the project.

Recommendations and conclusions

The project evaluation based on findings and lessons offers the following recommendations for the government, YEP, ITC, and EU Delegation in The Gambia:

For the Government of The Gambia

- (i) To create a catalytic effect, MOTIE should constitute a small *knowledge application team* within the Ministry that is charged with the responsibility to capture good practices from YEP and introduce to other youth empowerment projects in the country.
- (ii) The government should seek active collaboration with other development partners, including ADB, IFAD, and bilateral agencies to adapt the YEP framework for youth empowerment in the areas not reached out by YEP.

For YEP

- (i) Align the YEP work programme with the SDGs 1, 4, 8 and 17 and revisit the definition of sustainable employment. The project team could further strengthen collaboration with other UN entities and EUTF on a definition of sustainable jobs.
- (ii) Consolidate the work plan of YEP so that the project can deliver intended outcomes. The project should be able to select a set of strategic partners with proven capacity to deliver services.
- (iii) Continue to engage with SMEs in the value chain (small and medium), including exporters that have the potential to grow and create jobs in the value chain.
- (iv) Further strengthen the capacity of TVET institutions and other key actors in the sector value chain that have the potential to create sustainable jobs.

For ITC

- (i) Ensure that the YEP team can take on additional responsibility and reduce the input or level of efforts of ITC Geneva staff and consultants.
- (ii) ITC project team (in Gambia and Geneva) should explore potential opportunities to seek additional financing with EU Delegation and other development partners beyond 2021.
- (iii) ITC should consolidate the work plan of YEP to gain project efficiency, result-based management, and monitoring system to ensure evidence and attribution of results.
- (iv) Collaborate with the MOTIE and support the development of a project proposal for scaling up and mainstreaming the YEP approach to other parts of the country.

For EU Delegation

- (i) Consider further support for youth empowerment and programme it for 2022-2025.

Conclusions

The evaluation concludes that the project has a group of dedicated professionals both in Banjul and Geneva who have supported the YEP work plan in ensuring initiatives for youth empowerment are on track, and the project objective and outcomes remain achievable. It highlights that the project has been relevant for the Gambia in addressing one of the significant development challenges and that project stakeholders are happy with the support they have received from YEP. The evaluators note that the project has demonstrated that, due to weak institutional capacity and inadequate resources in the government agencies, the ownership and engagement with donor supported initiatives are stronger. However, they caution that while donor supported projects, such as YEP have demonstrated some of the pathways to create jobs and incomes, tackling the root causes of irregular migration requires a

multi-pronged holistic approach well beyond the scope of a specific project. They conclude that the support for youth empowerment in the Gambia needs to continue beyond 2021 under the government's leadership so that the efforts piloted under the YEP approach can be mainstreamed in the government programme.

6. Partnerships and synergies

Implementing Partners

Since the beginning, YEP has placed an emphasis on working with and through local partners in order to not only deliver quality training and other opportunities for youth and youth-led companies but to simultaneously strengthen the capacity and expertise of local institutions and to ensure that the continuation of programmes by those institutions beyond the timeframe of the project.

In 2019, YEP has continued to implement the majority of activities across all components and sectors through implementing partners.

As part of the skills component of the project, YEP has been working with training institutions under the umbrella of the SkYE Fund. In the first round of the Fund, eight training institutions were selected to provide training programmes and organize industry placements for nearly 1,000 youth. The majority of these programmes were completed in early 2019. The training partners include:

- Five Star Security;
- Insight Training Centre;
- Sterling Consortium;
- The Fajara Skills Development Centre;
- The Gambia Technical Training Institute (GTTI);
- The Gambia Telecommunications and Multimedia Institute (GTMI);
- The Golden Hands Academy; and
- The Young Men's Christian Association (YMCA).

After the completion of the first round of trainings under the SkYE Fund, ITC launched a second call for proposals. The following trainings institutions were retained and contracted:

- Gaye Njorro Skills Academy;
- GTTI;
- The Indian Institute of Hardware Technology (IIHT); and
- Sterling Consortium.

The programmes under SkYE II will commence in 2020. In addition, YEP is working with the Gambia Tourism and Hospitality Institute (GTHI) through a major grant on skills training in the tourism sector.

With regard to access to finance, ITC continued the collaboration with the National Association of Cooperative Credit Unions of The Gambia (mini-grant scheme) and the Social Development Fund (mini-loan scheme). In addition, YEP has supported the setting-up of the Gambia Angel Investors Network, which is a key partner for the project's work on providing access to investment for Gambian entrepreneurs.

In 2019, YEP has been working with partners across the entrepreneurship ecosystem to develop the Andandorr programme, a partnership to enhance synergies and impact within the ecosystem. The institutions spearheading Andandorr include:

- The Gambia Chamber of Commerce and Industry (GCCCI);
- The Gambia Investment and Export Promotion Agency (GIEPA);
- The Gambia Youth Chamber of Commerce (GYCC);
- The Global Youth Innovation Network Gambia Chapter (GYIN Gambia);
- The National Enterprise Development Initiative (NEDI); and
- Startup Incubator Gambia (SIG).

During the development of the Andandorr approach, YEP signed fewer new agreements with the entrepreneurship implementing partners. Going forward, all YEP interventions on entrepreneurship will be under the umbrella of Andandorr and grant agreements will be finalised in early 2020. Throughout the project, YEP has been working with a number of partners through grants. A number of grant MOUs carried over from 2018 with activities continuing into 2019:

- GYIN Gambia
- The Association of Small Scale Enterprises in Responsible Tourism (ASSERT);
- The Gambia Standards Bureau (TGSB);
- The Gambia Tourism Board (GTB);
- The Information Technology Association of The Gambia (ITAG);
- The National Council of Arts and Culture (NCAC);
- The National Youth Council (NYC);
- The National Youth Service Scheme (NYSS);

In 2019, ITC signed new grant agreements with the following existing partners:

- CBGS;
- GTTI;
- GTHI;
- GYCC;
- GYIN Gambia; and
- ITAG.

ITC also engaged the following partners that provided a wide range of services including training, support to events and contractual services for the refurbishment of buildings.

- Afro-Works construction company;
- Aureka;
- Edge Hydra Ventures Pvt Limited;
- AZ Design and Construction;
- GAM Engineering; and
- InSIST Global Ltd.

Leveraging of international partnerships

Since its inception, the Youth Empowerment Project has worked with a number of international partners to create synergies and create impact.

- As part of the Tekki Fii Program, YEP is working very closely with the Tekki Fii partner institutions, GIZ International Services, Enabel and IMVF. The partners are part of the respective Project Steering Committee and also participate in the Core Teams for the target sectors. Major collaborations and joint initiatives include:
 - Establishment of joint Tekki Fii Grant (building on and scaling the YEP mini-grant):
 - Dovetailing support to MSMEs including in packaging and market linkages (e.g. TFGI, YATE);
 - Common approach to refurbishment of youth centres and creation of standard operating procedures;
 - Cooperation with GIZ on the development of new curricula and roll-out of skills training and institutional strengthening of TVETs (under the TVET Committee);
 - Cooperation with Enabel on cash-for-work programmes including referral for trainees and joint production sites using Compressed Stabilized Earthblocks;
- Back in 2017, ITC partnered with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to strengthen GTTI with a particular focus on the Mansakonko Annex. Thanks to the support from Germany, GTTI was able to reopen a fully refurbished training Annex in 2019.
- Under the MOU between GTTI, ITC and GIZ, YEP supported the rollout of a pilot teacher training for skills trainer from GTTI representative from other skills institutions. The technical

trainings are supported by experienced teachers from Germany, through the Landesakademie Baden Wuerttemberg.

- ITC partners with PUM Netherlands Senior Experts to support the Gambian poultry sector. In 2019, PUM carried out 10 mission and provided support in training of trainers, development of curriculum, veterinary support including laboratory materials to the Department of Livestock under the Ministry of Agriculture, development of a database for real-time livestock management, support to the consolidation of the cooperatives and marketing. PUM also provided in-kind support for two Gambians to attend on-the-job trainings in the Netherlands.
- ITC and UNDP, through the Private Sector Development Programme managed by MOTIE, partnered in the ICT sector. UNDP contributed USD 28,000 towards the cost of a feasibility study to establish a technology hub. The implementation of the hub is supported by both projects under the leadership of the Ministry of Trade.
- ITC partnered with the Goethe Institute to support the implementation of actions under the creative industries roadmap and received about EUR 25,000 equivalent in-kind contribution for several workshops and events training young Gambians on sound and video engineering, event management, media, and other fields.
- Under the MOU with the International Organization for Migration (IOM), YEP continued to collaborate in area of awareness raising through joint activities, share data and further develop the referral system for returnees.
- ITC entered into a partnership with the UEFA Foundation. In 2019, the Gambia had received two shipments of free sports equipment (football starter kits) and initiated the work on developing curricula focusing on life skills to improve employability.
- YEP received approximately 60 industrial sewing machines and other equipment through private donation from former garment factory in Ravensburg, Germany. The equipment and transport are estimated at ca Euros 50,000- Euros 80,000 and will support the setup of the garment construction centre in Bakoteh.

Synergies with other ITC projects

ITC is implementing other projects in The Gambia, alongside YEP, which has led to synergies in several areas.

- The Jobs Skills and Finance (JSF) is a large EU-funded project jointly implemented by the United Nations Capital Development Fund (UNCDF) and ITC. YEP and JSF are complimentary initiatives and synergise in a number of areas, particularly related to skills development. In 2019, JSF under the leadership of the with the Ministry of Higher Education, Research, Science and Technology (MOHERST) helped establish the TVET Committee and supported the design of the TVET roadmap. Roadmap provides direction for the different initiatives in the sector and enhances coordination and impact. JSF helped scale a number of market-led training approaches that were successfully piloted under YEP. This includes the performance-based training models under the Skills for Youth Employment Fund (SkYE). The JSF priority regions are LRR, CRR and NBR and it provided training in agribusiness, horticulture poultry and construction through CSEB. JSF is supporting the establishment of Sector Skills Councils (SSC) which provide occupational standards including for the apprenticeship model which also supported under YEP.
- ITC together with IOM and UNFPA is implementing a project funded by the UN Peace Building Fund (PBF) to support the holistic reintegration of returnees. ITC focuses on the economic reintegration of returnees and supports private and public actors in providing relevant services. For instance, it helps strengthen the operational and technical capacity of the Department of Labour under MOTIE to offer job placement services. These investments are expected to support the set up decentralized job centres anchored at the youth centres – an initiative which is championed and supported by YEP.

- The UEFA Foundation for Children and the ITC announced the development of a new initiative – Kick for Trade – that will embrace football to ensure greater inclusive development and boost youth employment. The first projects of the new initiative will kick off in two African countries, including The Gambia.
- The entrepreneurship ecosystem mapping was conducted in partnership with ITC’s AIM for Results programme, leveraging funds and expertise of ITC experts at minimal costs for the project.
- In the organisation of the study tour to Ethiopia in November 2019, ITC created synergies between YEP and SheTrades Gambia organising a joint trip for TVET companies, weavers, youth-led companies, and women-owned companies. In the study tour, the Gambian participants benefitted from training by and meetings with ITC constituents in Ethiopia under the ITC-led Supporting Indian Trade and Investment for Africa (SITA) project.
- In November 2019, two YEP-mobilised Gambian companies participated in the China International Import Expo (CIIE) in Shanghai with funding from ITC and other ITC projects and at no cost for YEP.
- Lastly, YEP-supported companies were able to benefit from a training by international experts on fashion packaging funded and organised under SheTrades Gambia in December 2020.

7. Visibility and Communication

Through its communications and visibility work, the project aims to change the perceptions of opportunities through backway migration in favour of actual possibilities and perspectives in The Gambia. YEP creates awareness about socio-economic opportunities in The Gambia, such as on making a living through skills, and meaningful (self-) employment; and disseminates information on how to tap into these through skills trainings, business development support, job opportunities, career counselling or reintegration support. The main communication channels include:

- 1) Physical outreach including information and orientation sessions at existing gatherings, specific events, village visits etc
- 2) Websites, social media which includes Facebook, Twitter, Youtube and Instagram
- 3) Radio including weekly shows on one national radio station (West Coast Radio) and 3 community radio. In addition, YEP staff participated in various radio shows on an ad-hoc basis
- 4) Television – appearance in talks shows and coverage of Tekki Fii events and programmes. The main channels are GRTS, Q-TV, Paradise TV, eye-TV
- 5) Articles and coverage in print media

Key results under this pillar, are captured under project output 3.1. To reach the total outreach figure, YEP has added up engagements across different communications channels as shown below.

Total number of people reached to date : 152,215						
Total number of people reached in 2019 across categories: 146,847		Total people reached in 2017 & 2018: 107,359		Estimated Overlap : 95%	Total carry-over from 2017 & 2018: 5,368	
Category	TV	Radio	Events & in person	Online	Print	YEP Beneficiaries
Total counted	131,750	7,625	4,680	2,999	320	172
Estimated overlap between categories	base	75%	90%	90%	90%	95%
Total counted per category	131,750	30,500	46,805	22,988	3,200	2,275
Estimated overlap between activities	75%	0%	0-75%	50-75%	75%	33%
Total if adding up activities	137,000	30,500	65,214	32,387	6,800	3447
Activities	GRTS Morning Show & News coverage across channels	West Coast Radio, Community radio programmes, other radio programmes	Kankurang Festival, TFGI, YATE, Tekki Fii Roadshow, Agricourage, Community outreach through NYC, Walk-ins to the YEP Office, other YEP Events	Facebook, Twitter, YEP Portal, Newsletter	The Point, Foroyaa, The Voice, The Standard	Total count of beneficiaries counted under other project outputs

8. Detailed Narrative of Achievements

R1. Improved employability and self-employment opportunities for youth
<p>Skills upgraded through technical and vocational training programmes # of institutions that improved training programmes and/or operational performance 13 # of youths completing a project funded technical and/or vocational training programme or apprenticeship 4 600</p>
<p>Youths completing a project funded technical and/or vocational training programme TVET or apprenticeship/on the job learning</p>
<p>Cross-Sector</p> <p>In 2019, and across the different target sectors, YEP continued its work to boost skills development for Gambian youth and link trainings with employment or self-employment outcomes. Trainings under the pilot of the Skills for Youth Employment (SkYE) Fund were concluded and 804 youths, including 304 women, completed technical skills trainings delivered by eight partner TVET institutions. Following the theoretical training, trainees were placed in internships for hands-on practice before graduation. By the end of the programmes, 500 youths were either employed or self-employed. A second round of the SkYE Fund was launched, and contracts were awarded to four training institutions to train close to 700 youths in a broad range of skill areas.</p> <ul style="list-style-type: none"> • In partnership with YMCA, 77 students graduated in April from Skills Trainings Graduations, which included courses in the areas of Graphic Design and Desktop Publishing, Marketing and Design, Financial Literacy and Entrepreneurship Skills. • In partnership with Sterling Consortium, 110 students graduated in April in areas of Satellite Installation, CCTV Installation, Solar Installation and Vehicle diagnostic techniques and repair. • In partnership with GTTI, 112 students graduated in April from Tiling, Electrical Installation, Air Conditioning and Refrigeration, Welding and Fabrication and Carpentry and Joinery. • In partnership with Five Star, 153 students graduated in April in areas of Security, specifically on basic security guard, anti-terrorism, basic fire safety, first aid and international humanitarian law. • In partnership with Golden Hands, 43 students graduated in April in areas such as Massage, Beauty, Hairdressing and IT. • In partnership with GTMI, 63 students graduated in May on technical and electronic training on Phone and Laptop Repairs and Satellite Installations. • In partnership with Insight Training Centre, 123 students graduated in May from courses on Construction, Electrical Installation, Catering, Tailoring and Journalism. • In partnership with Fajara Skills Development Centre, 123 students graduated in April from courses on Tailoring, Cookery and Catering and Hair Dressing. <p>A handover of start-up equipment was provided for the practical phase, procured for Sterling & GTMI trainings. A total of 167 participants, 38 women, received the equipment in January 2019.</p> <p>In partnership with NYSS, 140 students graduated in August from The National Youth Service Scheme from 6 months accelerated apprenticeship programme training in Rice Agronomy, Plumbing, Auto Mechanic/Electrical and Tailoring.</p> <p>Creative Industries</p> <ul style="list-style-type: none"> • In 2019, YEP implemented a craft development program for 30 individuals from three communities of Janjanbureh, Jamali and Tabanani, Central River Region, consisting of business development, market linkages, the provision of equipment, and support for the participants to form an association. Out of the 30 participants, 23 have become active MSMEs and are demonstrating increase in sales. • In collaboration with the Goethe Institute and Black Lynx, YEP launched a skills development training on technical event production, including stage, light and sound engineering, and journalism, including print, radio, TV & social media. The training took place in November, aiming at developing the professional, technical and productive capacities for creative actors in The Gambia. The Level 1 creative industries skills development training focused on capacity development for technical event production and journalism. It was conducted by YEP in collaboration with the Goethe Institute and

Black Lynx and had 39 participants. The level 2 training with The Goethe Institute and Black Lynx on stage, light & sound engineering and print, radio, TV & social media took place in December.

- The 8th edition of Fashion Weekend took place from on 7-8 December with YEP as the main partners and sponsor. YEP in collaboration with ASSERT also organized a pop-up market under the Gambia's Good Market. The Fashion Weekend featured a masquerade performance, provided a runway to 16 designers and showcased locally sourced Gambian products. Moreover, YEP supported the master class training for 11 make-up artists.

Tourism

- In the tourism sector, GTHI launched three new short-term programmes in August, with 200 students enrolled at the main campus and 112 in rural regions. In November 2019, all 312 students completed their respective levels of foundation training and were placed in a 3-month internship with private sector accommodation and restaurant providers to improve their practical skills and establish a relationship with potential employers. In March 2020, the main campus and Farafenni cohorts will return for a second level of foundation studies followed by mentoring sessions focusing on job placement.

ICT

- A total of 40 (including 9 women) attended the annual general meeting of the IT Association of The Gambia (ITAG) that was held on Friday, 26 April with the support of YEP. Board elections took place and now a Youth Representative is included. The AGM also covered an amendment to ITAG's constitution and the establishment of a membership fee structure to ensure sustainability.
- The annual HackWeekend took place at Khamsys Technologies on 26 and 27 April. During the two days, 8 teams worked on hacking health-related issues using innovative technology solutions. The training was attended by 101 participants. A Software development training on the Python programming language ran concurrently with the Hackathon and served as a foundation and base for the participants to be able to start and progress their career in software development. ITAG, the Gambian IT association, was closely involved in the event.
- In partnership with Real Tech Gambia Ltd and the President's International Award's, 28 youth, 8 women, pursued and graduated from a year-long training the areas of mobile phone repairs, tablet repairs and flat panel TV repairs. A certificate of attendance was issued by the National Accreditation & Quality Assurance Authority on completion of the programme, on April 2019.
- The YEP Freelancing programme aims Gambian youth on internet marketing skills and then connect them to both local companies and international freelancing portals. In September, 30 youth finished the 1st edition of Freelancing Programme. Once they completed the courses, they have started working as freelancers. The first meetup of the YEP freelancing programme took place on July 25 with the objective to discuss the program overview for current and new students. During the second phase of the project, students were trained on Facebook Advertising and Online Freelancing and they were introduced to other Internet Marketing Service Courses.
- The approach enabled local freelancers to build a portfolio, a track-record, and valuable experience before pursuing customers on international freelance portals such as Freelancer, and Upwork. Overall, through the freelancing programme, 85 students completed one or several course on the platform (Google Advertising| PPC, Facebook Advertising, LinkedIn Advertising, Landing Page Design, Email Marketing, Chatbot Design). 12 are currently earning through the platform.
- Cross-sector collaboration between the ICT and tourism components of YEP has begun with the Information Technology of the Gambia (ITAG) to steer a programme for 25 YEP-trained freelancers in digital marketing to service 20 tourism MSMEs, with aims to strengthen business capacity to connect with international markets.

Poultry

- YEP-PUM Poultry Programme After a consultation with stakeholders in the poultry industry, YEP in collaboration with PUM, Netherlands Senior Experts, launched a poultry programme for the Gambia.

The programme provided technical support and training of stakeholders in government and private sector to achieve self-sustaining sufficiency.

Capacity building of selected training institutions

All Implementing Partners

- The ITC Gambia Office organised two half-day trainings on ITC reporting requirements for new and existing implementing partners under YEP and other ITC-implemented projects. The workshops included discussions on implementing partners' issues and concerns, presentations, and a hands-on practice session.

TVET Institutions

- YMCA, Sterling Consortium, Fajara Skills Centre, GTTI, Five Star, Golden Hands, GTMI and Insight Training Centre were further strengthened through the SkYE Fund.
- With YEP support, GTHI established its first training centres in rural areas (Janjangbureh, Central River Region and Farafenni, North Bank Region) giving easier access to quality skills training in hospitality to Gambians residing in rural areas. GTHI opened its training annex in Janjanbureh, including a restaurant, which results in greater demand for catering services and, in turn, business opportunities for GTHI in the region. GTHI gained greater visibility and its facilities are being used to host major events at its main campus in the city.
- ITC supported the development of 2 new curricula in rural mechanics and low voltage solar systems in collaboration with GIZ. Through the collaboration, ITC also supported the teachers training piloted at GTTI and implemented with trainers from Germany through the collaboration with the Landesakademie in Baden Wuerttemberg. The teachers training continues in 2020 and supports 20 teachers from GTTI, PIA and Sterling Consortium. Finally, with the support from the project GTTI launched skills training in six skills areas at the Julangal Training Centre in URR for the first time
- In 2019, ITC provided additional capacity building to support the Accelerated Apprenticeship Programme piloted by NYSS.
- Starter kits for Sterling and GTMI graduates have been procured as planned – the handover ceremony took place in January 2019. The kits also include equipment managed by the training institutions through an affordable loan scheme.

Entrepreneurship Support Institutions

- Several entrepreneurship support organisations participated in a training on organisational strategy and monitoring and evaluation delivered by an international expert.
- ITC strengthened GIEPA's service portfolio for companies in the ICT sector and started embedding the export marketing assessment methodology. ITC also integrated the SME trade academy into GIEPA's website.
- ITC together with the entrepreneurship ecosystem is developing a customized CRM system and MSME database for the entire ecosystem to be anchored at GIEPA. The roll-out will continue in 2020.
- Representatives of GYCC and SIG participated in Youth Employment Forum at World Export Development Forum.

Quality and Food Safety Institutions

- TGQA receives coaching and guidance from YEP. Promotional materials and service catalogues are developed and seven basic courses were transferred to TGQA.
- TGSB staff were further trained and implemented quality improvement projects for enterprises. Coaching to develop TGSB HACCP and GHP certification services, including staff training and the implementation of relevant internal standards continued. Preparations for international accreditation were initiated.
- Together with FSQA, the food safety youth trainers/advisers implemented Good Hygienic Practice (GHP) for a number enterprises. Awareness materials for schools, food vendors and food establishments was developed and a proposal for a food science course was shared with FSQA.

Sector Support Organisations

- ASSERT organised 2018-19 and 2019-20 editions of the Gambia's Good Market and increased its visibility and partnerships with YEP support.
- ITC supported GTB in the development of Ninki Nanka Trail and market linkages, such as participation at international trade fairs.
- ITC assisted NCAC in the organisation of the 2020 Kankurang Festival and in the provision of training on event planning and management.
- ITC supported ITAG in the organisation of its AGM, the development of membership packages and a two-year strategy and improved service portfolio.

Output 1.2

Entrepreneurship promoted among youth through business skills training and support programmes

of youths benefitting from entrepreneurship and business development services **4 400**

of youths benefitting from awareness raising, skills development and training under project **100,000**

of youth centres refurbished and offering improved services **2**

Entrepreneurship Training & Support

Cross-sector

- YEP handed over start-up kits to 26 graduates, 16 women, from the on-the-job training in agribusiness conducted together with GHE. With the help of these kits the graduates are now ready to start or expand their businesses in agro-processing, pest control and agro-product marketing.
- With YEP support, the winners of the Hult Prize Competition of the University of The Gambia participated in March the regional finals in Toronto, Canada. The team consisting of 3 women and 1 man, "Fishing for Economic and Environmental Development" (FEED) competed against 42 teams for the chance to attend the Startup Accelerator, an 8-week programme for Hult's Top 50 start-ups. The team pitched their business idea and competed with winners from 40 other top universities. They got valuable technical advice, propelling their ideas to set up an aquaculture business in the country.
- HULT prize entrepreneurship training 2nd time supporting University students to partake in global social entrepreneurship challenge – from October to December with 80 participants. YEP supported the University of the Gambia to participate in the 2019 Hult Prize Challenge on December. It is the largest student start-up event. The winning team will pitch their idea at the Hult Prize Regionals in February 2020 with the chance of winning 1 million USD start-up capital to accelerate their business idea and change the world.
- 50 young Gambians, 15 women, graduated as part of the 2nd cohort of the GYIN Gambia Youth Mentorship Programme. The group spent 6 months working with their mentors on better understanding business financing options, as well as improving their book keeping.
- GYIN Gambia held the 3rd edition of its Rural Youth Awards on March 10. The winners in categories ranging from Best Emerging Business to Best Business Innovation of the year, received cash prizes and access to six months of mentoring by a business expert. GYIN Gambia also organised several events promoting entrepreneurship as part of the RYA programme.
- GYIN Gambia's Entrepreneurship, Leadership, Information and Technology (ELIT) Summer Camp took place in September in Pakalinding with 53 participants, including 16 women. The 2019 edition focused on entrepreneurs in the agricultural value chain, in particular those into agro-marketing, horticulture, rice, and small ruminants.
- In collaboration with NEDI and NYC, YEP offered an entrepreneurship training program in July for 30 participants including 11 women. The program equipped young people with the technical know-how in entrepreneurship and opened up their access to finance.
- Together with Bridging Gaps Advisory, YEP run a mentorship programme for Women Entrepreneurs 14 women entrepreneurs underwent the 6 months of mentorship with industry experts and successful business leaders from July to September. They also met with H.E. Sharon Wardle, the UK High Commissioner in The Gambia on 13 August.

- YEP, in partnership with the Leadership Gambia Institute, organized an Investment Tank for 16 women entrepreneurs that participated in the Diaspora Mentoring Scheme. The session featured young women entrepreneurs pitching to convince investors to fund their businesses. A later session facilitated by Jainaba Bala Ceesay was an opportunity for the mentees to share lessons learned and their experience about how their businesses have benefitted from the training funded by YEP.
- GYCC engaged women and youth plus other relevant stakeholders across the country on market information, and business opportunities. 150 participants attended the GYCC Advocacy for Youth events. GYCC also held meetings with Area Councils in West Coast, Kanifing, and Banjul. The objective was to conduct lobbying with council members to reserve spaces for young entrepreneurs in lumos in these localities.
- For the first time, the World Entrepreneurs' Day was celebrated in The Gambia on 21 August with a networking event organised by GYIN Gambia in partnership with NEDI. The event featured three inspiring young people sharing advice and insights into the journeys with a packed room of other young entrepreneurs.

Creative Industries

- With Flex Fuzion Entertainment, dancers, drummers and cultural groups presented their talents during the launch of Dance Gambia Championship in March. The Minister of Tourism, Arts and Culture participated in the event, and stressed the importance of artists in the development of the tourism sector. Several live shows followed until the finals which took place on 9 June. The Dance Gambia Championship counted 135 participants. YEP and Flex Fusion will continue to support winners on artistic and academic trainings on dance and theatre management, employment creation, mentorship program and training on Entrepreneurship.
- In February YEP organized a craft training with 32 participants. On 16 April, YEP held a post-training assessment to evaluate progress and explore needs for a second phase of training, which is expected to include an entrepreneurship component, and support the participants' request to form an association.

Tourism

- On August 20-24, YEP-trained master and youth trainers worked together to deliver community-based tourism skills reinforcement to the villages of Jamali and Tabanani. Trainings included subjects such as customer service, bookings, accounting, storytelling, and food quality. 16 participants, of which 7 were women. In addition, 14 youth have been trained and have successfully obtained tour-guiding licenses.

ICT

- A training on Tech Value Proposition and Business Model Canvases took place on 11-13 February at GCCI targeting 24 start-ups shortlisted under the YEP Tech Start-up Support Programme. It was followed by interviews to assess their capacities and move forward in the final selection and their classification in ideation, entrepreneurship and growth phase. There were a total of 32 participants, of which 9 were women.
- An accounting and valuation training was held under the Tech Start-up Programme with 30 participants, of which 3 were women.
- The Gambian tech ecosystem was represented at the Seedstars World finals by Beran Dondoh, ITAG vice president and Modou Njie, founder of MoneyFarm and winner of the 2018 Banjul Seedstars competition. They took part in tech-related workshops, met with potential investors and Modou took part in pitching sessions.
- The YEP Tech team co-organized with the Seedstars team the second edition of the Seedstars pitching event. It took place in Banjul on 13 September at Paradise Suites Hotel, Kololi. Prior to the pitching session, an intensive bootcamp on pitching and on investment readiness took place and 9 startups (Afriblack, ANG Capital, eDeals, JollofTrade, Madani, NadjiBi, Nesthet, Tesitoo and Yobuma) shortlisted by Seedstars benefited from it in addition to direct business advisory and advice from Gambian businessmen and women.
- During the pitching ceremony, the 9 Tech startups pitched their business concept. The solar water pump startup Nadji.Bi won the pitch of the Banjul edition, which led him to compete in the regional

Seedstars Summit in Johannesburg, in which he also won. The startups ANG Capital and Yobuma are the runner-ups. All of the three won free access to the investment online readiness programme and access to digital tools to develop further their product.

- The Start-up Grind on digital payments concluded on November with 69 participants including 30 women. The event focused on digital payments in The Gambia and looks into leveraging on technology to help ease Gambia's development on digital payment. They discussed the need for a payment platform that allows people/business to generate easy payments.

Access to Finance

- On 15 February, NACCUG held training on financial management and bookkeeping to a new cohort of 35 entrepreneurs. On 6-7 September, NACCUG held again two orientation sessions coupled with financial management training to a new cohort of 141 entrepreneurs awarded in the Mini-Grant Scheme.
- On 27 September, the Ministers of MOTIE and MOYS together with the EU Ambassador launched the Tekki Fii minigrant which scaled and expended the YEP minigrant schemes. This included the opening up two new grant windows namely the tekki fii solar grant and the tekki fii agro grant. The solar grant has a maximum threshold of 250'000 GMD and is supported by GIZ. The Agro-grant also caters for applications up to 250'000 GMD and is offered by IMVF. The minigrant will continue to provide support of up to 50'000 GMD in all sectors and across the country and is supported by YEP/ITC, GIZ and IMVF. The new total funding envelope for Gambian entrepreneurs that will be made available through these different Tekki Fii Grant windows amounts to more than 1m EUR or 55m GMD.
- By the end of the 3rd quarter, a total of 22 loans were disbursed for youth including 4 women under the YEP mini-loan scheme run in collaboration with the Social Development Fund. They include Working Capital Loans (WCL) and Loans for the acquisition of machinery, equipment, new premises, improvement and expansion of existing premises. with a reduced interest rate and collateral requirements. ITC unlocked 142,000 USD in private capital for youth-owned established businesses. Loans were disbursed. The investments enabled 22 businesses to expand their operations and consolidate and/or create 245 jobs
- The launch of Gambia Angel Investors Network (GAIN) took place on July 20. It brought together public and private organizations, entrepreneurs, international institutions and the Gambian entrepreneurship ecosystem. The network, 10-15 local investors, is committed to provide funds to start-ups and SMEs in the Gambia. The launch was supported by African Business Angel Network (ABAN) who also ran a masterclass for the founding members of the Gambian Angels network.
- The Gambia Angel Investors Network (GAIN) provided training to 8 entrepreneurs who participated in the first round of investment pitching July. Another pitch training was organized for 3 participants in December.

Entrepreneurship Ecosystem and Institutional Strengthening

- ITC carried out a mapping of the entrepreneurship ecosystem in The Gambia. The mapping helped identify strengths and weaknesses of the different BSOs, highlights duplications, service gaps and potential areas for increased collaboration.
- Based the findings of the mapping, the Youth Empowerment Project in partnership with key entrepreneurship stakeholders launched the Andandorr Programme, a maturity-entrepreneurship model which provides support for highly promising, local youth entrepreneurs who operate in different business development stages. It aims to strengthen the Gambian entrepreneurship ecosystem by building partnerships and creating synergies in information sharing, service delivery and results monitoring.
- As part of the Andandorr Programme, YEP in collaboration with the ecosystem players developed a joint database of MSMEs and entrepreneurs. The database will be used and co-owned by several actors and it will be hosted by The Gambia Investment & Export Promotion Agency (GIEPA).

Youth Centres
<ul style="list-style-type: none"> • YEP in collaboration with the National Youth Council held a series of consultations and townhall meetings with the communities (Chiefs, Alakalos, WDCs youth and women groups) and the local government representatives (Governor's office, area councils) to determine the services to be provided by the youth centres in Farafenni and Janjanbureh respectively. The functions were based on an economic assessment and the scope for refurbishment of the youth centres were validated with the communities. • Following a public tender, ITC contracted two construction companies for the refurbishment of the youth centres in Farafenni and Janabureh. The work is expected to be completed in Q2 2020. • In parallel to the construction work, consultations were held and plans were initiated for the management of the centre and the respective service areas. This includes the pilot of the job-centres in collaboration with the Department of Labour, support to the IT labs through the Peace Corps Volunteers, backstopping support to the restaurants and accommodation by GTHI, tourist information centre by GTB, setup of shops by the tour guide association etc. The work on standard operating procedures for the youth centres has also been initiated and is led by IMVF in collaboration with the NYC.
<p>Output 2.1 Improved compliance of Gambian products to international standards and market requirements <i># of MSMEs sensitized on programmes on quality improvement and food safety</i> 250 <i># of trainers / advisers trained in quality related programmes</i> 30 <i># of MSMEs certified</i> 20</p>
Capacity Strengthening of MSMEs & Trainers
<ul style="list-style-type: none"> • In October, 25 youth trainers/advisers, of which 10 are women, completed an international qualification in quality management issued by ITC and the World Alliance for Quality. • ITC continues to support quality management and food safety in the Gambia, through the support to The Gambian Quality Association. Activities included review of projects, action plans, and development of awareness materials, among others. Activities had the support in ITC international experts and the Gambia Standards Bureau. In October food safety training was held for 15 youth trainers, including 10 women who completed training in food safety • As part of YEP's effort to improve quality in The Gambia, 18 future Quality Trainers attended a training to obtain the Lean Six Sigma Green Belt certificate. The training took place between 19-26 March, during which they learned practical approaches to solve problems utilizing statistical and qualitative tools. • For two weeks in October, 25 quality trainers accompanied by their coach from World Alliance of Quality, visited several companies with which they are working as part of their learning program. One of the companies visited was National Beekeepers Association to work on the improvement on processing of honey. Of the 25 participants, 10 were women. • In June 2019, Tropingo, one of the beneficiary companies specialized in processing mangoes successfully obtained organic certification.
<p>Output 2.2 Improve MSME productive capacities <i># of MSMEs demonstrate improved business</i> 500 <i># of production centres strengthened or created</i> 2</p>
Productive Capacities of MSMEs
<p>Cross-sector</p> <ul style="list-style-type: none"> • As part of the preparation for the annual 2019 Youth Trade Fair in December, YEP fully funded a two weeks packaging training through The Gambia Youth Chamber of Commerce (GYCC) for 80 enterprises. Additionally, on October 16, the She Trades project conducted a packaging and quality training at The Gambia Chamber of Commerce and Industry (GCCCI) for 30 women. The

packaging trainings were conducted by trainers who took part in a YEP-funded training of trainers earlier in the year.

- ITC procured the most in-demand packaging materials by young entrepreneurs and signed a service agreement with GHE to make the materials available at their shops. The materials are sold at favourable rates and help young business owners to improve their products.

Tourism

- In partnership with the Gambia Tourism Board (GTB) and training support from the Institute of Tourism and Travel of the Gambia (ITTOG), The Ninki Nanka Trail (NNT) field training for tour operators and guides took place from June 19-22, covering skills building in responsible tourism operations, interpretation, marketing and branding.
- Gambian Tour Operators were engaged on 24 September on a training in pricing for NNT tour packages. The training also served as a platform to collect feedback and consult the tour operators on the brand identity of the NNT.
- As part of the product development component of the community-based tourism (CBT) and Ninki Nanka Trail development project along the Central River Region, the team engaged in filming virtual reality tours featuring communities under the CBT and NNT to enhance visitor experiences targeting international tourism fairs and tour operators.
- In November, ITTOG delivered a workshop to 35 enterprises from the National Tourist Guides Association in areas of customer service, responsible tourism and the Ninki Nanka Trail code of conduct. It aimed at improving quality of services and business retention, particularly during a challenging season due to the Thomas Cook bankruptcy.
- Between 16-17 April, as part of YEP's capacity building initiatives in tourism development for job creation in rural Gambia, nine youth received training on mobile photography for social media, with the objective to equip youth with transferable creative skills that can be used for marketing of their product and services. There were 8 participants, of which 3 were women.
- As part of the Trade Fair Gambia International, YEP, in partnership with the Gambia Chamber of Commerce and Industry, held packaging conferences and a competition. Out of 36 companies participating in the competition, five took home prizes in different categories related to quality packaging.

Creative Industries

- As part of YEP's initiatives to support the creative industry in The Gambia, a training on photography was carried out by expert photographer Diego Ibarra. 12 participated in the training, 4 women, who ranged from professional to aspiring photographers from media houses to tour guides.
- In preparation for the Dance Championship in July, Flex Fuzion Entertainment's productive capacities were strengthened by the numerous trainings on dance and entrepreneurship that took place in June 2019.
- A group of fashion designers, weavers, and TVET trainers, supported by YEP and SheTrades, participated in a study visit in Ethiopia. They visited garment production hubs, education and government institutions active in the fashion sector, participated in trade fairs, met Ethiopian top designers and had trainings on design and creativity.

ICT

- The Information and Technology Association of The Gambia (ITAG) conducted an initial registry operators' course with 40 participants. ITAG has now a two-year strategy developed.
- The YEP Tech startup Support Programme gave the opportunity to its beneficiaries to access the results of a Tech startup's 360° diagnostic. Eight beneficiaries went through the 360° diagnostic in June 2019 which helped further identify strengths and weaknesses in areas such as product-market fit, leadership, business planning and investment readiness.
- From 4 to 5 September, The YEP Tech team organised a two-day training on digital payments. 23 participants attended, including 8 women. The objective of this training was to help participants to understand the concepts and mechanisms of digital payments with a focus on demos to further integrate the tools on their online businesses.

Poultry

- YEP in collaboration with PUM Netherlands senior experts continued the trainings and coaching for poultry farmers. The support provided to the industry expanded in scope and also included an assessment of the management system and value proposition of four poultry associations, cooperatives and relevant stakeholders. The assessment took place in November and was followed by recommendations to strengthen the systems and networks between the different organisations.
- With the support from YEP, two Gambians underwent a two weeks training in poultry farming in the Netherlands in October. Assan Secka is from a private company Gamholland and Biran Saine is from the Department of Livestock Services. They have been exposed to the work of a poultry clinic, feed mill and poultry farms (broilers and layers) to gain more experience in the field.
- ITC in collaboration with the Department of livestock services, PUM, Netherlands senior experts and FAO organized the first National Poultry Conference in December. The event brought international expertise through the PUM network and explored avenues to strengthen the sector's competitiveness and increasing its role in improving food security. The Conference put forward a number of recommendations that are fed into the workplans of national stakeholders and development partners.

Production Centres

- Following an assessment in collaboration with the KMC Major's Office, the Bakoteh community centre has been selected as the partner and location to establish the garment construction centre.
- Through a competitive procurement process, a contractor has been selected to refurbish the centre and develop the site for increased production capacity. The construction work is expected to be completed in Q2 2020.
- Additional equipment for industrial garment construction has been procured.
- Procurement of looms has been finalized and the customized looms are being produced.

Output 2.3

Market linkages activated

of participating enterprises on market linkage activities 270

Market Linkages

Cross-sector

- YEP supported 52 participants, of which 36 were women, to participate at the Trade Fair Gambia International in April. YEP provided a booth and expenses to support four community-based tourism (CBT) youth trainers from Janjanbureh to hold business meetings with potential buyers and customers during Trade Fair Gambia. The booth also included a display of local crafts from surrounding villages.
- The Gambia's Good Market implemented by the Association of Small-Scale Enterprises in Tourism (ASSERT) concluded its first edition (2018-2019) in which it held eight markets and two special markets. The monthly pop-up market features a variety of locally sourced products by young Gambian entrepreneurs in fashion, health & beauty, agro-processing, accessories, arts & craft along with a vibrant display of demonstrative and live arts. During the first edition, 50 MSMEs were supported on product development, training on packaging and quality, booking keeping, and entrepreneurship. The market created six partnerships and exhibited during five major events to support market and business development. For instance, on 4 May, the Good Market collaborated with Farm Fresh and featured a Farmer's Market giving a platform to a total of twelve farmers from rural Gambia and 30 youth entrepreneurs from the Great Banjul area.
- On 2 November, the Gambia's Good Market launched its second edition in front of Petroleum House with more than 370 visitors. A total of 4 markets were held in November and December. The second edition recorded an average sales increase of 35% vis-à-vis the previous season. Of the MSMEs

supported in 2018-2019 edition, 20 continued to take part and demonstrated growth through increase of sales and jobs. The 20 entrepreneurs have created 122 jobs and make an average of up to D85000 in sales per week. The market received a total of 1,675 direct visitors in 2019 only and reached exposure to over 20,000 visitors through participation in other events.

- The GYCC Youth Agribusiness and Tourism Expo (YATE) took place in December 2019. The youth expo provides exhibition space for over 200 youth in Agribusiness and Tourism among others, 49 entrepreneurs were supported by YEP, and there were over 1500 attendants recorded. ITC also advised GYCC in the preparation of the trade fair and supported an innovation competition and an agribusiness fashion night that brought together entrepreneurs from the two sectors.

Agribusiness

- In October 2019, a buyer-seller meeting was organised and it brought together over 100 stakeholders in the groundnuts, cashew and cereals crop value chains. As a result, AK Agro Development Enterprise reached cooperation agreements with five groundnut operators who benefited by YEP with agribusiness equipment. The agreement is to provide crop purchase financing of up to GMD 1.2 million each for the upcoming cropping season with the objective to export groundnut. This makes a combined deal volume of GMD 6 million or 120,000 US Dollars.
- During the buyer-seller meeting, AK Agro Development Enterprise and five women entrepreneurs supported by the project decided to pool resources to process and sell groundnut and cereal products. AK Agro will provide the space and raw materials and the women will provide the processing equipment. Processing and sale of the products will begin in January 2020. The processing space will be specifically designed to provide processing and packaging of groundnut and cereal products with the highest standards.

Poultry

- From 23-28 June, YEP organised a study in Dakar for 10 young poultry farmers, of which 3 were women. A representative from the Department of Livestock Services also joined and the group was supported by a PUM expert. The visit has improved the understanding of different stages of the poultry value chain with the lessons from the poultry industry in Senegal.

Tourism

- As part of the Ninki Nanka Trail development, YEP, in collaboration with the Gambia Tourism Board organized a market consult for ground tour operators on product development and tourism standards.
- The project supported the development and publishing of a product manual compiling the description of the Ninki Nanka Trail, responsible tourism code of conducts, pricing, and information of all service providers. The project supported the promotion of the NNT at two major tourism fairs, namely the ITB in Berlin and WTM in London. B2B meetings were held and the commitment of 3 European tour operators was secured.

Creative Industries

- YEP, for the third year, supported the Kankurang festival that took place in January 2019. To promote sustainability of the event, 20 members from the community of Janjanbureh were trained on events planning and management. The festival attracted close to five thousand visitors, which represents an increase of 3,700 additional visitors (284.6%) from 2018.
- A group of fashion designers, weavers and TVET trainers were supported by YEP and SheTrades to do a study visit in Ethiopia in November. Within ten days, the participants engaged in five training sessions, visited six companies and three major organisations, held meetings and exchange sessions and visited a fair and different market places.
- In November 2019, 6 women-owned businesses sponsored by YEP presented and sold their products at the Multi-brands open house. Products varied from fashion, arts & craft, beauty and creative services. There were 200 attendees at the Open House.

ICT

- The Banjul Startup Grind Chapter, in partnership with YEP, held an event on “How to develop habit-forming products in tech”. The speakers included the CEOs of Ryde and MoneyFarm, two tech startups part of the YEP Tech Startup Programme. The session aimed at promoting online services for easy access to consumers. This included a total of 17 participants, of which 4 were women.

- The Gambian tech ecosystem was represented at the Seedstars World finals by Beran Dondeh, ITAG vice president and Modou Njie, founder of MoneyFarm and winner of the 2018 Banjul Seedstars competition. They took part in tech-related workshops, met with potential investors and Modou took part in pitching sessions.
- In partnership with ITAG, YEP has supported four IT enterprises to attend SIPEN Dakar 2019, the Senegalese ICT Expo. The 5 companies, one woman-owned, exhibited with Beran Dondeh, ITAG vice-president in a booth at the fair. For 2 days, Dakar was the capital of tech in Africa and brought together more than 3,000 business visitors.
- Between 1-5 July, a Dutch expert on export marketing strategy worked with a group of 8 advanced Gambian IT companies to support them in the design of their export marketing plans. The strategy training and coaching programme targets export-ready members of ITAG and the most advanced Growth start-ups supported by YEP.
- YEP sponsored two Gambian tech start-ups (Deka and ANG Capital) to attend the Afrolynk Conference in Berlin. This event comprised workshops on investment readiness, ecosystem tour of several digital players including Airbus and Facebook; and networking sessions aiming at connecting African start-ups and European companies.
- From 25 to 26 July, The Gambia hosted, for the first time, the West Africa Internet Governance Forum with more than 500 participants from 14 ECOWAS countries. YEP sponsored the participation of 7 start-ups with the objective to promote Gambian technology among stakeholders from different West African ecosystems.
- The YEP Tech programme partnered with StartUp Grind to organise an event which focused on the Development of Digital Payments in The Gambia on the 9th of November in Banjul. StartUp Grind is a global entrepreneur's community that had an outreach to more than 125 countries and chapters in over 300 cities. This edition counted with the participation of 69 including 30 women.
- YEP sponsored an exploratory Mission to Freetown, Sierra Leone in December followed with a B2B delegation of 5 beneficiaries: 4 IT companies (Insist, Lasting Solutions, Assutech and Madani studios) and ITAG. They had one-on-one sessions with over 15 companies to explore partnerships and synergies. Follow-up meetings will be held to close business deals which were discussed. For the B2Bs there were 5 participants including one woman.
- Alpha Dem and Ebou Mendy, part of the YEP Tech Startup Support Programme, participated from the 9th to the 12th of November at Africarena in Cape Town. Africarena showcases Africa's best tech start-ups and digital innovators. They have the chance to present their products in front of an audience of local and international investors looking for the next big idea.
- Malik Khan, CEO of Pointclick Technologies, took part in a panel discussion on "Monetizing Big Data in Africa" at the e-commerce Week in Geneva. Mr Khan shared his experience as an African entrepreneur and his efforts to support youth entrepreneurship with partners like YEP in The Gambia.
- From 26 to 31 May, a delegation of 5 young entrepreneurs from rural areas of The Gambia participated in an exchange visit to Dakar, organised by GYIN Gambia. As part of the visit, they met Senegalese entrepreneurs in the agribusiness value chain, as well as Dakar-based institutions. This allowed them to expand their professional networks.

Output 2.4

Improved strategic direction and national ownership for job-centred growth

of stakeholders participating in sector development initiatives 100

of strategic trade development action plans developed and public-private youth platforms operational 4

of public-private youth platforms created/strengthened 3

Sector Development Action Plans

- Several stakeholder consultations to develop a roadmap for creative industries in The Gambia took place. Participants and partners described the sessions as inclusive and productive, providing a platform to discuss industry performance, challenges, and opportunities. The events were organized by YEP, with the Ministry of Tourism and National Centre for Arts and Culture. At the first consultation, 93 people participated of which 34 were women. The second stakeholder's consultation took place on 12 September. Stakeholders demonstrated active interest on the development of a strategic direction for the sector.

- The Gambia's Minister for Tourism & Culture, the EU Ambassador and ITC's Deputy Executive Director launched the Creative Industries Roadmap on 3rd December 2019 together with the industry stakeholders. The roadmap aims to activate economic and employment opportunities related to skills development, entrepreneurship, innovation and value chain development.
- YEP also organized regular core team meetings for the other sectors (entrepreneurship, ICT, agribusiness and tourism) to track progress, coordinate implementation and provide inputs to workplans.

Output 3.1

Visibility and Outreach.

Improved strategic direction and national ownership for job-centred growth

of Gambian citizens reached by the Tekki Fii campaign – Number of migrants or potential migrants reached by information campaign on migration and risks linked to irregular migration **350,000**

of International media places published concerning the Tekki Fii campaign **50**

Outreach & Awareness Raising

Awareness Raising Events

- YEP, in partnership with the International Organisation on Migration (IOM) organised a side event as part of activities of the African Youth Conference held in Banjul on the 25th March, 2019. Seven youth who benefitted from the projects discussed their journeys to entrepreneurship and personal development through the skills acquired. 63 attended the event..
- YEP organized an informative session in partnership with YMCA at Kotu Sen School. YEP opportunities were presented to a total of 180 students.
- On 8 June, YEP held an orientation ceremony for residents of Bakau Wasolung Kunda aimed at raising awareness on available support for young people of the country. The session availed officials the opportunity to highlight the project's access to finance support as well as support in skills development through training institutions. Orientation events took place from March to June, and 163 attendees were counted throughout this period.
- YEP participated at an opportunity fair for youth and migrants at the Westfield Youth Monument in Banjul. The event organized by Catholic Relief Services Gambia was aimed at providing information to job seekers and entrepreneurs on supports available through different partners. This was an opportunity to promote YEP activities among youth.
- The Africourage Open-Mic in December had an attendance of 5000 people. YEP-supported the 2019 Open Mic event took place under the Africourage Brand for the first time. The 12th edition was broadcasted live on international radio and TV stations in Europe. The event covered two days of musical show featuring national and international artists from different countries and attracted an approximate of two thousand attendees at the stadium and over 30k people following online.
- During the Youth Entrepreneurship and Self-Employment (YES!) Forum, an event of the Global Entrepreneurship Week taking place in Addis Ababa, Baboucarr Kebbeh, CEO of the Gambia Youth Chamber of Commerce, discussed the role of the Tekki Fii campaign to create and promote economic opportunities in The Gambia, and its positive impact in preventing irregular migration. There were 28 participants. As pre-event to the YES! Forum, ITC delivered a workshop on 'Creating value for young entrepreneurs through well-designed services'. It brought together managers of incubators to learn about alignment of institutional strategy & services provision, and share their own experiences. YEP supported the participation of Alieu Jallow, founder of Startup Incubator Gambia, and judge in the WEDF Pitch Competition.
- IMVF in collaboration with NYC, Agency for Development of Women and Children and the National Support Council organized a Youth Dialogue where 120 youth from different areas had the opportunity to discuss current matters.
- YEP supported the NCAC Kankurang Festival with 5000 attendants. The village of Janjanbureh was vibrant with energetic people playing music, warmly welcoming visitors and preparing for the three-day celebration. The arrival of so many tourists and Gambians from urban Banjul and other villages was indeed an event. The 2019 Kankurang Festival was a much larger event than last year's, with many more masquerades, and was well attended by both locals and foreigners who traveled to the island for the festival.

- GYCC Youth Dialogue took place in WCR, NBR, LRR, CRR, URR, GBA. GYCC engaged women and youth plus other relevant stakeholders across the country on market information, YEP opportunities etc. 150 participants attended the GYCC Advocacy for Youth

The Tekki Fii Campaign

- Tekki Fii Campaign Launch. On 7 April, the Vice President of The Gambia, Dr. Isatou Touray, officially launched the Tekki Fii campaign, which seeks to help young people see the benefits of choosing to 'make it here' rather than seek opportunities in Europe through irregular migration. The launch coincided with the 13th edition of the Trade Fair Gambia International. 2500 individuals attended.
- In October Tekki fii (Make It in The Gambia) partners launched two additional grants to complement the already existing access to finance programmes. The Tekki Fii solar and Agro-Grants will provide financial support to young people across the country.
- As part of the Trade Fair Gambia International, young Gambian entrepreneurs moved centre stage at Trade Fair Gambia International. The "Youth Day" organized by young entrepreneurs with support from GCCI and YEP brought special promotion for "Made in The Gambia" products and staged a fashion show and the semi-finals of the Dance Gambia competition. Young Gambian artists also played their catchy Tekki Fii tunes. There were in total 10,000 attendants.
- Tekki Fii Roadshow. "Young people, it's worth making a living in The Gambia" - that's the message heading to all regions of the country through a roadshow kicking off under a new Tekki Fii campaign. The roadshow ran from 31 March to 5 April, stopping at different locations to host intergenerational talks, recreational activities and skills orientation sessions. Roadshows took place in Farafenni, Basse, Brikama Ba, Kaur, Soma, Brikama; (NBR,URR,CRR,LRR,WCR). 12,500 people were reached. 2500 people were engaged.

Promotional videos of beneficiaries and participants

- Tekki Fii: rapping to engage 'Be you. Be bold. Be a risk taker.' Meet Awa Bling, a hip hop artist and activist in The Gambia who uses music to change mindsets and empower young people, especially women. Her song called Tekki Fii – 'Make It Here' in Wolof – encourages young Gambians to believe in themselves, start a business and create jobs at home. Click [here](#).
- Meet Maimuna Jahateh, who launched an all-natural skin and haircare line after seeing a gap in the market for quality products formulated for Africans. From making small batches of products in her room to now selling at trade fairs and monthly markets, she's an example of Tekki Fii. You can view her story by clicking [here](#).

Social Media & Online Platforms

- YEP has a growing outreach through social media and online platforms. It is one of the main sources of visibility and outreach after traditional channels such as radio and television in The Gambia.
- YEP's two main outreach channels on social media have continued to increase their coverage:
- YEP Twitter account reached 4,849 followers in 2019, doubling the number of followers from 2018. (twitter.com/yepgambia).
- The recently created twitter to encompass all ITC projects in The Gambia has reached 228 followers. (twitter.com/ITC_Gambia)
- YEP Facebook Page has 6,800 followers as of December 2019 nearly 5 times more than 2018 values. (facebook.com/yepgambia), which already has 1,627 likes.
- YEP Resource Portal, YEP Twitter account (240 tweets), YEP Facebook Group (333 posts) and YEP Facebook Page were the main channels to share information on YEP activities and upcoming events and opportunities.
- The YEP Resource Portal (yep.gm) was continuously updated with opportunities, events, tools, and blog posts (4 blog posts in 2019). As a novelty of 2019, the portal has been further upgraded with a "Frequently Asked Questions" section and the Core Team Helpdesk as a web-based interface to

support the work of the core teams regarding monitoring and promotion of the implementation of YEP activities with information and materials. The FAQ's has 20 Q&As on YEP, implementation modalities, results, and further questions.

- There are 982 newsletter subscribers for YEP's newsletter who are based in The Gambia. The newsletter shares upcoming opportunities and events for youth in The Gambia.
- The website analytics page shows that the YEP Portal had 64,061 page views and 19,528 visitors, of which 62.7% were new users, and 37.3% were returning users. The website provides important information concerning the project and advertises opportunities and events for youth. Therefore, it remains mostly visited by youth interested in the project's activities.

Media Coverage

- To ensure media coverage of events and activities, YEP and its implementing partners have shared press releases to be printed on local newspapers, such as the Point, Standard newspaper and Foroyaa newspaper. Such press releases aimed at informing the public about ongoing activities and were important to complement the news stories by journalists.
- The links to all digital news articles about YEP are shared electronically at the In The News section of the YEP Portal. See Annex for the complete list for 2019.
- In addition, there were six press releases published on ITC's website, and over 100 news articles published in local and international newspapers.
- On print, newspaper articles were shared through the popular newspapers The Point, Foroyaa, The Voice, The Standard, with an estimated audience per week of 3691.
- Through different radio and TV talk shows, a broad audience was reached and informed about the project's background, aims and objectives and existing as well as upcoming opportunities offered to youth under YEP.