

YOUTH EMPOWERMENT PROJECT

Narrative Progress Report
1 January to 31 December 2020



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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

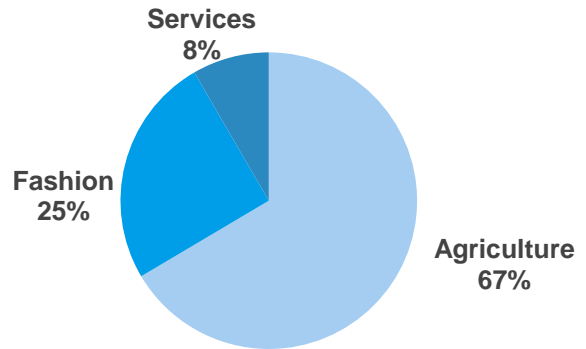
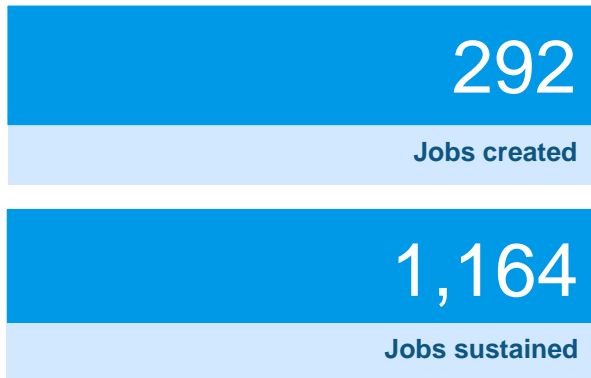
PSC	Project Steering Committee
RYA	Rural Youth Award
SDF	Social Development Fund
SDG	Sustainable Development Goals
SIG	Startup Incubator Gambia
SIPEN	Salon International des Professionnels de l'Economie Numérique
SITA	Supporting Indian Trade and Investment for Africa
SkYE Fund	Skills for Youth Employment 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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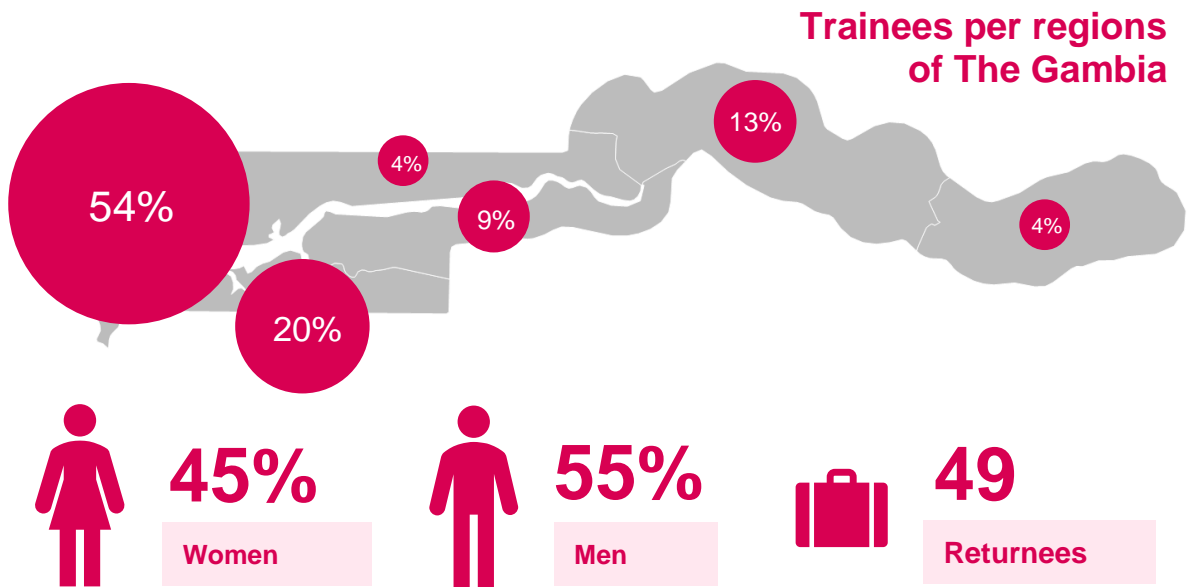
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1. Key Results

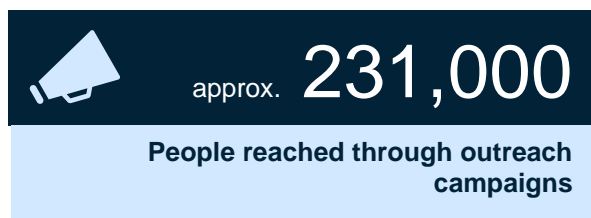
Jobs for youth



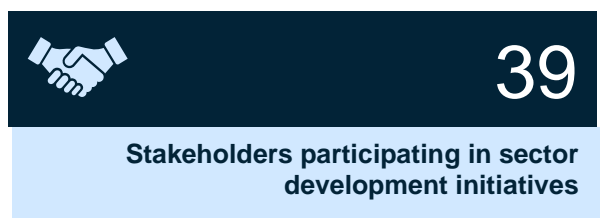
Individuals supported



Outreach



Sector development



Capacity building at MSMEs



Mitigation of the pandemic



2. Success Stories

YEP entrepreneurs secure the supply of face masks

Three training centres where youth acquire tailoring skills and ten fashion and tailoring entrepreneurs stepped up to meet the urgent demand for protective facemasks with support from YEP. The production of facemasks simultaneously created job opportunities for young people, while providing protective equipment for the Gambian public.

“It’s almost midnight and I found time to have dinner just now. What I do, my craft is my passion. Providing creative solutions gives me so much joy.” Ndeye Fatou Njie says.

Ndey Fatou Njie’s enthusiasm is still fresh after a long day. She has joined hands with a group of young fashion entrepreneurs and women groups in rural Gambia who are working hard to give back to their communities by turning towards producing facemasks. The quality of masks were certified through a scheme with The Gambia Standards Bureau based on national standards.



Gambia Youth Chamber of Commerce institutionalizes youth empowerment

Following a common call from young entrepreneurs at the annual NAYCONF in 2014, Baboucarr Kebbeh shouldered the responsibility to co-create the Gambia Youth Chamber of Commerce (GYCC). With young people making up more than half of The Gambia’s population, the GYCC has a central role in providing a home for young entrepreneurs, supporting their growth, and driving economic sustainability.

Since then, GYCC, with support under YEP, has established an office with 5 staff, 6 regional chapters, national and regional trade shows, and a registered membership of over 300 entrepreneurs.

“GYCC is a dream come true for me and my team. It has over the years driven change and improved a wide pool of entrepreneurs from informal to formal standards.” Baboucarr Kebbeh says.



Lamin Saidu starts his own business

In Soma, a community about 125 km away from Banjul a young man is motivated to pull his family out of poverty. Lamin Saidu, a renowned auto-mechanic in his neighbourhood is inspired by the deep desire to ensure that his younger siblings will live a better life. He wants them to have access to quality education and equip them for a better future.

On a sunny afternoon with little motivation to complete his tasks for the day, Lamin received the news of his successful application for the YEP mini loan scheme. With the loan, he bought materials for the mechanic workshop he works for and at the same time started his own business to deal stones and sand. In this company, he today employs 5 young people.

“Before the loan, I was working for someone else but now I have my own business where I employ other young people in my community. The grant has really changed my life.” Founder Lamin Saidu says.



Ousman Bah motivates and teaches young people

Ousman Bah was one of the participants of the YEP sponsored training in India on the production of Compressed Stabilised Earth Blocks. As a result of the CSEB skills he was appointed to lead the Cash for Work Programme for the production CSEB blocks in Farafenni for the construction of the Farafenni Youth Center. Ousman is also member of the Earth Builders Association and a trainer in construction using the Compressed Stabilised Earth Blocks technology.

Working with young people who have contemplated risking the irregular journey to Europe many times has affirmed the importance of the skills he has learned and and Cash for Work Programme for youth like him.

“The Cash for Work Programme gives young people something to hold on to everyday and start their personal ventures to improve their lives.” Ousman Bah says



Sanna Fadera progresses from YEP mini grant to YEP loan

Sanna Fadera, a young entrepreneur and community leader, is changing narratives and improving lives. He started with a poultry farm and aquaculture in 2018 to create jobs and thereby discourage irregular and rural-urban migration amongst his peers.

With the support of a YEP grant in 2019, Sana Fadera has expanded to horticulture, reptile farming and beekeeping. And, he launched his farm as tourist attraction to market the brand of The Gambia. One year later and based on remarkable performance, the entrepreneur received a YEP loan to scale up and improve his business even further including the quality of production and delivery.

Sanna Fadera believes young people can make it everywhere with the right decisions and opportunities. He is a walking Tekki Fii manifestation.

Baboucarr Njie wins Kanifing Municipal Council Challenge

At the beginning of 2020, Baboucarr Njie's company Outboost Media and Advertisement was merely a pilot, with the capacity of twenty advertisements at a time.

Through support from YEP as part of the Kanifing Municipal Council Mayor's Challenge, Outboost won GMD 429,000 to address issues related to COVID-19 in The Gambia. Since then, Outboost has grown to a capacity significantly, working with young taxi drivers to tackle transportation challenges in The Gambia and provide alternate source of income for young people.

“Our capacity has increased since the Kanifing Municipal Council Challenge. When a client reaches out to us today for an advertisement at large scale, we are able to deliver.” Baboucarr Njie says.

The founder hopes to realise his Pan-African dream and move brands and stories across the African continent in the next five years.



3. Impact and Mitigation of the COVID-19 Pandemic

On 11 March 2020, the World Health Organization (WHO) declared the COVID-19 outbreak a pandemic requiring attention at the international level. The WHO urged the international community to adopt measures that prevent and mitigate the spread of the virus. In response, after the first case was detected in the country, the Government of The Gambia declared a State of Emergency on 27 March and adopted the following measures: suspension of international flights and closure of borders, prohibition of gatherings of more than 10 people, complete or partial closure of markets, closure of schools and educational establishments and restrictions on public transportation. These measures stayed in place for the majority of 2020. To address this crisis and adjust to the restrictions, YEP has adapted most of its activities and started specific initiatives to support Gambians in their fight against the pandemic. The support included awareness raising, production and distribution of PPE, entrepreneurial solutions for new challenges, support to institutions to move services online, financial and technical assistance to companies to adapt and market linkages for vulnerable producers.

Upon the closure of schools, TVET centres workshops all trainings were suspended affecting delivery of training to youth and revenue of training centres and teachers and employees. Online delivery was facilitated for poultry farmers and entrepreneurs with complimentary distance coaching to farmers and businesses by the trainers and mentors. In order to pursue a long-term support to the TVETs in partnership with the Commonwealth of Learning (CoL) support was provided by facilitating online training in Flexible Skills Development (FSD) for a cohort of 37 teachers from 11 Gambian TVET institutions.

3 TVET centres and 25 women enterprises and 8 returnees engaged to produce 75,295 facemasks. This support helped to mitigate the impact of COVID on the 25 women enterprises in garment and fashion sector by providing a source of income and retaining their staff. This was to response to the preventive measures of COVID but also to provide socioeconomic support to the these TVETs and enterprises and provide on-the-job training to trainees in tailoring. The production of facemasks was complemented with support to produce 3D printed face-shields as well as soap in rural parts of the country.



The project also facilitated the safe reopening of TVET centres, first by developing a draft COVID protocol to ensure compliance to health guidelines. And second by handing over sanitary and personal protective equipment including face masks, hand wash stations, thermometers, detergents, and face shields to our 17 TVET partners.

9 tech startups and 5 IT companies were equipped with the tools and skills needed to stay afloat during the COVID19 crisis through coaching on concrete advice on how to handle company financials and human resources with reduced revenues.

To address the cash-flow challenges faced by small businesses supported under the Mini-grant scheme, YEP set up of COVID Relief Fund and supported 255 businesses to continue operations and sustain jobs during a period of prolonged recession.

The closure of markets and reduced market opening hours affected income and jobs of many small businesses. In response, YEP provided 8 Tricycles, 5 solar-powered Tricycles, and 13 bicycles to five logistics companies as well as the Young Poultry Farmers Association. The initiative directly supported the private sector to facilitate the marketing and delivery of products and essentials goods and the creation of 10 new jobs and over 500 customers were reached as at December 2020.



A number COVID Challenges were also organised to encourage creative thinking and innovation from youth entrepreneurs to mitigate and solve challenges of COVID-19. These included the Poetry Challenge, Music Challenge, HackCOVID Challenge (for ICT), Creativity Challenge and the Mayor's Challenge. The Challenges were organised to encourage young entrepreneurs to come up with ideas that could create business opportunities and at the same time address COVID-19 related obstacles. Entrepreneurs went through an application process and competitive processes and those selected were supported through mentorship and provision of funds to implement their ideas. The 3 winners of the Mayor's Challenge were awarded 1 million Dalasis to implement their ideas.

In addition, ITC and IMVF jointly supported the Government of the Gambia to link local producers to markets in collaboration with the Ministries of Trade, Agriculture and Women's Affairs to respond to the closure of the weekly markets (Lumos) due to COVID. 903 bags of onions and 41 tons other agricultural produce worth about a million dalasi from 215 (197 women) small holder farmers were bought by traders and transported to Greater Banjul Area.



The 3-month recovery training and coaching programme on digital marketing services was conducted for the tourism enterprises. A follow-up training was delivered by ITAG for key members of The Gambia Hotel Association, 14 hotels and tour operators and matched with seven freelancers to boost their online visibility.

The Tekki Fii communications strategy has been reoriented towards COVID19 awareness raising which included the poetry and music challenges. In addition, 11 billboards were erected. Together with partners like NYC, GTHI, GYCC, FSQA and the Janjanbureh Tour Guide Association, YEP organized community outreach campaigns. Online campaigns with the support of social media also helped raise awareness about the pandemic and adopt preventive measures.

4. Key Achievements in 2020

Skills Development

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. However, following the decision of the Government of The Gambia to close all schools and TVET institutions and suspend all training activities to prevent the spread of the new coronavirus, YEP skills training programmes had to be put on hold between March and October.

Supporting the reopening of TVETs in the context of COVID-19

ITC together with Tekki Fii partner GIZ worked with MOHERST and NAQAA to develop standard operating procedures for the safe reopening of TVETs. The measures were developed through a series of consultations with the management of TVET centres and the National Association of Vocational & Skills Training Institutes (NAVSTI). The guidelines cater for different scenarios and identified corresponding safety measures. Following the adoption of the training measures, ITC supported the partner institutions with PPE and other equipment to ensure that trainings are conducted in a safe manner for trainers and trainees.

Skills for Youth Employment Fund

The second round of the Skills for Youth Employment (SKYE) Fund tender was concluded in 2019, in collaboration with the Jobs, Skills and Finance for Women and Youth (JSF) Programme. As part of YEP, contracts were awarded to four training institutions to train close to 700 youths in a broad range of skill areas.

Training Institution	Training Programme	Total trainees
GayeNjorro Skills Academy	Catering	100
	Hairdressing Design & Beauty Cosmetology	100
	Tailoring & Garment Construction	100
Gambia Technical Training Institute	Carpentry & Joinery	38
	Electrical Installation	30
	Refrigerator & Air Conditioning	10
	Rural Mechanics	20
	Welding & Fabrication	37
Indian Institute of Hardware Technology	Diploma in IT Technical Support	40
	Diploma in Professional Graphic Designer	40
	Diploma in Professional Network Support Technician	40
	Diploma in Professional Web Developer	40
Sterling Consortium	Aluminium fabrication and Installation	20

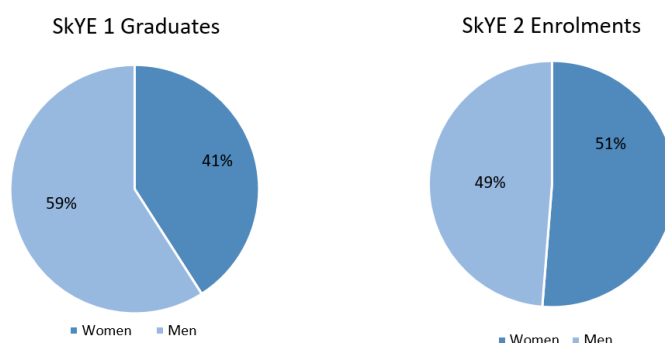
	Plumbing and Pipe Fitting	20
	Satellite Installation	40
	Vehicle Diagnostic Technique and Repair	20
	Total	695

The National Accreditation and Quality Assurance Authority (NAQAA) of The Gambia conducted an assessment of the selected training institutions. The four institutions that participated in the exercise received recommendations to improve their service delivery to meet national quality standards. The recommendations were pertaining to the curricula, qualification of selected staff, adequacy and appropriateness of teaching and learning resources and physical facilities/structures. The recommendations were implemented before the commencement of the training.

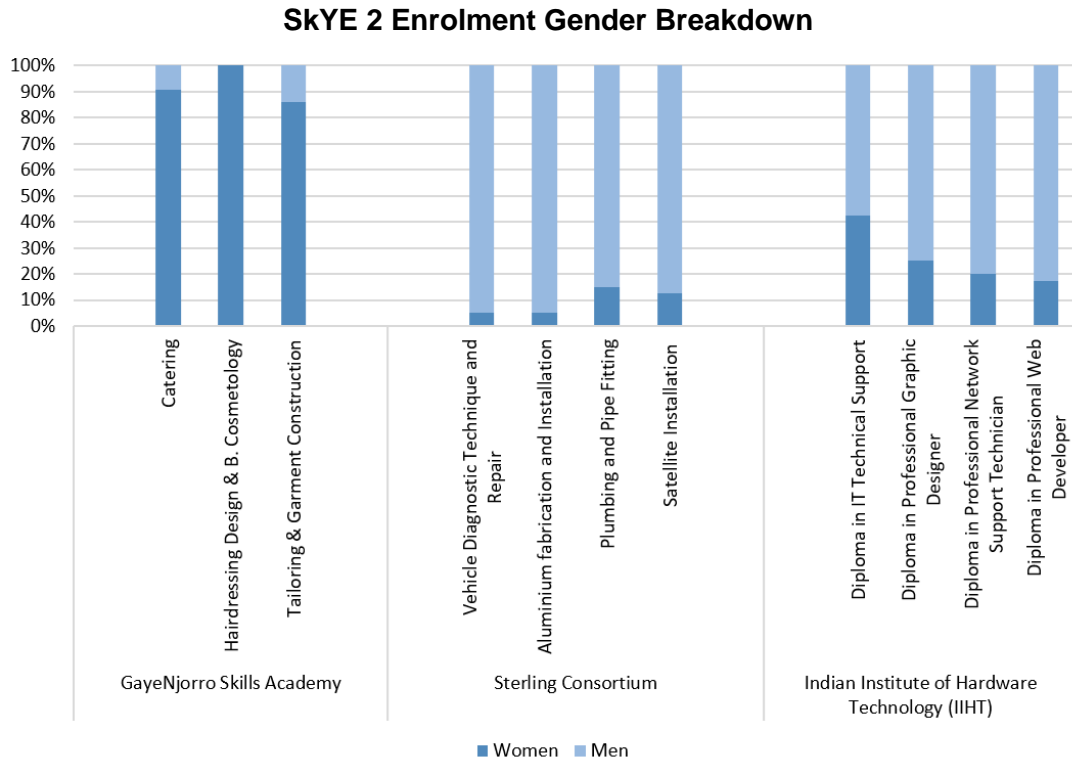
The pandemic also meant that the recruitment of trainees for the SkYE 2 programmes had to be postponed until October 2020. By the end of 2020, 11 programmes had already started with 560 students enrolled. The remaining four programmes (targeting 135 trainees) will start in 2021. All trainings under the SkYE Fund 2 are expected to be completed by the end of 2021.

Based on the absolute enrolment figures, the representation of women among SkYE 2 trainees has increased in comparison to SkYE 1. Under SkYE 2, 51% of the trainees enrolled to date are women, versus 41% of the graduates under SkYE 1.

SkYE Fund Gender Split



A closer look at the distribution of trainees per training programme, however, indicates an alignment to traditional gender roles. Women enrolled predominantly in trainings such as Catering, Hairdressing Design and Beauty Cosmetology, and Tailoring and Garment Construction, all occupations that are traditionally performed by women. Likewise, men are the majority of those enrolled in trainings for Vehicle Diagnostic Technique and Repair, Aluminium Fabrication, Plumbing and Pipe Fitting, and Satellite Installation, all occupations that are traditionally male-dominated. While in the ICT sector the trainings show a more gender-balanced enrolment, women still represent only 26% of the total number of trainees enrolled with IIHT.



* Data for GTTI student enrolment not yet available.

For the third round of the SkYE Fund, ITC is working even closer with NAQAA to incorporate national standards in the assessment of proposals. The application process has been re-designed to include a two-step assessment, including on-site visits and NAQAA inputs. This improved process will ensure that training programmes are even better aligned with national quality standards and that trainees receive the appropriate certification. In addition, it aims at improving national ownership of the SkYE Fund model by working closer with national institutions.

Institutional Strengthening

In 2020, YEP invested in supporting TVETs and sector associations to strengthen their capacities, deliver quality trainings and better engage their constituents. In the context of COVID-19, institutions received additional support to deliver services in a safe manner to their clients, such as personal protective equipment (PPE) and other safety and hygiene equipment.

30 institutions benefitted from COVID-19 response support, capacity building, finance, and/ or equipment. Most institutions benefitted from more than one type of support.

Institutional Support Overview



Strengthening the Garment Construction Sector

Following the development of a national standard and curriculum on Garment Construction, seven TVETs¹ active in the fashion sector benefitted from modern industrial sewing machines. Following a competitive process, ITC contracted PIA, Insight Training Centre and Fajara Skills Development Centre to deliver training programmes on garment construction using the new curriculum. The programmes target a total of 160 participants.



Poultry Management Training

A group of trainers from four training institutions (Njawara Agricultural Training Centre, the Gambia Songhai Initiative, the Gambia College School of Agriculture and the Rural Development Organisation), have benefitted from the second phase of the training of trainers in Poultry Management which include curriculum development, instruction methods and technical skills of poultry management and housing. The training, developed in partnership with PUM Netherlands Senior Experts, included an assessment of capacity and gaps in terms of training infrastructure and facilities, poultry farm visits and face-to-face training sessions. In addition, online poultry management trainings were organised in collaboration with PUM for 50 poultry farmers in four cohorts. The training equipped the farmers on various skills such as brooding, feeding, biosecurity, poultry health and vaccination, farm data management and marketing.

Skills Development in ICT

In early 2020, a training of trainers on ICT User Skills (IC3) was facilitated by Smart Technologies in partnership with the Information Technology Association of the Gambia (ITAG). 50 participants from 23 TVETs took part in the training and were equipped with relevant skills required for their certification as IC3 trainers. 21 participants were certified. In addition, 38 freelancers were trained through a programme that was delivered fully online after the classroom sessions in Essau had to be cancelled due to the pandemic.

The TVET Roadmap that was launched in December 2019 sets out key actions to improve the efficiency and effectiveness of skills training in The Gambia to meet the demands of the labour market. One of the key priorities of the Roadmap is the creation of a formalised apprenticeship program. To establish the program, ITC in partnership with the Ministry of Higher Education, Research, Science and Technology (MOHERST) and the National Accreditation and Quality Assurance Authority (NAQAA) set up the Sector Skills Council (SSCs), a private-sector led body that developed the occupational standards and curricula for formalized apprenticeships.

Under the framework of the ICT Sector Skills Council (SSC), Insist Global was contracted to develop a training curriculum for “application developers and testers”. The course will be

¹ PIA (2019), Insight Training Centre, Club Foire Training Centre, Presentation Girls Vocational School, Fajara Skills Development Centre, Ida's Ideas Design Institute, and Bakoteh Community Centre;

delivered in early 2021 through selected TVETs to 25 students on app development using Flutter and Python.

Entrepreneurship and Access to Finance

Entrepreneurship and Business Development Support cut across all the components of the project, with YEP providing training and support services to youth graduates from skills programmes, grass root entrepreneurs and MSMEs across the project's focus sectors, while also supporting the overall entrepreneurship ecosystem.

MSMEs, particularly youth-owned businesses are among the hardest hit by the pandemic and socio-economic crisis. They faced production constraints, supply chain disruptions, lack of funding or increased cost of money, loss of markets and other production and value chain disruptions. However, the pandemic also provided opportunities for innovative entrepreneurs to provide solutions and/or mitigate these challenges through a concerted effort and collaboration. ITC provide support to the ecosystem to mitigate the risks posed by the pandemic and not only recover but improve resilience and competitiveness, promote sustainability, and 'Build Back Better'.



The flagship programme under YEP's entrepreneurship component is the Andandorr programme, which was jointly developed by Entrepreneurship Service Providers and ITC in 2019. The programme aims to increase collaboration among BSOs and help integrate services and improve the quality through a more diversified and customized portfolio. It reflects the maturity of the company and sector specific needs. So far, the programme has two main components:

- 1) A common Customer Relationship Management (CRM) system among service providers; and
- 2) An ecosystem-wide support programme for entrepreneurs.

Institutional Support and Ecosystem Strengthening

The Andandorr Ecosystem CRM development is completed. 14 BSOs participated in a virtual training of trainers on how to use the CRM and the data importation process. The official launch is scheduled for March 2021.

In addition, ITC supported several institutions in the development of new training programmes:

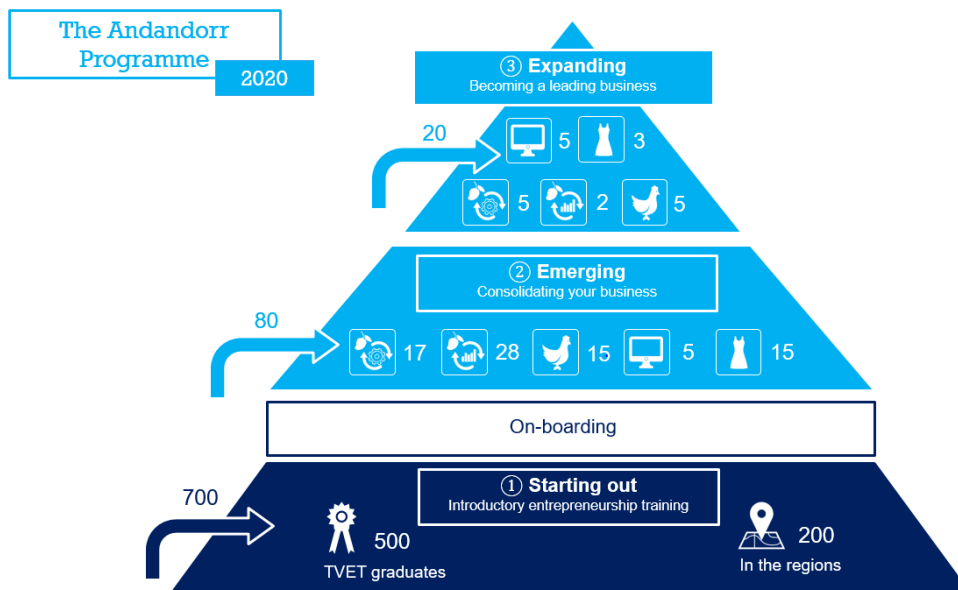
- Start-up Incubator (SIG) was supported to design and implement a new fashion incubation programme, including development of a fashion manual to expand their service portfolio. The initial fashion incubation programme was rolled out in 2020.
- The Gambia Investment and Export Promotion Agency (GIEPA) is receiving support to develop a sector-specific Export Advancement Programme (EAP) in the fashion food and beverage sectors, building on GIEPA's existing export support programmes for young entrepreneurs. The EAP is currently being rolled out, and 45 entrepreneurs in the two sectors will benefit from the initiative.

Launch of the Andandorr Entrepreneurship Support Programme

The Andandorr support programme builds on the incubation and acceleration programmes for the tech companies, rolled out in previous years with ITAG. For the pilot phase of the Andandorr programme, 100 youth entrepreneurs/enterprises in five sectors (ICT, Creative Industries, Agribusiness, and Poultry) at the emerging and expending stage of their businesses were selected. The participants come from different regions across the country, and 44 of the beneficiaries are women.



Breakdown of Andandorr Programme Participants by Level of Maturity and Sector



These enterprises are classified in three maturity levels (Early-stage, Emerging, and Expanding stages) and benefit from tailored business support services, industry-specific technical and financial support, market linkages, and other customized support, coupled with coaching and mentoring from local and global business leaders, such as British-Gambian Actor Babou Ceesay and American Wellness Coach, Naya Fela Powell, founder of Utopia Spa and Global Wellness.

The programme for each sector is anchored at a lead implementing institution, e.g. ITAG for tech, SIG for fashion, and Innovate Gambia for the creative industries, but different components of each sector programme are delivered by other organisations. This mechanism promotes collaboration amongst ecosystem actors for effective implementation, including crosscutting activities and sourcing; and it provides openings for the entrepreneurs to leverage other opportunities provided by these institutions and their networks.

Due to the pandemic, the delivery of the programme was adjusted into a blended approach with some training conducted onsite in smaller sub-groups, and coaching sessions taking place online through WhatsApp or Facebook messenger and on ZOOM. Although the approach was challenging initially, it allowed participants to gain new digital skills in addition to the topics covered in the coaching programme. Many entrepreneurs are now using the same platforms to sell their products and boost brand visibility and the use of WhatsApp boosted collaboration and peer-to-peer learning among the entrepreneurs. For example, fashion designers partnered with photographers in the creative industries cohort to develop product catalogues and social media materials. These and many more examples created a sense of mutual support among the Andandorr members, thus fostering the spirit of "Andandorr". In addition, the virtual delivery, gave entrepreneurs located in rural areas increased access to opportunities.

Key elements of the 2020 programme included:

- 20 fashion designers completed a six-month fashion incubation programme with SIG;
- 30 creative entrepreneurs started their nine-month business acceleration programme with Innovate Gambia;
- 5 expanding poultry entrepreneurs participated in a customised poultry management coaching programme with PUM;
- 15 additional poultry entrepreneurs took part in introductory and advanced poultry management training delivered by PUM experts;
- 20 Andandorr members were trained on product photography to boost online sales and brand visibility;
- 6 start-ups in the tech sector (at the emerging & expanding levels) benefitted from a three-month coaching programme by Birame Sock, a digital business consultant and serial tech entrepreneur with successes both in Silicon Valley and in Senegal.
- 4 early-stage tech start-ups received coaching from Serign Omar Lowe covering topics, such as entrepreneurship, project management, marketing and sales.
- In partnership with QMoney, ITC supported the integration of the QMoney Application Programming Interface into 10 online platforms operated by YEP Tech beneficiaries to enable these online businesses to facilitate digital payments on their platforms and limit cash use.

While the programme is still in its early stages and it is too early to assess result in a comprehensive way, the feedback from participants is very positive and includes increased self-confidence, greater capacity in public speaking, goal setting, business management, as well as growth in sales, networking and seeking out of partnerships and collaboration.



Entrepreneurship Training and Business Development Support (“Andandorr” Level 1)

Despite the COVID-19 pandemic and associated challenges, ITC continued to partner with various entrepreneurship and business support organizations (BSOs) to provide training and business development services (BDS) to young entrepreneurs and aspiring ones across the country. In 2020, 500 young entrepreneurs received entrepreneurship training, and many benefited from BDS, including advisory on coping with COVID-19 disruptions, such as the use of online tools, recovery, and resilience strategies etc. The main programmes included:

- 300 TVET graduates benefitted from complementary entrepreneurship training with GCCI and the Gambia Investment and Export Promotion Agency;
- 90 University of The Gambia (UTG) students benefitted from design thinking training through the UTG Hult Prize Initiative in partnership with SIG;
- 60 young and women entrepreneurs from rural areas were trained on bookkeeping, taxation, and business registration by the Gambia Chapter of the Global Youth Innovation Network (GYIN Gambia);
- 50 young people participated in the Entrepreneurship, Leadership and Information Technology (ELIT) Summer camp with GYIN Gambia;

The “Andandorr”- Tekki Fii 1 Million Dalasi KMC Mayor’s COVID-19 Challenge

ITC partnered with the Kanifing Municipal Council (KMC) and the Gambia Chamber of Commerce and Industry (GCCI) to support youth-led businesses to implement smart and innovative solutions to address three key socio-economic challenges posed by the COVID-19 pandemic and assist the economy to adapt and recover. Three winners operating in digital advertising, e-commerce, and e-learning emerged, who shared the GMD1 million in grant capital as seed funding and benefitted from a one-month online mentorship programme,



in partnership with Bridge-for-billions (B4B) and

successful business leaders in The Gambia. Results thus far include an integrated online payment system on the website of one winner to enable customers to pay by PayPal, Visa or MasterCard, development of new apps for customers, procurement of equipment, development of partnerships, as well as the creation of at least two full-time jobs and 4 internship positions.

Hackathon, crisis management and digital literacy in the tech sector

Overall, 375 Gambian participants, including 77 women and 227 youth, took part in training programmes in the tech sector. This included:

- Webinars on business development for tech start-ups in the context of COVID-19;
- A one-on-one coaching programme on crisis management for 14 founders from IT companies and tech start-ups; and
- The “HackCOVID Challenge, a hackathon in partnership with ITAG and HackWeakEnd, attended by 44 tech enthusiasts, including 36 youths and 7 women. The company “The Web Way” won the competition with a voice & knowledge-based Chatbot addressing COVID-19 questions.

Refurbishment and upgrades of the Youth Centre

ITC in collaboration with the National Youth Council continued the refurbishment and expansion of the Youth Centres. The construction work of the youth centre in Janjanbureh has been completed in December. The work included the renovation of the hall and accommodation block, construction of a kitchen and the visitor’s reception centre. The Youth Centre in Farafenni has progressed linked to a Cash4Work programme implemented in collaboration with Enabel. The main structure has been built, work will continue in 2021 on the finishing, the restaurant and accommodation block. In parallel, ITC and NYC have engaged partners to support the operationalization of the youth centres and the provision of services, including the job centres, the IT facilities, the restaurant and accommodation.

Access to Finance

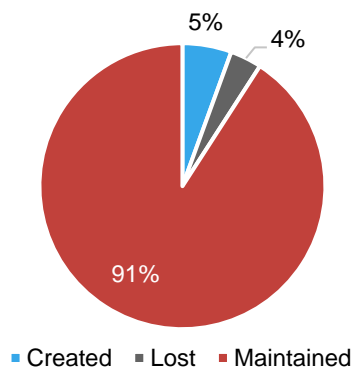
Start-ups face many obstacles when launching their businesses, one of the most serious being access to capital. In 2020, YEP consolidated its three-tier approach to provide access to finance to companies at different stages and introduced additional support measures to mediate the impact of the COVID-19 pandemic. This approach allows enterprises to grow sustainably and eventually become ready to access commercial financial products.

The Mini Grant Scheme and COVID-19 Relief Fund

The first step is the Mini Grant Scheme, targeting grassroots entrepreneurs, with the aim of making it possible for them to purchase equipment, materials, permits, and other business-critical inputs.

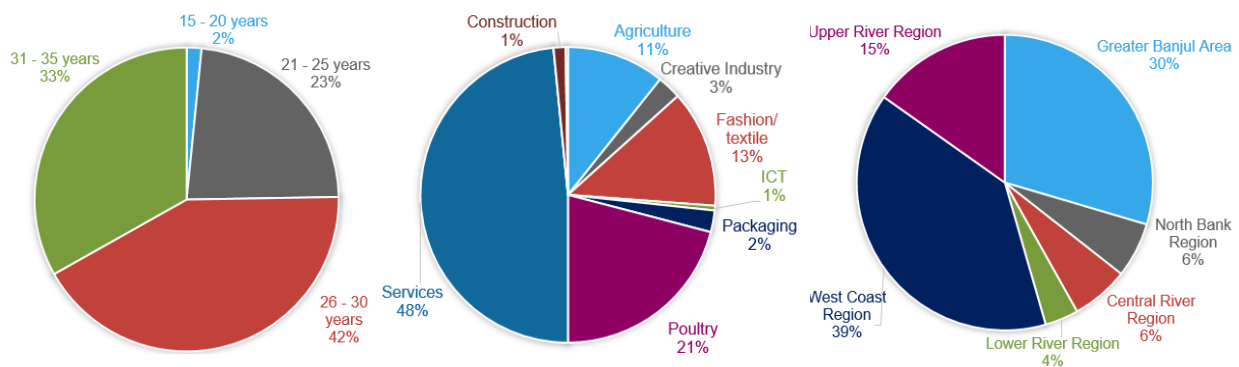
The Coronavirus outbreak and consequent economic slowdown severely affected the Mini Grant beneficiaries. In fact, by June 2020, more than 80% declared not having the cash flow to support their business beyond three months. In order to mediate these challenges and to support businesses to continue operations and sustain jobs even during a period of prolonged recession, YEP set up a COVID-19 Emergency Fund. By the end of 2020, 255 Mini Grant beneficiaries had received support through the COVID-19 Relief Fund. Still, it was a difficult year for company growth, and most beneficiary companies had to focus on company survival rather than scaling up. As of September 2020, 91% of beneficiary companies were able to maintain the number of employees they had when they received the grant, which indicates a high business survival rate in a challenging environment. Only 4% of the companies reduced their number of employees.

Changes in Employment Levels at Mini Grant Beneficiary Companies



In addition, 92 new grants were disbursed in 2020. Since its inception the Mini-Grant Scheme has sustained at least 382 jobs and created 833 new jobs. The charts below summarize the profile of these beneficiaries. Youths in the Greater Banjul Area (30%) and West Coast Region (39%), active in Services (48%), Poultry (21%), Fashion and Textiles (13%), and Agriculture (11%), are the main beneficiaries.

Distribution of Mini Grant Beneficiaries by Age, Sector and Region

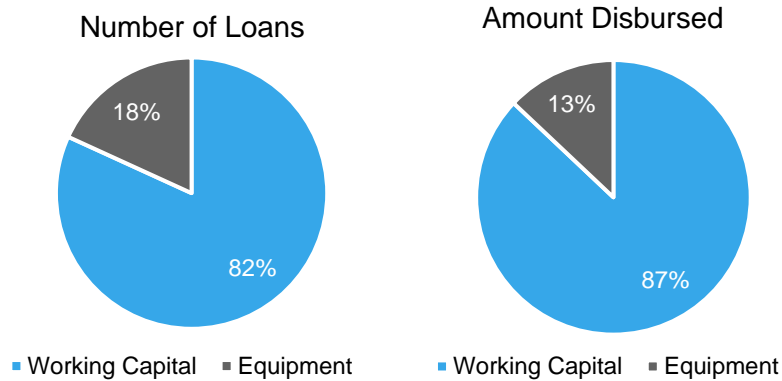


The Mini Loan Scheme

For young Gambian entrepreneurs and MSMEs currently unable to access bank credit, the Mini Loan Scheme offers credit products at reduced interest rates and against modest collateral, with ITC providing partial loan guarantees.

Through the Mini Loan Scheme, ITC unlocked USD 222,262 in private capital for youth-owned businesses to date. 36 working capital loans and eight equipment loans have been disbursed. Four enterprises received both types of loans. Overall, the scheme enabled 40 businesses to expand their operations and consolidate and/or create 324 jobs.

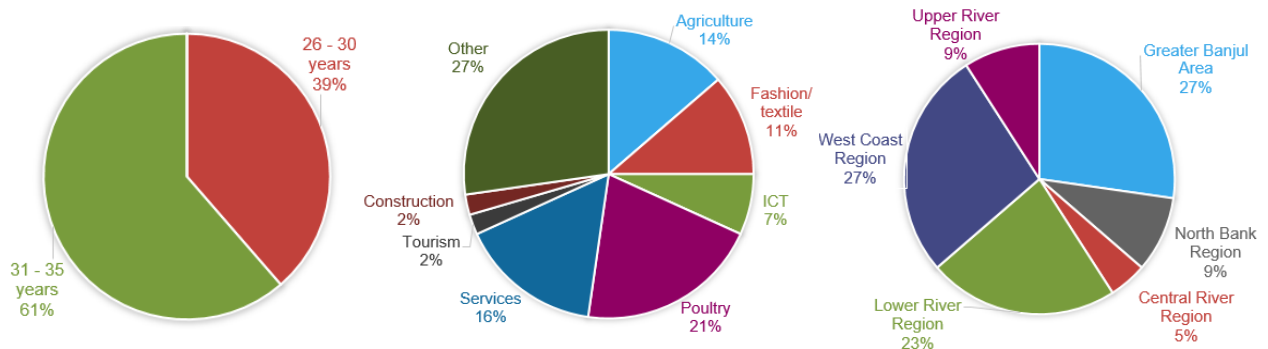
Types of Loans



In 2020, the business uncertainty around the COVID-19 pandemic led to fewer loan applications, and some beneficiaries experienced difficulties in paying back their loans. ITC and the Social Development Fund (SDF) agreed to grant loan restructuring opportunities to beneficiary enterprises on needs basis.

The Mini Loan Scheme has a more balanced distribution among the regions and economic sectors than the Mini Grant Scheme. Because the Mini-Loan Scheme targets established businesses, most of the beneficiaries are older (26+) than those benefitting from the Mini-Grant Scheme.

Mini Loan Beneficiaries by Age, Sector and Region



The Gambia Angel Investor Network

Finally, for high-growth enterprises, ITC continued to support 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. In 2020, GAIN supported 17 companies in pitching to the angel investors and further explored investment opportunities with 7 of them. In this period, GAIN also closed its first investment deal. This initial investment of USD 8,300 was secured by a woman-owned Gambian company in the fashion sector.

Quality

With support through YEP, Gambian institutions operating in quality and food safety assurance, stepped up in 2020 to support the country in its response to the COVID-19 pandemic. The Gambia Standards Bureau (TGSB) created a standard for the domestic production of face masks and certified over 100,000 domestically produced masks as fit for purpose. A specific quality stamp was developed.

In parallel, ITC and Food Safety and Quality Authority (FSQA) prepared a follow-up programme to support enterprises in the tourism and food processing sectors to implement food safety measures, particularly related to Good Hygienic Practices (GHP). ITC teamed up with the Gambia Tourism Board and the Gambian and Spanish Red Cross to develop a COVID-support program in the tourism sector including orientation, training and PPE support to different formal and informal stakeholders. The Program supports the implementation of the safety guidelines issued by the Ministry of Health and the international guidelines issued by the World Tourism and Travel Council (WTTC).

ITC and TGSB work together on the development of National Standards for Compressed Stabilized Earth Blocks (CSEB). TGSB conducted meetings of the Technical Committee and expert working groups to review and adopt 6 relevant standards and Codes of Practice. All Standards and Codes of Practice developed will be published in The Gambia official Gazette in accordance with the Standards Development Procedures.



Productive Capacities and Market Linkages

The project provided a combination of support to enhance the competitiveness and sales for MSMEs through training in packaging, transport logistics support, support to industry associations and facilitating B2B meeting.

Packaging

In 2020, the project provided training and one-on-one coaching on packaging to MSMEs in the textile and fashion, horticulture and agro-processing sectors. The capacity building of packaging trainers and the provision of advisory services is being institutionalised by the Gambia Youth Chamber of Commerce (GYCC) and other stakeholders who thanks to YEP have the knowledge to train and mentor youth entrepreneurs with minimal support from project.

The project continued to maintain a packaging hub in collaboration with Gambia Horticulture Enterprises (GHE) that provides needed packaging materials to young entrepreneurs across the country at affordable rates. The hub has been popular among entrepreneurs and some have called for the model to be replicated in other locations. The project will explore this in 2021 together with a private sector partner.

Due to the support in the area of packaging, the project was able to observe tangible changes in product appearance with innovative packaging developments, increasing the market access for these MSMEs.

Agro-processing & Poultry

Leveraging the existing partnership between YEP and PUM Netherlands Senior experts, over 50 young poultry farmers received online training and off-site coaching in 2020. In addition, the project supported poultry farmers through their association, and strengthened one agro-marketing enterprise by providing tricycles for the marketing of poultry meat and eggs, as well as other agricultural products. This has created full time employment of 5 youth and increased the incomes of member farmers and enterprises.

The agro-processors that received agro-processing equipment in 2018/2019 continue to be active and they are now employing hundreds of youth seasonally and having turnover of millions of dalasis annually as result of the value addition of the groundnuts. They are having contracts with exporters for supplying decorticated groundnuts.

Tourism, Creative Industries, and Fashion

Janjangbureh as a Tourism Destination and the Kankurang Festival

To support the visibility of Janjangbureh as a tourism destination upriver, YEP supported three paint artists to boost the branding of the town based on its historical, natural and cultural heritage. The artist painted messaging and visual content in selected places around the Island.

Through the National Centre for Arts and Culture, YEP once again supported the Janjangbureh Kankurang Festival in 2019-2020. This year, the project supported the organising committee to become a legally registered association, it delivered hands-on training on event planning and management to 30 members of the association, and supported the association to increase its membership to include 10 additional youths i. e. from 20 to 30. The 2020 festival attracted close to 8,000 visitors of which 85 were international tourists. Over 300 people gained direct financial benefits from the 2019/2020 edition of the festival through service provision. Through online and traditional media, this year's festival reached 19,186 people. Due to its popularity and impact, the festival is now part of the national calendar of activities, the list of festivals of The Gambia and attracted two international partners.



The Cotton Trail Art Project, Training in Cotton Art and Craft and Craft Production

This one-year initiative by YEP and Green Box Charity promotes the production of hand-painted fabrics by using cotton fabric as a canvas. It supports 24 beneficiaries, including artists, weavers and photographers, who benefited from training in technical skills, entrepreneurship and soft skills, as well as market linkages.

In 2020, 10 young artists received training and coaching in cotton art and craft in partnership with Cotton Trail and renowned Gambian artist Njogu Touray. In addition, 96 youths and women from three rural communities were trained on advanced craft production.



The Gambia Good Market

The Gambia's Good Market held two editions in January and March 2020. A total of 38 entrepreneurs exhibited, of which 30 were women and the market welcomed 381 visitors.



A Garment Construction & Weaving Production Centre and a Cultural Centre & Creative Hub

The project is working on developing two centres for the creative industries and fashion sectors. In collaboration with the community of Bakoteh and KMC, YEP is supporting the Bakoteh Community Centre to become a centre of excellence for garment construction and weaving. The first phase of the project including the construction of the annex has been completed and industrial sewing machines have been installed. The second phase will include the installation of wide looms alongside support to artisan in craft production. The centre will be fully operationalized in 2021.

In the last quarter of 2020, ITC in collaboration with the National Centre for Arts and Culture (NCAC) has launched an Expression of Interest to establish a National Cultural Centre through a Public Private Partnership. The initiative aims to provide a space for creative minds, especially young Gambians, to meet, network, produce, inspire, showcase and sell their products and services. The Centre will also serve as a hub for different support services including mentorship, coaching, training and skills development.

Intellectual Property in the Creative Industries

In 2020, ITC and the World Intellectual Property Organisation assessed the capacities of stakeholders in tourism and creative industries in Intellectual Property to ascertain needs and modalities for technical support.

Crisis Recovery Support and COVID-19 Awareness Raising

In response to the COVID-19 pandemic, ITC launched a three-month digital literacy and marketing training with ITAG for ten hotels and three tour operators to boost their online presence and marketing. This was followed by the roll out of a three-month webinar series and coaching programme on crises recovery and resilience for 41 enterprises in tourism and the creative industries. The programme ended with a competition and the “Go Experience Gambia” online challenge showcasing the companies’ products and experiences in an effort to promote domestic tourism. Following the training programme, 14 hotels and tour operators were matched with seven freelancers to boost their online visibility.



In 2020, the project ran several initiatives working with the creative industries to contribute to sensitisation efforts in the fight against COVID-19. These included:

- The Poetry Challenge in partnership with the Writers Association of The Gambia and Poetry Café received 81 submissions, of which 17 were shortlisted. The video entries of poems on the pandemic reached over 500,000 people.
- The Music & Video Challenge in partnership with Black Lynx & Brand Plus received 53 video submissions, of which 11 were selected for the campaign, which reached over 100,000 people.
- The project also produced videos on the proper use of face masks in Jola, Wollof, Fula, Sarahule, Mandinka and English.

Information and Communication Technologies

Support programmes to start-ups and MSMEs

Digitisation Packages have been rolled out to small businesses, such as fashion shops, restaurants and other service providers in Banjul to equip them to market and sell their products and services online and manage their visibility leveraging online platforms.

YEP-supported tech start-ups and SMEs received access to AWS Activate, a tool to scale and grow any size business. And, together with GIEPA and national and international trainers, the project continues to support entrepreneurs in their export marketing plans with a focus on COVID-19 survival and post-COVID-19 business strategies, after this activity had to be halted for some time in 2020.

Institutional capacity building for ITAG

The project continued its institutional support to ITAG through the addition of a set of training programmes to their service portfolio and through the use of digital coordination tools. In 2020, the association conducted several capacity building activities for its members, including on leadership and soft skills for SMEs and a cyber-security training for the wider ecosystem, and ITAG successfully held its Annual General Meeting.

3D printing for COVID-19 response and business growth

In the context of COVID-19, YEP collaborated for the first time with Make 3D through a grant to produce more than 600 face shields using the 3D technology together with the Medical Research Council Unit The Gambia at the London School of Hygiene & Tropical Medicine. The 3D-printed face shields were handed over to the Ministry of Health. In addition, YEP and

Make3D partnered to provide nine Gambian youth with capacity building and 3D-printed items to support their entrepreneurial ventures.

The First Gambian ICT Expo and online events

Before the outbreak of the pandemic, YEP supported ITAG in the organisation of The Gambia's first ICT Expo, which attracted 191 attendees and 17 exhibitors. The event included B2B meetings linking tech start-ups to buyers, as well as competitions and workshops addressing technology and development, and digital payments.

Market linkages activities were shifted online, given the pandemic. YEP-supported start-ups attended Afrolynk, the Web Summit and Africa Tech online conferences.

As part of the support provided by YEP to the development of The Gambia's innovation ecosystem, the project co-sponsored the 2020 online edition of Seedstars World Banjul on 5 November. Two out of the four finalists who pitched at the event are part of the YEP Tech cohort.

Strategic Direction

The Strategic Direction component of the project has three general objectives: (1) set up engagement platforms for sector stakeholders to facilitate sector development planning; (2) formulate strategic trade development action plans for priority sectors; and (3) build capacities and provide tools for implementations of sector development initiatives.

In 2020, the project established the Creative Industries Core Team, following the launch of the Creative Industries Roadmap 2020-2024.

Following the onset of the COVID-19 pandemic and related disruptions, the project supported national efforts to cope with the pandemic and prepare for recovery, especially for MSMEs who were the hardest hit. Through engagements with partners and stakeholders, including the government, private sector, NGOs and development partners, ITC provided technical and financial support to the overall national response, through various interventions, which included leadership on and contributions to:

- The Reopening and Post COVID-19 Recovery Plan for Tourism by the private sector;
- The Domestic Tourism Marketing Plan;
- Support to the Ministry of Health on calls and data recording by the ICT taskforce;
- The COVID-19 Socioeconomic Pillar Working Group for the National Socioeconomic Response Strategy;
- Preparations for reopening of TVET institutions;
- Collaboration with the government through the ministries of Trade, Agriculture, Finance and Gender, FAO and IMVF to link women onion growers to markets;
- Advocacy to increase women participation on public procurement including stakeholder consultations towards the development of a Gender Responsive Public Procurement Policy for The Gambia.

The main objective of these engagements was not only to support recovery but more critically to improve resilience and competitiveness, promote sustainability and "Build Back Better".

5. Project Governance and Management Structure

Project Management

On 25 June 2020, the European Union and ITC signed a second cost-extension of the Youth Empowerment Project extending the project duration by 12 months until 31 December 2022 and providing a financial top-up of 1.5m EUR which increased the total project budget to 14.5m EUR.

Through the second addendum, ITC is expected to implement a co-investment grant facility and provide investment coaching for MSMEs. This includes mobilizing diaspora investors to unlock private sector investment and foster job creation. Further, under the ongoing security sector reform, YEP will support a number of pilot measures to upskill former and active members of the security sector and support them to find employment in the private sector. The cost-extension will also help operationalize a skills centre in Ndemban and further roll-out training programmes in this area. Finally, the addendum accommodates a number of support measures related to COVID-19 including awareness raising and prevention, mitigation to socio-economic impact on project beneficiaries and support to post-crisis recovery.

The additional interventions were incorporated to the Gambia YEP (T05-EUTF-SAH-GM01-01) through a contract rider. The updated project logframe and targets are included in Annex 1.

Project Governance

The Project Steering Committee (PSC) had approved the 2020 workplan during its meeting on 4 December 2019. The PSC met once in 2020 to review progress and address emerging issues. 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>
4 December 2019	Review of the 2019 results, review of results of the independent mid-term evaluation and approval of the 2020 workplan
20 September 2020	Approval of the Emergency COVID Fund for minigrant beneficiaries

The YEP Project Team and the line Ministries engaged in a number consultations to further strengthen collaboration and government ownership of the different initiatives. As part of this process, the YEP team and the Focal Points and teams from the Ministry of Trade, Industry, Regional Integration and Employment (MOTIE) and the Ministry of Youth and Sports (MoYS) organized a retreat on 25 November. The objective was to take stock of the project's progress against key objectives and performance indicators. The session also initiated the high-level and strategic work planning for the remaining 24 months of project implementation. This was followed by the technical discussions and planning session through the technical core teams.

The retreat also put specific emphasis on the COVID-19 response and recovery strategy at national and sector level and explore the project's contribution to the related objectives. Further, the teams explored complementarities and synergies with other national and development initiatives and discussed sustainability and exit strategies of the different project components. The afternoon session of the retreat addressed cross-cutting topics including coordination, communication, M&E and knowledge management.

Risk Management Analysis

During the reporting period of 2020, the project identified the following operational risks and took the indicated mitigating measures.

RISK	L	I	S	MITIGATING MEASURES TAKEN
Income / sales of small business deteriorates due to supply / demand side disruptions caused by COVID-19	3	3	9	<ul style="list-style-type: none"> Assessment of YEP grant beneficiaries with regard to the impact of COVID-19 Provision of additional support measures for MSMEs (e.g. COVID relief fund for Grant beneficiaries, rescheduling of loan period under miniloan, cash for work stimuli packages, support access to public procurement, entrepreneurship challenges 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 Development of a marketing and branding strategy for the tourism sector to facilitate post-Covid recovery Support packages to hotels, restaurants, tour operators and other stakeholder to improve digital skills and digital marketing and develop new products for the domestic and regional market Implementation of market linkages programme for horticultural farmers in rural areas connecting produce with buyers at agreed conditions
Economic recession makes it harder for graduates to find jobs	3	3	9	<ul style="list-style-type: none"> Increased focus on self-employment opportunities and start-up support Priority sectors under SkYE are selected in keeping with economic realities On the job-training with cash for work component (e.g. production of facemasks for tailoring students)
COVID-19 restrictions negatively affect the implementation of project activities (trainings, trade fairs etc.)	3	3	6	<ul style="list-style-type: none"> Development of guidelines and protocols for safe reopening of TVET centres. Provision of PPEs to staff and students Use of online courses including ITC SME Trade Academy, remote coaching etc. Support to TVET training of TVET institutions on online course facilitation and mentoring Support digitization of content of BSOs and TVETs to better serve their clients (business development services, access to information, trainings, finance, etc.)

Project beneficiaries' health is at risk through participation in project activities	2	3	6	<ul style="list-style-type: none"> ▪ Development of protocols for safe conducting of workshops, trainings, events. Monitoring and strict enforcement of guidelines ▪ Provision of PPE and sanitary equipment for beneficiaries and partners ▪ Regular communication and advocacy on the risks of COVID and preventive measures
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 ▪ Open and transparent selection criteria for beneficiaries of programmes
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 ▪ Support to implementing partners to adapt to new operating environment including through digitalization, review of service offering etc
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) ▪ Communication campaign was rolled out at the beginning of the year. However, due to COVID-19 the focus shifted on supporting communication around the pandemic and related preventive measures
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"> ▪ Sharing of information through core teams ▪ 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)
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

				<ul style="list-style-type: none"> ▪ Customization of support to socio-economic realities of returnees (e.g. short practical trainings and training followed with cash for work programs)
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) ▪ Increased collaboration with MOTIE on data collection and joint monitoring missions

6. Project Results

Results Monitoring

Results by project indicator and year

Project Indicator	Project Target	% accomplished	Total (2017-2020)	2017	2018	2019	2020 ²
SO: Tackle the root causes of irregular migration through increased job opportunities and income prospects for youth							
# of sustainable jobs created / jobs sustained for youths directly and indirectly	4,300	83%	3560	0	500	1,869 Error! Bookmark not defined.	1201
R1.1 Skills upgraded through technical and vocational training programmes							
# of institutions that improved training programmes and/or operational performance	18	89%	16	4	4	2	6
# of youths completing a project funded technical and/or vocational training programme or apprenticeship	5350	52%	2789	263	432	1,679	415 ³
# of young returning migrants supported through skills training	300	32%	97	8	11	34	44
R1.2 Entrepreneurship promoted among youth through business skills training and support programmes							
# of youths benefitted from entrepreneurship and business development services (male, female)	4,600	80%	3,691	727	1,037	1,105	872
# of young returning migrants supported through entrepreneurship support	150	47%	71	48	13	5	5
# of youth centres refurbished and offering improved services	2	0%	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	0	0 ⁴
# Trainers / advisers trained in quality related programmes	30	360%	108	41	67	0	0
# MSMEs certified	20	5%	1	0	0	1	0
R2.2 Improved MSME productive capacities							
# MSMEs demonstrating improved business practices (e.g. sales / production volumes, etc.)	540	137%	739	0	316	224	247
# Production centres strengthened/ created	1	0%	0	0	0	0	0
R2.3 Market linkages activated							

² Values only captures unique beneficiaries. Repeat beneficiaries from previous years have been discounted. Figures at the beginning of the report reflect total beneficiaries in 2020 including repeat beneficiaries.

³ Including 8 non-youths who were trained as trainers to align with revised EU reporting standards.

⁴ No new companies counted as work with the same companies as in previous years continued.

# participating enterprises on market linkage activities	270	371%	1,001	136	379	244	242
R2.4 Improved strategic direction and national ownership for job-centred growth							
# stakeholders participating in sector development initiatives	100	337%	327	162	43	93	39
# strategic trade development action plans developed	4	125%	5	4	0	1	0
# of public-private youth platforms created / strengthened	3	167%	5	4	0	1	0
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	160%	239,297	27598	79,761	152,21	231,687
# of Gambian citizens reached out by the Tekki Fii campaign	200,000	120%	239,297	0	0	152,21	231,687
# of international media pieces published concerning the Tekki Fii campaign	50	10%	5	0	0	3	2
COVID-19 Response							
# of COVID-19 pandemic-related PPEs produced and distributed to end users	N/A	N/A	75,295	0	0	0	75,295
# of handwash stations distributed	N/A	N/A	44	0	0	0	44

The results reported under R1 and R2 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 ensure significant representation throughout the country. To address the lack of opportunities for training in rural areas, YEP has supported GTHI and GTTI to open annexes up-country. Many of the programmes were rolled out in 2020. Similarly, YEP is upgrading rural youth centres and working with business support organisations to provide business support programmes across all parts of the countries.

2020 Breakdown of Beneficiaries by Region

	GBA	WCR	CRR	NBR	LRR	URR
Skills Training	64%	6%	20%	6%	4%	0%
Entrepreneurship & Access to Finance	49%	27%	9%	2%	7%	6%

Results by gender

Gender and inclusion are mainstreamed throughout YEP programming. In 2020, 45% of YEP beneficiaries were women.

2020 Breakdown of Beneficiaries by Gender

	Women	Men
Skills Training	52%	48%
Entrepreneurship & Access to Finance	41%	59%
MSME Support	69%	31%

Inclusion of returnees

YEP works in close collaboration with other partners to assure the inclusion of returnees in all activities. In 2020, 49 returnees graduated from YEP programmes. Generally, the project finds 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. A number of project activities included training with cash-for-work options such as the production of facemasks.

Job creation

To assess job creation, data is collected before and after each intervention and periodically through follow-up surveys. For 2020, the results in terms of job creation are based on results of 3 main interventions: skills development programmes with job placements, access to finance schemes, and support to MSMEs. 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).

2020 Jobs Created and Sustained

	Jobs created	Jobs sustained
Skills Training	196	3
Access to Finance	15	721
MSME Support	81	440

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*.⁵

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.

⁵ 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 ITC response

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) **Recommendation:** 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. To create a catalytic effect, the 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. This can be achieved through periodic knowledge-sharing events with YEP and YEP partners. The team should also contribute towards institutionalizing the YEP model within the government as a "programme" that addresses the persistent challenge of high unemployment of youth. The Ministry may seek advice from the YEP team on the formation of an active knowledge application team.

ITC response: ITC and the Ministry of Trade, Regional Integration, Industry and Employment agreed to sign a framework agreement to, inter alia, strengthen knowledge management and foster institutionalization of the project's approach.

- (ii) **Recommendation:** 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. The government should seek active collaboration with other development partners, including the African Development Bank (ADB), International Fund for Agricultural Development (IFAD), and bilateral agencies to adapt the YEP framework for youth empowerment in the areas not reached out by YEP. ITC can play a significant role in contributing to support post-harvest operations, skills development, MSMEs' business development, developing market linkages leading to the export of viable commodities, and creating sustainable jobs beyond the farm gate.

ITC response: ITC will continue supporting the government in resource mobilization in support of youth empowerment including through the UNDAF.

For YEP

- (i) **Recommendation:** Align the YEP work programme along with the SDG 1, SDG 4, SDG 8 and SDG 17 and revisit the definition of sustainable employment. YEP has categorized the 4,000 sustainable job creation targets in two parts – jobs created (2,000) and jobs sustained (2,000) while the project logframe seeks to create 4,000 jobs. It appears to be a departure from the original intent. To retain prospective migrants, the jobs need to be sustainable. The project team could further

strengthen collaboration with other UN entities and EUTF on an acceptable definition of sustainable jobs in line with the 2030 Agenda for Sustainable Development.

ITC response: Accepted.

- (1) SDG alignment: Project work programme is already aligned to SDG 4 and 8. In addition, the work programme contributes to SDG 1 and 17 as per development marker. The UN-wide collaboration takes place at the level of the platform for Decent Jobs rather than at the level of the UN country team. ITC is already a member of these platforms and provides thought leadership in this regard. ITC together with UNDP is leading the results group on economic development under the UNDAF for the Gambia.
 - (2) Definition of indicators: The project management team agrees to formalize the revised definition and indicators taking into account the definitions and reporting requirements of the EU Trust Fund including new indicators related to the COVID response.
- (ii) Recommendation: 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. Consolidate the work plan of YEP so that the project can deliver intended outcomes. Having tried and tested capacity of different implementation partners over last three years, the project should be able to select a set of strategic partners with proven capacity to deliver services. The consolidation of the work plan should be based on prioritizing and documenting what works and what does not work (stocktaking exercise) to determine the pathways to consolidate project delivery to achieve project outcomes. It should be an in-house exercise by the project team at the sector level. Project management could tackle cross-cutting priorities. The exercise should result in the identification of strategic partners that can effectively and efficiently deliver targeted outputs within specified timeframe. Furthermore, the consolidation of YEP's work plan should also streamline the implementation of different ITC project activities other than YEP to gain operational and cost efficiency.

ITC response: Partially accepted.

- (1) Consolidate work plan: The project management team agrees to consolidate achievements and to further focus efforts on interventions in key value chain including related to partnerships. All previous and ongoing partnerships are relevant and instrumental to achieving the project objectives of achieving sustainable jobs. This consolidation has already been taken into account as part of the 2020 work plan. For instance, the investments for skills training and business development support provided under R1 (including the Skills for Youth Employment Fund – SkYE and the Andandorr business development programme) have been further geared towards the key sectors and partners were carefully reviewed based on previous results and sector-relevance.

The type and number of partnerships is guided by a) relevance for achieving the expected project results b) absorption capacity in view of achieving the target set for the project timeframe c) rules and competitive processes for engaging private sector.

- (2) Documenting what works and what does not work: The project management team agrees to further take stock of the results in the key value chains and discuss pathways for consolidation with the Government counterparts and the sector respective core teams. To document lessons and approach, the YEP team developed a knowledge management strategy and published a first article on lessons learnt, in collaboration with implementing partners

- (iii) **Recommendation:** 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. The project team should work with industry leaders and the Gambia Chamber of Commerce and Industry (GCCCI) and seek strategic partnership for further strengthen collaboration.

ITC response: Accepted.

YEP already works with SMEs in most areas including ICT, tourism, agribusiness, quality, textile and fashion and access to finance. There are limitations to further leveraging economic growth through supporting small and medium sized enterprises. The 2018 MSME survey and mapping (covering more than 3000 companies) found that almost all surveyed businesses are micro (98%) and small (2%) with no medium-size business. Against this backdrop and in view of limited room to attract FDI, private sector growth and job creation will depend a lot on the ability of micro and small companies to formalize and expand.

YEP in collaboration with the ecosystem players will roll-out the Andandorr maturity programme in key priority sectors (ICT, Agribusiness, Creative Industries, Poultry, Textile & Fashion) which provides a more consolidated support package for businesses at level 2 and 3 which includes small-sized enterprises. This includes for instance an export readiness programme and the establishment of a co-financing scheme in collaboration with the Gambia Angel Investors Network (GAIN).

- (iv) **Recommendation:** Further strengthen the capacity of TVET institutions and other key actors in the sector value chain that have the potential to create sustainable jobs. Further strengthen the capacity of TVET institutions and other key actors in the sector value chain that have the potential to create sustainable jobs. Sector team leaders should identify the critical needs of major institutions and identify resource requirements. If the demands are beyond the scope of YEP, efforts should be made to coordinate with other development partners to strengthen the relevant agencies.

ITC response: Accepted.

Institutional capacity building remains key to further improving the relevance, quality and reach of services offered by Gambian TVETs, BSOs and sector association to enhance sustainability of project interventions. The Project will continue leveraging a large number of existing partnerships at country level and ITC HQ and identify and activate new partnerships where needed and feasible. The capacity building efforts for TVET is guided by the TVET roadmap which has been supported by ITC under the JSF project and is implemented in collaboration with MOHERST via the National TVET Committee. Under YEP, ITC will continue to provide operational and technical support. ITC will leverage other projects (JSF, SheTrades, PBF initiatives) and partnerships to strengthen Gambian institutions engaged in the implementation of YEP.

For ITC

- (i) **Recommendation:** Ensure that the YEP team can take on additional responsibility and reduce the input or level of efforts of ITC Geneva staff and consultants. The team size and the level of expertise in YEP have consistently increased over the project implementation period, and it has been recognized by the government and the project implementation partners. Going forward, there would not be a need for the same level of input from ITC Geneva of external consultants. To gain time and cost efficiency, on a selective basis, the project could identify and recruit specialist consultants from within Africa, preferably in the neighbourhood of the Gambia.

YEP management should coordinate with the ITC Geneva staff to streamline external input and free up resources for the local team to work more efficiently. There is an inherent perception among some of the influential stakeholders that YEP is engaging too many external experts and consultants.

ITC response: Accepted.

ITC has increased technical and managerial responsibilities of the project office in The Gambia. As per the project's intervention logic, the project relies more on external expertise in the initial stages which includes a number of training of trainers and knowledge transfer mechanisms that are used to replicate and scale interventions. Examples include training and certification of standards and food safety trainers, TVET trainers or methodologies related to community-based tourism and design thinking. The reliance on external expertise has gradually decreased and the project relies on the network of national implementing partners to deliver services.

As per the Description of Action, the project aims to create long-term partnerships with European Institutions and other partners. ITC has successfully established partnerships and created institutional linkages. Some examples that are also listed in the evaluation report include the partnership with the PUM senior exports from the Netherlands or the teachers training with the Landesakademie in Baden Wuerttemberg in Germany. Through these partnerships YEP brought dozens of experts to The Gambia but at no cost to the project. The project team agrees to better communicate the nature of these partnerships and address perception related issues.

- (ii) Recommendation: ITC project team (in Gambia and Geneva) should explore potential opportunities to seek additional financing with EU Delegation as well as other development partners beyond 2021.

ITC response: Accepted.

YEP has been extended until 2022 thanks to additional financing support from the European Union. ITC in collaboration with the government, will continue to explore and identify additional donor support. This has been done since 2017 when ITC supported MOTIE and the Ministry of Tourism and Culture (MOTC) to attend the Global Aid for Trade Review in Geneva and facilitated the preparation of different concept notes. In 2018, ITC supported the donor conference in Brussels. These joint efforts have resulted in various new initiatives including the SheTrades programme, jointly funded by ITC, the Enhanced Integrated Framework (EIF) and the OPEC Fund for International Development (OFID) or the collaboration with Germany through GIZ that brought complimentary support in Technical and Vocational Education and Training (TVET).

- (iii) Recommendation: 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. ITC should consolidate the work plan of YEP to gain project efficiency, result-based management, and monitoring system to ensure evidence and where possible attribution of results.

ITC response: Accepted.

ITC has consolidated the YEP work plan and enhanced its monitoring system to ensure evidence and enhanced attribution of results. ITC is creating synergies between YEP and other ITC-implemented projects through an integrated implementation approach as part of which team members contribute to several

projects and thereby ensure efficiency and economies of scale. This also applies to the M&E approach which has been integrated across projects including data collection and reporting by third parties.

In addition, support in key areas is channelled through ecosystem or sector-wide initiatives. These initiatives also engage other partners such as the Tekki Fii partners or sister agencies under one-UN approaches. Examples include:

- YEP-initiated Andandorr programme provides a framework for entrepreneurship and business development support led by ecosystem players. The programmatic framework also guides the interventions by other ITC projects such as SheTrades, Jobs, Skills and Finance (JSF) and economic support under the PBF projects.
- Related to access to finance, YEP developed a framework for grants and loan schemes that continue to help consolidate support provided under different projects. For example, the SheTrades grants are anchored in the grant mechanism set up by YEP in collaboration with NACCUG. The SheTrades co-financing grants for angel investment has been set up through the Gambia Angel Investors Network which was established with the technical support from YEP.
- Related to market linkages and e-commerce. ITC in collaboration with MOTIE has set up a taskforce that guides interventions under different ITC projects in support of creating market linkages.
- The Skills for Youth Employment (SkYE) fund, a result-based model for TVET training developed under YEP is also used by the JSF project.

- (iv) Recommendation: 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 once the impact of the YEP model is established.

ITC response: Accepted.

ITC will continue to work in close collaboration with MOTIE, including on resource mobilization to scale and mainstream the YEP approach to other parts of the country. ITC and MOTIE agreed to sign an MOU to formalize areas of cooperation in view of further strengthening cooperation and institutionalizing project gains. ITC, MOTIE and MOYS agreed to set up regular meetings and retreats to address issues of strategic importance. Discussion and planning related to resource mobilization for scaling up the approach, and to ensure transfer of knowledge to MOTIE and MOYS will take place in this context.

For EU Delegation

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

ITC response: The European Union, as part of its continuous commitment to support to youth empowerment and youth employment in The Gambia has signed a second contract rider for YEP extending the duration of the project to 2022 and increasing the budget by 1.5m Euros.

Prioritization of EU support beyond 2022 will be done in keeping with the overall approach and programming cycle.

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.

7. 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 2020, 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 worked with training institutions under the umbrella of the SkYE Fund. In the first round of the Fund in 2019, eight training institutions were selected to provide training programmes and organize industry placements for nearly 1,000 youth. After the completion of SkYE I, ITC launched a second round, for which the following training institutions were selected for trainings under YEP. These programmes started in 2020 and many are still on-going given the closure of TVET institutions throughout a large part of 2020:

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

In addition, YEP is working with the Gambia Tourism and Hospitality Institute (GTHI) through a major grant on skills training in the tourism sector.

As part of the project's work on access to finance, the collaboration with the National Association of Cooperative Credit Unions of The Gambia (mini-grant scheme), the Social Development Fund (mini-loan scheme), and the Gambia Angel Investors Network (GAIN) continued.

In 2020, YEP has worked with partners across the entrepreneurship ecosystem to implement the pilot of the Andandorr programme built on partnerships between organisations, enhancing synergies and impact. The institutions implementing the Andandorr pilot programme are:

- Innovate Gambia;
- 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);
- Startup Incubator Gambia (SIG).

In the poultry sector, the Andandorr programme is supported by PUM Netherlands Senior Experts.

Three grant MOUs were carried over from 2019 with activities continuing in 2020:

- GTHI;
- GYCC; and
- National Youth Council (NYC).

In 2020, ITC signed new grant agreements with the following existing partners:

- Buzz Gambia;
- GCCCI;
- GIEPA;

- GYIN Gambia;
- Innovate Gambia;
- The Information Technology Association of The Gambia (ITAG)
- Make3D;
- Mbolo Association; and
- Women's Initiative Gambia (WIG);

As part of the project's contribution to COVID-19 response, YEP engaged several partners in three areas. Firstly, several TVET institutions and related organisations produced face masks. The involved institutions include:

- Fajara Skills Development Centre
- Insight Training Centre
- Ida's Ideas Design Institute
- Presentations Girls Vocational Centre
- Club Foire
- President's International Awards
- Bakoteh Community Centre

Secondly, several private sector partners were engaged to support the transport of onions and other fresh produce from farmers to buyers and consumers. These partners were:

- Farmfresh
- Tropingo
- Agritech
- Gassama Greens Enterprise

Thirdly, two organisations provided tricycles to support transport in urban areas:

- Mbolo Association
- Elixir Global Group

In the context of the COVID-19 response, the Gambia Red Cross Society was another key partner. Together, ITC and the Red Cross Society provided Personal Protective Equipment (hand-wash stations, detergents, face masks) and distributed these nationwide, alongside carrying out community sensitization campaigns and producing a music video on Risk Communication and Community Engagement.

Other partners, which provided services under the project include:

- PUM Netherlands Senior Experts;
- Graidco; and
- The Institute of Travel and Tourism of The Gambia (ITTOG).

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 together with the Tekki Fii partner institutions, GIZ, Enabel and IMVF. The partners are part of the respective Project Steering Committee and also participate in the Core Teams for the sectors. Major collaborations and joint initiatives include:
 - Joint Tekki Fii Grant (based on the YEP mini-grant model);
 - Common approach to refurbishment of youth centres and creation of standard operating procedures;

- Cooperation with Enabel on cash-for-work programmes including referral for trainees and joint production sites using Compressed Stabilized Earth Blocks;
- Coordinated support to skills development under the TVET Committee.
- 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. This collaboration continues and more joint work is expected in 2021.
- ITC partners with PUM Netherlands Senior Experts in supporting the Gambian poultry sector. In 2020, PUM carried out one mission and provided support in training of trainers, development of curricula, supported the development of specifications of laboratory materials for the Department of Livestock under the Ministry of Agriculture; and delivered a series of online poultry management training workshops and mentoring to young poultry farmers.
- 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.
- In 2020 ITC partnered with Commonwealth of Learning (CoL) to train TVET institutions on online course facilitation and mentoring.
- ITC partnered with UNDP in support of facilitating public procurement opportunities for MSMEs, particularly women-owned companies.

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) for Gambian Women and Youth project is a large EU-funded initiative jointly implemented by the United Nations Capital Development Fund (UNCDF) and ITC. YEP and JSF are complimentary initiatives and ITC is creating synergies in a number of areas, in particular in skills development, such as in the implementation of the Skills for Youth Employment Fund (SkYE) and in improving the quality of Gambian TVET training programmes more broadly. The performance-based training model used under the SkYE Fund is implemented jointly under both projects. For the Fund's second round of trainings, six institutions were selected in 2019. In 2020, most of the 22 training programmes for over 900 trainees were rolled out. Training programmes under JSF are located in the project's priority regions, namely in LRR, CRR and NBR, where trainings are provided in agribusiness, horticulture, solar installation and construction. Under the two projects, ITC is also supporting NAQAA in establishing sector skills councils, providing technical guidance to training providers on standards for formal and informal trainings, including recognition of prior learning activities, and expanding NAQAA's offering to curricula in further sectors.
- ITC is implementing the SheTrades Gambia project funded by the OPEC Fund for International Development, the Enhanced Integrated Framework and ITC. In 2020, ITC organised a range of joint activities under YEP and SheTrades Gambia, in particular, in the areas of entrepreneurship development and market linkages. This included a joint incubation programme for youth and women entrepreneurs in the fashion sector,

and the newly launched Export Advancement Programme in the fashion and food & beverage sectors.

- Similarly, synergies were created in the area of entrepreneurship skills development between YEP and JSF, where trainings for rural youth were rolled out under a cross-project MOU and graduates from trainings funded under both projects were encouraged to apply to Tekki Fii grants to help them start new innovative businesses.
- On the market linkage front, a special task force for Agro-Market Linkages has been set up to support market access to 40 vegetable gardens, supported by ITC under YEP, SheTrades Gambia and JSF. The taskforce force was created following the support provided to women gardeners during the peak period of Covid-19 when ITC facilitated and supported the sales of several tonnes of onions.
- ITC, together with partner agencies, is currently implementing two projects funded by the UN Secretary General's peacebuilding Fund (PBF). The first project, implemented together with IOM and UNFPA, focuses on supporting the holistic reintegration of returnees. ITC's work centres on the economic reintegration of returnees. The project supports private and public bodies to provide relevant services. For instance, it helps strengthen the operational and technical capacity of the Department of Labour under MOTIE to offer relevant 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 under YEP.
- The second PBF project co-implemented by ITC is in partnership with UNFPA and WFP. The project aims to mitigate and address the growing conflicts and tensions occurring among rural agricultural communities in The Gambia, affected by the increasing impacts of climate change on their lives and livelihoods. Under this project and YEP, ITC created synergies in the response to the COVID-19 pandemic, for example in the production of facemasks and other products, such as soap, creating sustainable sources of income for communities while contributing to the pandemic response.
- The UEFA Foundation for Children and the ITC have partnered under the Kick for Trade initiative, which embraces football to ensure greater inclusive development and boost youth employment. The first activities under the initiative took place in The Gambia and Guinea. In The Gambia, the partnership supported the first stakeholder engagement on Sports for Peace and Development with over 150 participants.
- Across all these projects and initiatives, ITC staff work together closely on a daily basis to create synergies in operations, to utilise each other's competencies, and develop joint programmes, frameworks, mechanism, and new initiatives.

Lastly, Gambian youth entrepreneurs benefitted from access to ITC Global Public Goods, such as e-learning courses through the ITC SME Trade Academy and the SheTrades Virtual Learning Space.

8. Visibility and Communication & Tekki Fii campaign

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 created awareness about socio-economic opportunities in The Gambia, through regular communication on different media channels as well as specific campaigns.

As a result of COVID-19 pandemic, a lot of communication efforts were shifted to raise awareness about risks and preventive measures. The principal communication channels include:

- 1) Physical meetings and orientation sessions
- 2) Websites, social media which includes Facebook, Twitter and YouTube
- 3) Radio including weekly shows on one of the national radio stations (West Coast Radio) as well as programmes on community-based radio stations in rural Gambia namely Farafenni & Kerewan community radios, Soma Community Radio & Brikama Ba Community Radio. In addition, YEP staff participated in various radio shows on an ad-hoc basis
- 4) Television – appearance in talks shows on national television, coverage of Tekki Fii events and programmes and dissemination of videos promoting behavior preventing the spread of COVID-19. The main channels are GRTS, QTV, Paradise TV, Star TV, Eye-Africa TV, Fatu Network & Kerr Fatou.
- 5) Articles and coverage in print media

To calculate the total outreach figure, YEP has added up engagements across different communications channels as shown below. In terms of methodology, adjustments have been made to the model employed in 2019. Social media outreach is not calculated based on followers but on post reach which also includes reshares. Reshares became increasingly important in the COVID-19 awareness raising.

Total number of people reached to date: 239,297						
Total number of people reached in 2020 across categories: 231,687		Total people reached in 2017, 2018, 2019: 152,215			Estimated Overlap: 95%	Total carry-over from 2017, 2018, 2019: 7,610
Category	TV	Radio	Events & in person	Online	Print	YEP Beneficiaries
Total counted	97,000	3,800	391	130,299	170	27
Estimated overlap between categories	base	75%	90%	70%	90%	95%
Total counted per category	97,000	152,000	3,912	434,329	1,700	532
Estimated overlap between activities	75%	0%	0-75%	50-75%	75%	33%
Total if adding up activities	388,000	152,000	8,150	1,447,764	6,800	795
Activities	COVID sensitization videos played on QTV, GRTS, PTV & Star TV & News coverage across channels	West Coast Radio, Community radio programmes, other radio programmes	Religious Engagement through sermons, Opportunity sharing through sport events, Walk-ins	Facebook, Twitter, YEP Portal, Newsletter	About 56 newspaper reports on YEP events, see Annex	Total count of beneficiaries counted under other project outputs

The main communication and outreach activities include with regard to COVID-19 awareness raising included:

- Poetry Challenge – YEP in partnership with Writers Association of The Gambia and Poetry Café, launched a poetry challenge. It offered a platform to young Gambians to sensitize the population about preventive measures using poetry. 81 poetry submissions were received, 17 were shortlisted by a committee and the videos were subsequently uploaded on both YEP & EU handles with winners decided by the public through the number of views and content engagement. The top 5 videos were aired on GRTS, PTV & Fatu Network. It's estimated that the campaign reached 500,000 people across all platforms (143,000 people were reached on Twitter, 167,600 on Facebook).

- Music Challenge - a YEP partnership with Black Lynx & Brand Plus to raise awareness on COVID 19 leveraging on songs produced by Gambian artists. A total of 53 videos were received with 11 selected subsequently uploaded on YEP & EU platforms. An estimated 100,000 people were reached including 37,000 people on Twitter and 41,000 on Facebook. All shortlisted participants received prizes and certificates of participation.
- Face Masks Use Videos – 6 videos were produced on the proper use of face masks in Jola, Wollof, Fula, Sarahule, Mandinka and English. Videos were shared widely on social media, WhatsApp and traditional media outlets. The videos were aired on GRTS, PTV and Fatu Network. FTN alone had a reach of 143,000 views on their platform. It is estimated to have received approx. of more 250k views throughout the duration of airing was given.
- COVID Billboards – the communication campaign was supported with 11 billboards with COVID-19 prevention messages that were mounted across the entire country. This included 8 existing billboards and 3 new ones.
- Radio – radio programs on West Coast, City Limits, Soma Community Radio, Farafenni Community Radio & Brikama Ba community radio continued with a special focus on COVID-19 sensitization as well as info sharing on support services and Tekki Fii opportunities.
- YEP supported the Janjanbureh Tour Guide Association, youth trained in community-based tourism and tour guiding, to implement an awareness raising campaign in CRR to help protect their communities to the COVID-19 pandemic and build resilience against further impacts to the vulnerable tourism industry. In addition to orientation session, informational posters on the virus and safety guidelines and campaigning across social media platforms, the Association was also instrumental in installing hand-washing stations in strategic locations.
- YEP supported the Gambia Youth Chamber of Commerce (GYCC) to embark on a regional COVID-19 sensitization campaign in four regions; NBR, CRR, URR, and LRR. The main objective for the outreach was to help minimize the spread of misinformation and debunk myths of the COVID-19 in rural areas; raise awareness on proper safety measures using the WHO Guidelines; and encourage rural entrepreneurs and youth to unite in the fight against the COVID-19. Main activities included sensitization in public places, distribution of flyers, demonstration on proper hand washing methods, installation of handwashing stations (5 per region), and evening radio shows through the community radios.

The Tekki Fii campaign continued with a number of initiatives, including:

- The YEP (www.yep.gm) and Tekki Fii website (www.tekkifi.gm) continued to feature opportunities, news and stories. The Youth Service Directory (www.ysd.gm) was maintained to provide a consolidated overview of opportunities that available under the Program. ITC shared updates on the project and opportunities through the fortnightly e-mail newsletters.
- Regular communication and outreach continued on social media with the Facebook account accumulating 10,000 followers and Twitter 7,200 followers.

- In early 2020, the project launched a national broadcast campaign of 18 video profiles of different young people making it in The Gambia on 3 TV stations & 2 online TV stations supported by different Tekki-Fii partners. The campaign included short video-clips of 1-3 mins which were broadcasted at prime time. Throughout the year, special interviews were arranged on TV to talk about TekkiFii activities and opportunities. GRTS AM show accorded 5 interviews, Star TV and Radio hosted the team 7 times while PTV & Radio accorded 4 interviews.
- 2 success story booklets were produced highlighting achievements of young people supported through grants, capacity building & skills development. Blogposts and articles were published regularly.
- Regional outreach continued in a partnership with the National Youth Council and through the support of 4 program officers located in NBR, CRR, LRR and GBA. The officers reached out to communities and young people, raised awareness and disseminated information about Tekki Fii opportunities. This includes, inter alia, community awareness raising activities in four communities in Niamina East and three communities in Sami. The youth officers were also visiting skills centres such as Songhai or Jenoi Agricultural Centre to inform students about opportunities. A special focus was on accessing grant and other financing opportunities.
- Radio – radio programs on West Coast, City Limits, Soma Community Radio, Farafenni Community Radio, Kerewan Community Radio and Brikama Ba community radio continued with a special focus on COVID-19 sensitization as well as info sharing on support services and Tekki Fii opportunities.
- At the beginning of 2020, before the restrictions caused by COVID-19, the project started an outreach campaign in collaboration with religious leaders and with a special focus on sports. Two Tekki Fii themes Friday prayers were held and a Tekki Fii football tournament was organized in cooperation with the UEFA Foundation.
- The project supported the production and distribution of Tekki Fii merchandise and visibility materials including Tekki Fii calendars, diaries, soap and facemasks.

9. 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 # of youths completing a project funded technical and/or vocational training programme or apprenticeship</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 2020, YEP continued its work to boost skills development for Gambian youth across the different target sectors and link trainings with employment or self-employment outcomes.</p> <ul style="list-style-type: none"> • Following the decision of the Government of The Gambia to suspend all training activities to prevent the spread of the new coronavirus, ongoing TVET trainings, and the recruitment of trainees was on hold from March 2020 until October 2020. • At the request of ITC, the National Accreditation and Quality Assurance Authority (NAQAA) of The Gambia concluded its assessment of the training institutions that were selected under the second round of the SkYE Fund. The assessment covered the appropriateness of curricula, qualification of selected staff, adequacy and appropriateness of teaching and learning resources and physical facilities/structures and aimed at ensuring trainings meet national quality standards so that trainees can be certified accordingly. Following the assessment, NAQAA provided a report to the training institutions outlining its recommendations for improvements before the trainings can be started. The recommendations of NAQAA were adopted and implemented by the partners and confirmed before trainings were started. • ITC also teamed up with NAQAA in the preparation of the second round of the SKYE fund. The close collaboration allows to incorporate national standards in the assessment of proposals by potential IPs as well their capacity to deliver the proposed trainings. • YEP and GIZ (Tekki Fii partner) supported MOHERST to develop and roll out a phased approach to the reopening of skills centres in keeping with COVID-19 safety measures. The measures were adopted and ITC supported the partner institutions with Personal Protective Equipment and other materials to ensure that trainings are conducted in a safe manner for trainers and trainees. • ITC launched the call for applications by TVET institutions for the third round of the SKyE Fund. An orientation was held on 24 September and interested TVET institutions were requested to submit an application by the end of October 2020. The decision on institutions awarded will be made public by Q2 2021. • In Q4 2020, ITC through YEP & JSF in partnership with various TVET providers announced the availability of new training programs for Gambian youth and women. 15 courses in Hairdressing & Beauty Cosmetology, Tailoring & Garment Construction and Catering & Home Management are available covering all seven regions. <p>Creative Industries</p> <p>In Q1, YEP supported the 2020 Janjangbureh Kankurang festival in partnership with the National Centre for Arts and Culture (NCAC) by delivering hands-on training on event planning and management to 30 youth involved in the organisation of the festival.</p> <ul style="list-style-type: none"> • A tender for trainings in Garment Construction was finalized. Three training institutions were selected out of five applications, which together enrolled 170 students. <p>Tourism and Hospitality</p>

- ITC, in partnership with The Gambia Tourism and Hospitality Institute (GTHI), conducted a bakery-training programme from 22 November 2019 to 23 February 2020, for 10 trainees. During the programme, participants gained the technical skills needed to meet the high demand for bakery services in the country and to improve the hospitality services available in rural areas.
- In an effort to create new job opportunities for rural youth in the tourism sector by developing additional tourism activities along the River Gambia, YEP organised a 10-day technical skills training from 20 to 29 January 2020 to equip the 22 participants with the skills to become kayak tour guides of the new river-based excursion, namely the Ninki Nanka Trail.
- 42 students graduated in certificate programmes in Food and Beverages, Professional Cooking and Housekeeping at the GTHI campus in Janjangbureh, CRR. Another 55 Gambians from LRR and NBR completed 6-months certificate programmes in Cookery and Pastry, Food and Beverage and Room Management.

ICT

- A training of trainers on ICT User Skills (IC3) took place from 6 to 17 January 2020 to give the participants the skills to be certified as IC3 trainers. The training was facilitated by Smart Technologies in close collaboration with the Information Technology Association of the Gambia (ITAG).
- The third phase of the freelancing programme ended in August. The programme faced several pandemic-related challenges due to the cancellation of the classroom sessions. Nevertheless, 46 participants (8 women) were able to attend online classes. The purpose was to both train them on digital marketing skills and then connect them to SMEs interested in their services.
- Together with the Gambia Angel Investor Network (GAIN), YEP organised a training webinar, which covered investment readiness and ways to unlock external investment and funding. 26 entrepreneurs, including 4 women, attended, and the session was hosted by Alieu Senghore, Managing Director at GAIN.
- 7 YEP Tech Growth and Entrepreneurship start-ups (including 1 woman-led company) went through a three-month coaching and mentorship programme with Birame Sock, a digital business consultant and serial tech entrepreneur both in Silicon Valley and in Senegal. The one-on-one coaching experience involved evaluation and solution mapping, managing key business challenges that are unique to each start-up. Key achievements already accomplished cover the development of strategic documents such as a marketing plan, the acquisition of first customers and the identification and reach of key partners.
- Coaching sessions on individual crisis management were provided to nine IT SMEs, including one woman-led company. The entrepreneurs were equipped with the tools and skills needed to stay afloat during the COVID-19 crisis. The coaching included concrete advice on how to handle company financials and human resources with reduced revenues.
- 12 participants, including two women attended an online webinar covering Google My Business, which took place in August 2020.
- In Q4, ITC through YEP in collaboration with the Indian Institute of Hardware Technology (IIHT) Gambia rolled out scholarships for youth to undergo training programmes in four ICT courses.

CSEB

- In Q2, ITC signed a Memorandum of Understanding with Young People Without Borders (YPWB) to train 50 youth on compressed stabilized earth block (CSEB) production and masonry through theory, practical and on-the-job training for the community of Sifoe in the West Coast Region. The Earth Builders Association will technically support the initiative, which will enable youth to learn environmentally friendly technologies for construction.

Institutional Strengthening

- A Training of Trainers on Poultry Management for staff of four training institutions (Njawara Agricultural Training Centre, the Gambia Songhai Initiative, the Gambia College School of Agriculture and the Rural Development Organisation) was held from 31 January to 6 February 2020. This was the second phase

of the ToT in poultry. The purpose of the training was to equip the participating institutions with the latest technical knowledge in poultry management and thereby strengthen the organisations' training capacity. The training was developed in partnership with PUM Netherlands Senior Experts and consisted of an assessment of capacity and gaps in terms of training infrastructure and facilities, poultry farm visits and face-to-face training sessions.

- In Q2, Safety and hygiene equipment was provided to GTHI as a response to the pandemic. The equipment was installed at GTHI's main campus in the Banjul region and in the rural campus located in Janjangbureh in the Central River Region and Farafenni in the North Bank Region to equip the training institution with the resources to deliver training in hygiene and safety to both tourism industry staff and enrolled students. Approximately 400 students were enrolled for training through YEP.
- Under the framework of the ICT Sector Skills Council (SSC), YEP contracted the IT company Insist Global after a call for proposals to develop a training curriculum for "application developers and testers". However, due to COVID19, the selection was on hold. Discussions are currently ongoing to select a TVET, including the selection of TVET, which will deliver the course and the participants. TVET will deliver the course to youth.
- YEP organised a training of trainers on sewing machine installation and maintenance for nine independent local sewing machine technicians from 28 September to 7 October 2020. The training covered eight types of machines ranging from button hole making and button sewing machines, different types of overlockers, seamers and an embroidery machine. The technicians are now equipped with the skills to install, operate and maintain and train beneficiaries on these machines.

Output 1.2

Entrepreneurship promoted among youth through business skills training and support programmes

of youths benefitting from entrepreneurship and business development services

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

of youth centres refurbished and offering improved services

Entrepreneurship Training & Support

Cross-sector

- Two international export experts were selected to lead the Export Advancement Programme in the fashion and food & beverages sectors. The programme was launched in Q4 2020, with a selection of 6 coaches for each sector. The Export Advancement Programme will facilitate a training of trainers for the coaches, followed by an export audit readiness assessment for the entrepreneurs. With the support of the sectoral experts, the coaches will train and guide a total of 50 entrepreneurs (25 in each sector) to become export ready.
- On 8-9 October, the ITC Good Trade Summit took place virtually with more than 500 participants from around the world. Entrepreneurs from The Gambia followed panels with high-level speakers presenting new ways of generating impact through trade and the participants networked with one another through a virtual networking platform.
- The Gambia Youth Chamber of Commerce (GYCC) in partnership with ITAG and ITC offered a two-month digital literacy training for 50 young entrepreneurs.
- GCCI supported skills graduates in starting their entrepreneurship journey by providing post-graduation entrepreneurship training using the Start and Improve your Business (SIYB) methodology.
- YEP supplied 158 sets of tools kits to the TVET centre who then distributed them to 800 students who have been trained in various skills programmes. The tool kits comprised of equipment for various skills from YEP to kick-start their entrepreneurial journey.

Creative Industries

- ITC signed its first Memorandum of Understanding with Innovate Gambia to implement the Andandorr Programme as lead for the Creative Industries sector. The objective of the MOU is to provide effective

and tailored support for 30 promising young creative entrepreneurs at two levels of maturity, and simultaneously strengthening the creative industries sector.

- Innovate Gambia delivered a four-day business acceleration training for 20 young and women creative entrepreneurs. The training covered key topics in entrepreneurship, including idea generation, design thinking, research, the entrepreneurship mind-set, and introduction to business plans. The training took place from 28 - 30 September 2020 at the Innovate Gambia office in Fajara.
- In partnership with NCAC, ITC teamed up with Black Lynx, BrandPlus, the Writers Association Gambia and the Poetry Café to support the COVID-19 public awareness campaign through a Poetry Challenge and a Music Video Challenge. 81 poems and 53 videos were submitted, which reached over 100,000 people. The awards ceremony, which included a distribution of prizes, recognized the essential role Gambian artists play in the fight against COVID-19.
- In Q3, Arts Training implemented by Cotton Trail restarted virtually. Participating young artists also benefitted from scheduled coaching visits by known artists and the trainer Njogu Touray. A series of art leadership webinars on product creativity, planning, goal setting and finding confidence were held from 20 October to 10 November 2020. The benefiting artists were also engaged in two painting challenges with topics on Staying Positive During Covid19 and Protect Your Forest. The submission for challenges took place on 31 October and 4 December are currently being exhibited on an online gallery.

Fashion

- Startup Incubator Gambia (SIG) launched the Andandorr Fashion Incubation Programme to support 20 young fashion designers. There series training sessions on 21-25 September and 12-16 October and webinar with series of industry consultations in November 2020. Topics covered during the training included the design process, flat sketches, fashion style, garment construction personal development and business development. The training was facilitated by a renowned Gambian designers and business leaders such as Ndey Fatou Ceesay, founder of Noir, Chan Mendy Managing Director of Ida's Ideas and Fady Hocheimy, Managing Director of MFH Group.
- SIG, supported by YEP, hosted an interactive online webinar on fashion design and prospects of the fashion industry in The Gambia. The session was facilitated by Chan Mendy, Co-founder of Ida's Ideas Fashion School.
- The above trainings are part of a wider support provided under the Andandorr Programme. Participants will receive follow-up support in the form of tailored business support services, industry-specific technical and financial support, market linkages, coupled with coaching and mentorship from both local and global business leaders.

ICT

- In Q2, YEP Tech entrepreneurs took part in a live webinar facilitated by Jacques Bughin, former director of McKinsey Global Institute, to learn about the modalities of going international, what tools to use, and how to enter a new market. The entrepreneurs were equipped with a pragmatic checklist to define their international go-to-market strategy.
- In partnership with ITAG, YEP organised the HackCovid Challenge and HackWeakEnd, which took place in Q3. The objective of this virtual hackathon was to create an online space where people could brainstorm, experiment and build solutions to address challenges related to the current COVID-19 pandemic. After 48 hours of brainstorming and prototyping, 20 projects were submitted and eight of them were selected for the finals. A jury of experts representing the private and public sector chose the Web Way project as the winner. Web Way presented a voice and knowledge-based Chatbot addressing COVID-19 questions.
- YEP hosted a virtual event on how SMEs in emerging markets can get their business online. Matarr Jobe, CEO and CTO of Sellox Inc., gave an inspiring talk on why online sales matter. Based on vivid examples, he explained how to get the first products online and what aspects are most important for success online.

Access to Finance

- Under the Tekki Fii Mini-grant, 92 new grants were disbursed in 2020 by The National Association of Cooperative Credit Unions (NACCUG).
- NACCUG assessed the impact of the COVID-19 pandemic on Mini Grant Scheme beneficiaries. Based on a survey with almost 150 grantees, NACCUG found a severe impact of the lockdown, and consequent economic slowdown, in business survival and job creation. 82% of the respondents reported that their cash flow could not support their business beyond three months, 52% sold off assets, borrowed from family or used personal savings to stay on business and 32% temporarily reduced staff.
- Following the assessment, ITC and NACCUG set-up a COVID-19 Emergency Fund. This initiative aimed to enhance income security of Mini Grant beneficiaries through a small cash transfer. The funds supported businesses to continue operations and sustain jobs during a period of prolonged recession. By the end of 2020, 255 Mini Grant beneficiaries had received support through the COVID-19 Relief Fund.
- SDF assessed the impact of the COVID-19 pandemic on the Mini Loans Scheme portfolio. This assessment aimed to inform potential new measures to mitigate losses and support MSMEs. ITC and SDF agreed to extend loan repayment conditions.
- By the end of 2020 the Mini Loan Scheme had unlocked 222,262 USD in private capital for youth-owned businesses. 36 working capital loans and eight equipment loans have been disbursed. Four enterprises received both types of loans. Due to the impact of the corona virus pandemic on the Mini Loans Scheme, SDF and ITC agreed to allow for the restructuring of the loans on a needs basis. ITC and SDF also agreed to extend the duration of the Mini Loans Scheme until October 2021 (previously October 2020).
- The Gambia Angel Investors Network (GAIN) was formally incorporated as a company limited by guarantee with 13 founding members. The company's branding was finalised and accounting and HR guidelines were developed.

In Q1 2020, three companies were selected for deep dives with GAIN. One company progressed to term sheet negotiation. Another four companies were shortlisted to pitch at GAIN's next pitch session planned for April 2020. Due to COVID-19, pitch sessions and board meetings were held online. GAIN held a pitch training session with the five companies in preparation to their pitch to the investors. GAIN showed interest in pursuing further discussions with two of these companies. In addition, one company from a previous pitch session had progressed to the final stages of the deal.

- GAIN hosted a webinar on 17 June. The panellists, a group of seasoned investors, entrepreneurs and corporate executives, shared insights on investment decision making and liquidity management during a crisis. 48 participants both in The Gambia and abroad attended the session.
- The Gambia Angel Investors Network (GAIN) organised a training webinar to provide the relevant tools to ICT startups and SMEs when it comes to investment readiness and understanding how to unlock external investment and funding. The session was hosted by Mr. Alieu Senghore Managing Director at GAIN and was attended by 26 tech startups and IT SMEs. During a webinar on "Introduction to your start up valuation" with Adramé Ndione, entrepreneurs were equipped with valuation techniques with practical tools and a case study. Start-ups learned when and how to perform a valuation for their business, as well as key negotiation arguments when meeting with investors.
- GAIN is growing as a player in the entrepreneurship and access to finance ecosystem in The Gambia. GAIN engaged a 14th member, an investor from the diaspora based in the United Kingdom. It also closed its first investment in a women-owned company in the fashion sector. GAIN is playing a role as an important actor for knowledge sharing and capacity building of companies having facilitated two webinar sessions for YEP companies on the topic "What it takes to raise external investment and how GAIN can support" and will deliver an investment-readiness programme for Andandorr companies in 2021.

Entrepreneurship Ecosystem and Institutional Strengthening
<ul style="list-style-type: none"> In Q1, YEP signed a Memorandum of Understanding with GIEPA to deliver the EMPRETEC training, facilitate training for the implementation of the CRM shared database within the entrepreneurship ecosystem, and offer capacity building training for BDSs advisors. A total 90 youth benefitted from the EMPRETEC training. In Q4, YEP, in partnership with GIEPA, carried out an entrepreneurship training of trainers workshop for seven participants. The 6-day intensive training was based on the Empretec model. It develops entrepreneurship as a set of specific competencies and practices that can be observed, recognized, applied, and acquired by entrepreneurs. GCCI conducted training on SIYB Entrepreneurship training program a total number of 189 TVET graduates of the YEP TVET program in the GBA, WCR, CRR, and LRR. The first phase of the training started with GBA in February and then second phase in GCR, LRR and CRR regions in December. This was initially planned for implementation within the first and second quarter of 2020. However, the limitations set in by the COVID pandemic had delayed implementation to December 2020.
<p>Output 2.1 Improved compliance of Gambian products to international standards and market requirements # of MSMEs sensitized on programmes on quality improvement and food safety # of trainers / advisers trained in quality related programmes # of MSMEs certified</p>
Capacity Strengthening of MSMEs & Trainers
<ul style="list-style-type: none"> The Gambia Standards Bureau developed the standards on face masks and provided certification seal for products. Preparatory discussions with the Food Safety and Quality Authority (FSQA) and other relevant parties took place aimed at launching support to enterprises in the tourism and food processing sectors on food safety. The support will focus on awareness and implementation of Good Hygienic Practices (GHP), as well a COVID-19 related measures in enterprises followed by the possibility of certification by TGSB. A training was conducted by Mbolo on the production of facemasks for the TVETs, garments construction enterprises and returnees engaged in the production of facemasks.
<p>Output 2.2 Improve MSME productive capacities # of MSMEs demonstrate improved business # of production centres strengthened or created</p>
Productive Capacities of MSMEs
<p>Cross-sector</p> <ul style="list-style-type: none"> In coordination with Gambia Horticulture Enterprises (GHE), YEP continues to support start-ups and business to develop standard packaging and improve their sales. The materials comprised of glass jars with covers in different sizes for food and non-food packaging Bringing together the tourism and ICT sectors, YEP, in partnership with ITAG launched a training programme for ten hotels and three tour operators in February, which covered the fundamentals of digital marketing. In addition, the programme provided 25 licences to IC3, a leading learning software in digital literacy, preparing the group to receive more online training and business coaching support in response to crisis management and COVID-19 recovery. Twelve enterprises

graduated from the programme (nine members of the Gambia Hotel Association (GHA) and three tour operators).

- A 3-month webinar training and coaching series was launched in June 2020 to provide practical business solutions for pandemic crisis management, resilience, response and recovery for 41 tourism and creative industries enterprises. The tailored training and coaching sessions focused on strategic communications, survival mechanisms, product development, consumer understanding, and sustainable models.
- As a result of the webinar and coaching series launched in June 2020 to support pandemic crisis management, resilience, response and recovery for 41 enterprises in tourism and the creative industries, YEP in partnership with GHA, ITAG and GTHI launched the Go Discover Gambia challenge to support destination visibility, domestic tourism and recovery through digital marketing. The challenge registered 21 entries and amassed over 2k views and shared.
- YEP handed over 8 tricycles, 5 solar-powered tricycles, and 13 bicycles to logistics companies as well as the Young Poultry Farmers Association. This support will allow beneficiaries to upgrade their supply chain and address market disruption challenges caused by the COVID-19 pandemic.
- On 17 August - 11 September 2020, 20 enterprises under the Andandorr Programme participated in a product photography training, delivered by the Expert Photographer Lena Nian, founder of Lena Photography. The objective of the training was to allow participants to improve the quality of their product pictures and to thereby benefit from digital marketing, which during the pandemic had become the 'new normal'. Entrepreneurs participated in training sessions on phone photography, lighting, framing, composition, set design and editing. Additionally, they received one-on-one coaching, coupled with practical group sessions. The training was part of the wider support provided under the Andandorr Programme and will allow participants to better showcase their brands and products to be able to successfully sell online.

Creative Industries & Fashion

- ITC launched a call for Expression of Interest of PPPs in establishing & managing a cultural centre to promote the creative industries and support young Gambians in the sector. The objective is to support innovation, improve productive capacities, market linkages and overall competitiveness of creative products with the ultimate goal supporting jobs and income generation. The Center will provide mentorship, coaching, training, market access, and skills development in the areas of Music, performing arts, arts and craft, video & photography as well as organize events, and exhibitions. Candidates were shortlisted and proposed sites were visited. A final interview process will take place on 18 January 2021.
- In 2020, NCAC and YEP supported the Janjangbureh Kankurang Festival. With YEP support, the organising committee became a legally registered association and it increased its membership to include an additional 10 youth.

Through the partnership with NCAC, YEP engaged Gambian artists who created paintings in selected places around Janjangbureh depicting the historical, cultural and natural heritage of the town. The initiative aimed to empower local artists, foster employment creation and support the visibility of the island including by boosting the branding of the town based on its historical, natural and cultural heritage.

ICT

- The Tech Start-up cohort of Round 1 was closed. Further to an open call for applications, 15 start-ups were selected to take part in the new 2020 YEP Tech Start-up Support Programme. The team assessed 13 start-ups by applying ITC's #360Diagnostics methodology. Among them are five in the 'Growth' category (generating revenues), five under 'Entrepreneurship' (product ready, no revenues yet), and five under 'Innovation' (at the concept stage). All the start-ups will benefit from professional coaching and market access support.
- The first online meetup for the start-ups, supported under the YEP Tech start-up support programme, took place on 14 August. The purpose of the meetup was to kick off networking and peer-to-peer support within the 2020 cohort, and to discuss upcoming activities and expectations.

- A kick-off physical workshop for the Tech Start-Up Support programme was held in early December for the start-ups at the Disruptive Lab to create a sense of community among the entrepreneurs and to provide an opportunity for the entrepreneurs to get to know one another.
- YEP organised a webinar on “COVID-19 Survival Strategies: A Tech Start-up's Guide to Survival and Reinvention”. Following this webinar, individual coaching sessions on COVID-19 crisis management were provided to nine beneficiary tech start-ups and five IT enterprises. The coaching included a crisis audit to analyse current challenges and the elaboration of customized business survival strategies, such as concrete advice on how to handle company financials and human resources with reduced revenues.
- As part of a partnership between ITC and Amazon Web Services (AWS), 26 YEP Tech entrepreneurs and SMEs gained access to AWS Activate, an easy-to-use hosting infrastructure for to scaling and growing digital businesses. Beneficiaries will have access for 2 years AWS Activate credits, one year of AWS Business Support and 80 credits for self-paced labs.
- ITAG signed its second MOU with ITC, mainly covering activities to be implemented in 2020. The objective of the MOU was to continue the association revival and to build further its capacities as outlined in ITAG’s Performance Improvement Roadmap. ITAG implemented capacity building activities for membership packages, ITAG beneficiary needs were assessed through an in-depth survey and the design work plan activities for 2020 and 2021 were adapted to each segment for beneficiaries.
- To further build the capacity of ITAG, its members benefitted from a leadership training led by Serign Omar Lowe, a training expert in October 2020. 20 corporate members of ITAG attended the training, which touched on leadership styles, coaching, time management communication and conflict resolution.
- Make 3D Company Ltd, partnered with the Medical Research Council Unit The Gambia of the London School of Hygiene & Tropical Medicine to produce and test 3D printed protective gear, as part of The Gambia’s COVID-19 response. YEP supported Make3D in the procurement of 3D printing materials and equipment. In collaboration with IOM, YEP handed over 100 3D-printed face shields, produced by Make3D Gambia in partnership with Mbolu Association, to the Ministry of Health.
- In mid-2020, YEP opened a call for application for young Gambians to learn more about 3D printing technology with Make3D Company Limited, the leading 3D printing company in The Gambia. The programme supported nine Gambian youth with capacity building activities and with 3D printed items to support their entrepreneurial ventures. A competition was organised early 2021 to scale further the work to allow young Gambians to transform their business ideas into reality through 3D printing. Winner will receive an Original Prusa i3 MK3S 3D Printer, Operation and Basic 3D Design Training.
- In Q4, Make3D held an orientation webinar presented 3D printing opportunities to UTG students.
- A call for application for the QMoney payment integration for online businesses was launched in September. As digital payment solutions are essential for online businesses to facilitate payments and limit cash use, YEP partnered with QMoney and sponsored the integration of the QMoney API on 10 online platforms, operated by YEP Tech beneficiaries.

Poultry

- In Q2, 15 poultry farmers enrolled in a three-week online training on poultry management, facilitated by five experts from PUM Netherlands Senior Experts. The training equipped participants with knowledge on poultry housekeeping, disease control, feed selection and record keeping.
- In Q3, twelve poultry farmers enrolled in a one-month advanced online poultry management training, facilitated by five experts from PUM Netherlands Senior Experts. The training equipped participants with knowledge on brooding, biosecurity, practical poultry feeding, vaccination, record keeping, financial analysis and cooperative management.
- In Q4, YEP, once again in collaboration with the PUM Netherlands Senior Experts, provided training and coaching to poultry entrepreneurs under the Andandorr Programme. With this support,

twenty emerging and expanding poultry enterprises in The Gambia are planning to enhance their poultry management. The participants have started a ten-week intensive online course.

Output 2.3

Market linkages activated

of participating enterprises on market linkage activities

Market Linkages

Cross-sector

- The Gambia's Good Market implemented two markets in January and March 2020. A combination of 38 entrepreneurs exhibited of which 30 were female. The market received 381 visitors.
- YEP sourced 75,295 facemasks from 25 young fashion entrepreneurs, three training institutes, 8 returnees and 107 women from rural women's groups on behalf of the Gambian Ministry of Health to support public safety precautions and preventive measures against COVID-19 and to create business opportunities for young entrepreneurs during a difficult time for businesses.

Agribusiness

- ITC and IMVF jointly supported the Government of The Gambia, through the Ministry of Trade, Industry, Regional Integration and Employment, the Ministry of Agriculture, and the Ministry of Women's Affairs, Children and Social Welfare, in linking local agricultural producers to markets. This initiative responded to the closure of the weekly markets (Lumos) due to COVID-19 related restrictions. 903 bags of onions and 41 tons other agricultural products, worth about GMD 1 million, produced by 215 farmers (197 women) were bought by traders and transported to Greater Banjul Area.
- In addition, market linkage and logistics and transportation support were provided to farmers in NBR from several villages and LRR, CRR and URR mainly from the local weekly markets (Lumos) and local agro product traders (Sandika traders). The joint efforts of ITC (YEP and SheTrades) and IMVF was further abled the purchase and transportation of 424 tons of agro products worth about GMD 6.5 million. About a dozen traders from the Serekunda and Brikama Sandikas collected these agricultural products from more than 40 villages from at least 150 farmers.

Tourism

- From 16 to 22 January, YEP arranged a tour for three international tour operators to test the new cultural-wildlife excursion, the Ninki Nanka Trail to facilitate direct business contact between international buyers and Gambian tourism suppliers.

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.
- The Cotton Trail Project initiative is a two-phase programme, which supported ten artists in the Greater Banjul Area and eight artists in rural Gambia. The aim was to revive the Gambian cotton industry through arts. The initiative held its first exhibition in Senegambia from 23 to 26 January. It promoted the production and infusion of the cotton textile with works of arts using the cotton fabric as the canvas to produce hand-painted fabrics. The project, implemented by the Green Box Charity, supported beneficiaries including artists, weavers and photographers.
- The third edition of the Kankurang Festival, held from 17 to 19 January, registered approximately 8,000 visitors and showcased a variety of masquerades and other cultural activities. It contributed to the development of Janjangbureh as a tourist destination, promoted youth employment and created economic opportunities in the areas of creative tourism and arts. At least 318 youth and other community members gained direct financial benefit from the festival by providing services as port of

this year's edition. The total reach of the festival through online and traditional media totalled at 19,186 in 2020. Due to its popularity, the festival was added to the national calendar of activities, the list of festivals of The Gambia, and it attracted two international partners, Nature Friends International and Penchum Niani-Kopentum Group from Senegal.

- In Q3, YEP started a "Discover Gambia Online Challenge", after a 12-week business marketing for resilience webinar series. The Challenge was a pitching contest about domestic tourism and creative industry products. Digital marketing prizes and giveaways were shared after a public voting in Q4 on the YEP Facebook page and the Gambia Tourism Board social media channels. Winners were announced in a virtual event, highlighting the different products and experiences The Gambia has to offer.
- As a follow-up on the training programme delivered by ITAG for key members of The Gambia Hotel Association, 14 hotels and tour operators were matched with seven freelancers to boost their online visibility, and digitalize their businesses through e-commerce while creating opportunities for youth freelancers.

ICT

- In Q1, YEP partnered with ITAG to organise the Gambia's first ICT Expo, which took place on 6 February at Paradise Suites Hotel. It attracted 191 attendees and over 20 exhibitors. During the Expo, a B2B event linking tech start-ups to buyers was held, as well as competitions and workshops addressing digital payments and technology and development.
- In Q2, YEP Tech engaged 22 suppliers of IT solutions and entrepreneurs, who were eager to digitize their businesses. Further support addressed challenges, such as access to e-commerce platforms and value chain enablers. These efforts responded to a strong demand for digital solutions and partnerships with digital payments and e-logistics operators.
- The start-up event 4YFN at Mobile World Congress (MWC) Barcelona was cancelled due to the COVID-19 pandemic. B2B and business-to-investor activities were shifted online. In this spirit, a call for applications was launched in June to on-board YEP Tech start-ups in a West African virtual trade fair that was to take place in June. YEP start-ups attended a couple of virtual trade shows.
- In Q3, two YEP entrepreneurs participated in Afrolynk Global Startup Week and Conference on 21-25 September. Key actors of the tech sector, both in Africa and in Europe, attended the event. It consisted of expert sessions on key topics such as investment readiness and B2B meetings through a virtual booth.
- YEP Digitization Packages have been rolled out to 10 small businesses in Banjul ranging from fashion shops and restaurants, to service providers. The businesses were supported through an online shop and several services provided by freelancers trained under YEP Tech. The support will be provided with the help of freelancers trained under YEP Tech who will facilitate the on-boarding on new systems.

Output 2.4

Improved strategic direction and national ownership for job-centred growth

of stakeholders participating in sector development initiatives

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

of public-private youth platforms created/strengthened

Sector Development Action Plans

The onset of the COVID -19 Pandemic and its resulting disruptions required adjustments and adaptation of the work plan of the project and support to the national efforts to cope with the pandemic and prepare for recovery especially for MSMEs who were the hardest hit. Through engagements with partners and stakeholders, including the government, private sector, NGOs and development partners, ITC provided technical and financial support to the overall national response through various fora including:

- Stakeholder consultations on the reopening and Post COVID-19 Recovery Plan for Tourism by the private sector;
- Development of a domestic Tourism Marketing Plan
- Support to the Ministry of Health on calls and data recording by the ICT taskforce;
- The COVID-19 Socioeconomic Pillar Working Group for the National Socioeconomic Response Strategy under the leadership with MOHERST;
- Preparations for reopening of TVET institutions including the development and roll-out of related protocols and guidelines in collaboration with MOHERST and NAVIST;
- Collaboration with the Government through the Ministries of Trade, Agriculture, Finance and Gender, FAO and IMVF to link women onion growers to market:
- Advocacy and technical support to increase women participation on public procurement including stakeholder consultations towards the development of a Gender Responsive Public Procurement Policy for The Gambia.

The main objective of these engagements was not only to support recovery but more critically to improve resilience and competitiveness, promote sustainability and “Build Back Better”.

ANNEX I - Logical Framework

YEP LOGFRAME MATRIX (REVISED INCLUDING YEP 2 AND 3):

	Results chain	Indicators	EUTF Indicator Reference	Baseline	Current Value	Targets (original)	Targets (YEP2)	Targets (YEP3)	Sources and means of verification	Assumptions
Overall objective: Impact	OO: Increased job opportunities and income prospects for youth	% national youth (15 – 35 years) unemployment ⁶	n/a	35.3% (GLFS 2012)	35.3%	<i>As per PAGE II targets</i>			National data on employment (bureau of statistics)	Political stability. Continuation of policy focus on employment and job creation as stipulated in the Gambia's new National Development Plan (NDP). Prioritization of youth development and employment
		% the yearly median ⁷ income of youth	n/a	D18,000	D18,000			Survey data (GLFS) GLFS, UNDP National Human Development Report National Development Plan (NDP) implementation updates	conducive business environment for economic growth, trade and investment including appropriate climatic conditions for agricultural production (e.g. sufficient rainfall) Absence of negative external factors with major repercussion on socio-economic development (e.g. Ebola outbreaks)	

⁶ In 2012, there were 221,414 unemployed persons as per 2012 Gambia Labour Force Survey (GLFS), which commensurate to an unemployment rate of 29.8 percent. The rate of youth unemployment is commonly referred to as 38% using the previous youth definition of persons aged 13-30 years. Gambia's revised youth policy adopted the AU definition of youth, i.e. persons aged 15-35. According to the new definition unemployment stood at 35.3%. There were marked differentials in gender unemployment rates, with male and female youth registering unemployment rates of 25.8 percent and 43.3 percent respectively. According to the 2018 LFS, The Gambia's total youth labour force participation rate in 2018 was 44% comprising 54.4% males and 45.6% females and slightly higher rate in urban (51.4%) than in rural (48.6%) areas. The youth unemployment rate was 41.5%, which was more pronounced for females (55.3%) compared to males (44.7%) and at a much higher rate in rural (69.4%) than in urban (30.6%) areas.

⁷ Calculated based on NHDR 2014 survey which identified monthly median income of D1500. 2012 GLFS stated a monthly median income of D1500 (15-24 years) and 1800 (25-34)

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<p>Specific objective(s): Outcome(s)</p>	<p>SO. Tackle the root causes of irregular migration through increased job opportunities and income prospects for youth</p>	<p>% of TVET graduates that are employed</p> <p># of sustainable jobs created / jobs sustained for youths directly and indirectly (disaggregated by sex, age groups and location)</p> <p>% change income of youth supported directly and indirectly by YEP</p>	<p>1.1 Number of jobs created</p>	<p>35%⁸</p> <p>0</p> <p>Tbd at enrolment (median income at D18000 /year)</p>	<p>35%</p> <p>0</p> <p>Tbd at enrolment</p>	<p>50%</p> <p>4000</p> <p>20-30% end of the project</p>		<p>300</p>	<p>TVET monitoring reports and tracer studies</p> <p>Project reports</p> <p>Project survey / reports</p>	<p>Political stability and sustained level of commitment of the government in improving skills development and training services and supporting entrepreneurship</p> <p>Commitment of private sector and SMEs to quality and process improvements and to engage in TVET programmes</p> <p>Appropriate climatic conditions for agricultural production (e.g. sufficient rainfall)</p> <p>Absence of other negative external factors with major repercussion on socio-economic development (e.g. Ebola outbreaks)</p> <p>Willingness of TVET institutions to improve monitoring of results</p> <p>Security sector reform continues to be implemented</p>
<p>Outputs/Components</p>	<p>R1 Improved employability and self-employment opportunities for youth</p>									
	<p>R1.1 Skills upgraded through technical and vocational training programmes</p>	<p># of institutions that improved training programmes and/or operational performance</p> <p># of youths completing a</p>	<p>1.4 Number of</p>	<p>0</p> <p>0</p>	<p>0</p> <p>0</p>	<p>10</p>	<p>3</p>	<p>5</p>	<p>Training certificates</p> <p>Project reports / benchmarking results</p> <p>Monitoring</p>	<p>Skills development institutions remain committed to the project and to improve services</p> <p>Technical and vocational training continues to be a government priority and adequate regulatory and policy support, especially in</p>

⁸ Based on UNDP tracer study: Survey of TVET Graduates, 2013

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	<p>project funded technical and/or vocational training programme or apprenticeship (male, female)</p> <p># of young returning migrants supported through skills training</p>	<p>people benefiting from professional trainings (TVET) and/or skills development</p> <p>3.5 Number of returning migrants benefiting from reintegration assistance</p>	0	0	4000 100	600 200	750	<p>reports of partners institutions</p> <p>MOUs / contracts</p>	<p>the security sector is being provided</p> <p>Returnees are interested in the sectors and related skills training opportunities offered by YEP</p>
R1.2 Entrepreneurship promoted among youth through business skills training and support programmes	<p># of youths benefitted from entrepreneurship and business development services (male, female)</p> <p># of young returning migrants supported through entrepreneurship support</p> <p># of youth centres refurbished and offering improved services</p>	<p>1.3 Number of people assisted to develop economic income generating activities</p> <p>3.5 Number of returning migrants benefiting from reintegration assistance</p>	0	0	4000 50 2	400 100	200	<p>Training certificates</p> <p>Project reports</p> <p>Monitoring reports of partners institutions</p> <p>MOUs / contracts</p> <p>Survey results</p>	<p>Effective participation by the target beneficiaries in the planned project activities and in accordance to the set timeline</p> <p>Government-supported programmes and schemes benefit from continued public funding support</p> <p>Partnership with and support of private sector, business support institutions and diaspora network can be leveraged.</p> <p>Continues commitment from angel investors to finance local companies</p>

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R2 Increased employment opportunities for youth in selected value chains										
R2.1 Improved compliance of Gambian products to international standards and market requirements	# MSMEs sensitized on programmes on quality improvement and food safety		40	0	200	50		Report on training and feedback questionnaires	The quality infrastructure, certification facilities and testing are developed parallel by other initiatives	
	# Trainers / advisers trained in quality related programmes		3	0	30			Progress reports from selected MSMEs	Ministries/authorities recognize that inspection services cannot operate without being accredited	
	# MSMEs certified		3	0	20			List of participants and certificates awarded	Effective participation by the target MSMEs in the planned project activities in accordance to the set timeline.	
R2.2 Improved MSME productive capacities	# MSMEs demonstrating improved business practices (e.g. sales / production volumes, etc.)	1.2 Number of MSMEs created or supported	0	0	500		40	MSME questionnaires (ITC SME competitiveness assessment)	Effective participation by the target MSMEs in the planned project activities in accordance to the set timeline.	
	# Production centres / strengthened / created	1.6 Number of industrial parks and business infrastructure created, expanded or improved	0	0	1	1		Training reports products	MSMEs are willing and able to introduce best practices and improve competitiveness	
R2.3 Market linkages activated	# participating enterprises on market linkage activities		0	0	250	20		Training reports MSME questionnaires survey	Companies commit to the preparation of export marketing plans	

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	R2.4 Improved strategic direction and national ownership for job-centred growth	<p># stakeholders participating in sector development initiatives</p> <p># strategic trade development action plans developed</p> <p># of public-private youth platforms created / strengthened</p>	<p>4.6 Number of strategies, policies and plans developed and / or directly supported</p> <p>5.2 Number of planning, monitoring, learning, data collection and analysis tools set up, implemented and / or strengthened</p>	0	0	80	20		<p>Validated road maps</p> <p>Strategy implementation management reports / minutes from the core team meetings</p> <p>Government reports</p>	Industry- and government-wide interests and backing of the sector coordination
	R3 The activities, opportunities and results of the Action are widely communicated upon at national and international levels: national government bodies and international audience are regularly informed of the progress of the Action.									
	R 3.1. The activities, opportunities and results of the Action are widely communicated upon at national and international levels	<p># of migrants, or potential migrants, reached out by information campaign on migration and risks linked to irregular migration</p> <p># of Gambian citizens reached out by the Tekki Fii campaign</p>	<p>3.3 Number of migrants or potential migrants reached by information campaigns on migration and risks linked to irregular migration</p> <p>Number of activities/events explicitly dedicated to raising</p>	0		100.000	50.000		<p>Reports form partners</p> <p>Project estimates based on attendance in activities, events</p> <p>Review of national and international news coverage</p> <p>Visitor figures of</p>	Provision of timely and adequate information by other EUTF project partners including IOM, GIZ, Enabel, IMVF, GK Partners

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		# of international media pieces published concerning the Tekki Fii campaign	awareness and sensitivity of general public regarding migration				50		events Radio coverage figures Web page visitors	
	R4. COVID-19 response									
	COVID-19 response	# of COVID-19 pandemic-related health and hygiene supplies distributed to end users	6.1 COVID supplies	0	0	N/A	N/A		Reports	Assumptions
		# of COVID-19 pandemic-related PPEs produced and distributed to end users	6.1 COVID supplies	0	0					
		# of handwash stations distributed	6.1 COVID supplies	0	0					