



# KENYA'S DEMOGRAPHIC DIVIDEND ROADMAP

HARNESSING THE POTENTIAL OF YOUNG PERSONS FOR DEVELOPMENT

NATIONAL COUNCIL FOR POPULATION AND DEVELOPMENT

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June 2017

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|          |                                                                 |
|----------|-----------------------------------------------------------------|
| AGPO     | Access to Government Procurement Opportunities                  |
| ASRH     | Adolescent Sexual Reproductive Health                           |
| AU       | African Union                                                   |
| AYFS     | Adolescents Youth Friendly Services                             |
| BPO      | Business Processing Outsourcing                                 |
| COGs     | Council of Governors                                            |
| CPR      | Contraceptive Prevalence Rate                                   |
| CSOs     | Civil Society Organizations                                     |
| CSR      | Corporate Social Responsibility                                 |
| DD       | Demographic Dividend                                            |
| DHMIS    | Health Management Information System                            |
| FGM      | Female Genital Mutilation                                       |
| FP       | Family Planning                                                 |
| HFCCK    | Housing Finance Company of Kenya                                |
| IGADD    | Inter-Governmental Authority on Drought and Desertification     |
| KAIS     | Kenya AIDS Indicator Survey                                     |
| KAM      | Kenya Association of Manufacturers                              |
| KCB      | Kenya Commercial Bank                                           |
| KDHS     | Kenya Demographic and Health Survey                             |
| KEPSA    | Kenya Private Sector Alliance                                   |
| KICD     | Kenya Institute of Curriculum Development                       |
| KNBS     | Kenya National Bureau of Statistics                             |
| KSPA     | Kenya Service Provision Assessment                              |
| LPO      | Local Purchase Order                                            |
| LSO      | Local Supply Order                                              |
| MDAs     | Ministries, Departments and Agencies                            |
| MoA      | Ministry of Agriculture                                         |
| MoE      | Ministry of Education                                           |
| MoEACLSS | Ministry of East African Community, Labour, and Social Services |
| MoFA     | Ministry of Foreign Affairs                                     |
| MoH      | Ministry of Health                                              |
| MoICNG   | Ministry of Interior and Coordination of National Government    |
| MoICT    | Ministry of Information Communication Technology                |
| MoPYG    | Ministry of Public Service, Youth and Gender Affairs            |
| MoSC     | Ministry of Sports and Culture                                  |
| NAYS     | National Adolescents and Youth Survey                           |
| NCPD     | National Council for Population and Development                 |
| PPND     | Population Policy for National Development                      |
| PPP      | Public Private Partnership                                      |
| RH       | Reproductive Health                                             |
| TICAD    | Tokyo International Conference on African Development           |
| TVET     | Technical and Vocational Education Training                     |
| USAID    | United States Agency for International Development              |
| Y-MAP    | Youth in Modern Agriculture Project                             |
| YMCA     | Young Men Christian Association                                 |
| YWCA     | Young Women Christian Association                               |

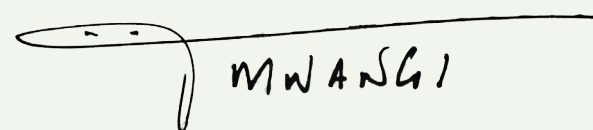
## Foreword

Kenya's long term development blueprint, the Kenya Vision 2030, envisages a rapidly industrializing middle income country whose citizens enjoy a high quality of life. This vision was built on the premise that Kenya will make rapid progress in the social, economic and political sectors between the year 2008 and 2030. Since the blueprint was launched in 2008, a lot has been achieved in these sectors though there are many challenges that need to be overcome for the vision to be actualized.

One of the critical challenges that Kenya faces is ensuring that the large population of youth are healthy, educated, skilled, and actively engaged in economic activities. A significant number of young persons in the country lack education and skills that will enable them access employment and income opportunities. Others have health problems associated with their reproductive health choices. These challenges need to be addressed if the country's youth are to contribute to the achievement of Kenya Vision 2030.

The attainment of a demographic dividend provides a good opportunity for developing countries to address the myriad of problems that young people face. This concept provides a pathway through which a country can harness the potential of its youth for faster socio-economic development and improvement in the quality of life for all citizens. The Africa Union has embraced this concept and is advocating for countries on the continent to take up the same. In this regard the African Union developed a multi-sectoral demographic dividend roadmap in 2016. The purpose of the roadmap is to guide countries in identifying their respective priority activities that will enable them attain a demographic dividend.

In 2016, Kenya began the process of domesticating the African Union roadmap. This process was completed in May 2017. The Kenya demographic dividend roadmap contains identified priority activities under the following sectors; health and wellbeing, education and skills development, employment and entrepreneurship, and rights, governance and youth empowerment. These activities will be incorporated in the Medium Term Plan III (2018 – 2022) and the 2nd County Integrated Development Plans (2018 – 2022) as part of the process of actualizing the Kenya Vision 2030. It's my hope that this roadmap will contribute further to improving the socio-economic wellbeing of Kenyans.



**Hon. Mwangi Kiunjuri; EGH, MGH**  
Cabinet Secretary  
Ministry of Devolution and Planning

## Acknowledgements

The development of the Kenya Demographic Dividend roadmap was spearheaded by the National Demographic Dividend Steering Committee that was constituted in May 2016. Through the guidance of this multi-sectoral committee, a technical sub-committee was appointed to develop the roadmap which was finally approved by the national committee in February 2017. This document was then presented to Principal Secretaries responsible for the relevant sectors in May 2017 for their approval.

The National Council for Population and Development is grateful for the contribution made to the development of this document by the following members of the National Demographic Dividend Steering Committee; Joseph Mukui – State Department of Planning and Statistics, George Kichamu – NCPD, Joseph Komu – State Department of Agriculture, Dr. Marsden Solomon - FHI360, Catherine Ndei - NCPD, Angeline Siparo – Population Reference Bureau, Joyce Kyalo - Palladium HP+, Grace Miheso - USAID Kenya, Biset Ndombi – Centre for Studies on Adolescents, Stephen Obiro – Federation of Kenya Employers, Mathew Nyamu – Ministry of Industry, Dr. Philemon Kiprono – State Department of Interior, Henry Mwaura – State Department of Planning and Statistics, Patricia Chamia – Inter Religious Council of Kenya, Dr. O.A. Omar – Ministry of Health, Dr. Eliya Zulu – AFIDEP, John K. Obalah – Kenya National Union of Teachers, Colette Aloo – Population Reference Bureau, Irene Muhunzu – NCPD, Francis Kundu – NCPD, Cecilia Kimemia – UNFPA, Emily Maina – Ministry of Education, Samuel Ogola – Kenya National Bureau of Statistics, Phares Mugo – KIPPRA and Reinhard Rutto - NCPD.

Efforts of the eight (8) members of the technical sub-committee in putting together this roadmap is acknowledged. This process entailed the identification of the country's priority activities and costing each one of them. Members of this sub-committee were; Catherine Ndei – NCPD, Fredrick Mujumba – Ministry of Education, Stephen Macharia – UNFPA Kenya, Dr. Jeanne Patrick – Ministry of Health, Henry Gakio – Ministry of Devolution and Planning, Phares Mugo – KIPPRA, Francis Kundu – NCPD and Seth Omondi – NCPD.

Finally, NCPD appreciates the support and guidance the Principal Secretary, Ministry of Devolution and Planning, State Department of Planning and Statistics provided during the process of developing this Kenya roadmap. Specifically, the guidance and opportunity that enabled NCPD to incorporate the roadmap and issues on demographic dividend into the Medium Term Plan III and the 2nd generation of the County Integrated Development Plans. This is expected to deepen the understanding and implementation of demographic dividend related activities in Kenya.



**Dr. Josephine Kibaru-Mbae, OGW**  
Director General  
National Council for Population and Development



## 1. Introduction

In recent years, the demographic dividend, which is defined as the temporary opportunity to achieve rapid socio-economic development occasioned by a decline in fertility levels and strategic investments in key sectors, has been fronted as a solution to the myriad of problems being experienced by developing countries. This is drawn from the experience of the “Asian Tigers” and the newly industrialized countries in Asia that have successfully achieved high levels of income and a much better quality of life for its citizens. In response to these experiences, the African Union has recognized the harnessing of the demographic dividend as an opportunity for African countries to address its development challenges which include high unemployment levels, high incidence of poverty, forced migration by inhabitants of the continent in search for better opportunities abroad, low education levels, high mortality and morbidity incidences, and criminal activities among the youth. The African Union Agenda 2063 seeks to position the continent towards realizing the “Africa We Want”. It envisages a continent that is globally competitive and its inhabitants enjoying a high quality of life. In January 2014, the African Union called on the African countries to recognize the demographic dividend in their respective development efforts. This was followed by the African Union adopting a common position on the Post 2015 Development Agenda that eventually resulted in the inclusion demographic dividend in the 2030 Agenda for Sustainable Development. Further to this, the African Union came up with the theme “Harnessing the Demographic Dividend through investments in Youth” for the year 2017. The objectives of this theme are two fold, first to help in expediting the implementation of demographic dividend initiatives in Africa, and second to develop a roadmap with key deliverables and milestones to guide Member States on concrete actions to be undertaken in 2017 and beyond. In preparation for 2017, the African Union developed a demographic dividend roadmap that member states are expected to domesticate.

This Kenyan demographic dividend roadmap is a domestication of the African Union roadmap whose aims and objectives tie in well with Kenya's Vision 2030 development blue print that aspires to achieve higher incomes and a better quality of life for all its citizens. The African Union roadmap also harmonizes with the goal of Kenya's Population Policy for National Development (PPND) which seeks to match the population growth with the available resources. The complementarity of the African Union roadmap to Kenya's development agenda inspired the development of this roadmap.

## 2. Background

Earnest efforts by Kenya to consciously harness the demographic dividend began in 2013 when the Government, through the National Council for Population and Development, was supported by USAID through Futures Group (now Palladium), to model the country's demographic dividend potential. This was done using the DemDiv model, which is a generic model that had been developed by Futures Group. The model was populated with Kenyan data from various sources. This included demographic, health, education and economic data. The results of the modelling exercise showed impressive socio-economic outcomes that the country would achieve by reducing the fertility levels and making strategic investments on the health, education, economic and governance sectors. These results were summarized in a brief that was launched in June 2014. In an effort to gain a better understanding of what it would take the country to harness the demographic dividend, and in recognition of the important role that the country's 47 county governments need to play for Kenya to realize a demographic dividend, NCPD and various partners undertook the National Adolescents and Youth Survey (NAYS) in 2015. The main objective of this survey was to identify key health, education, economic and governance issues at county level that adversely affect the youth and which therefore need to be addressed for the country to harness the demographic dividend. Among the issues affecting young persons that were found by the survey are drug and substance abuse, sexually transmitted diseases, early pregnancies, school dropout, lack of skills and training, lack of employment opportunities, poverty, and low involvement in governance matters. The report recommends key actions that each county needs to undertake to harness the demographic dividend.

The need to share experiences and progress in implementing demographic dividend activities among sub-Saharan countries culminated in the convening of a regional symposium that was held in Kenya in August 2015. This symposium brought together sixteen (16) countries and various regional bodies such as African Union, IGADD, and East African Community. The forum documented the state of implementation of demographic dividend activities and concluded by emphasizing the need for such forums in future for purposes of learning and sharing best practices. Kenya's presentation at this forum included the activities being undertaken by the Youth Directorate and the National Youth Service.

In May 2016, the National Council for Population and Development constituted a National Demographic Dividend Steering Committee to spearhead the process of advocating for the implementation of demographic dividend activities in the country. The Steering Committee is made up of governmental, non-governmental, and development partner organizations. Prior to this, the Steering Committee was involved in organizing a side event on the demographic dividend in Africa at the sixth Tokyo International Conference on African Development (TICAD VI) meeting that was held in Nairobi in August 2016.

## 3. Development of Kenya's Demographic Dividend Roadmap

The demographic dividend roadmap for Kenya was developed by NCPD under the guidance of the National Demographic Dividend Steering Committee. In August 2016 the Steering Committee gave its input to the draft version of the roadmap that had been developed by NCPD. This roadmap was thereafter presented, for further input, to the national demographic dividend forum that was held in October 2016. Using the input from the two forums, a technical team of ten members of the Demographic Dividend Steering Committee, representing each of the key demographic dividend pillars (health, education, economic, and governance), was formed to come up with the final version of Kenya's demographic dividend roadmap. The technical team held two workshops in November and December 2016 respectively. In these workshops the technical team finalized the list and costing of the priority activities to be implemented under the roadmap.

## 4. Objectives of Kenya's Demographic Dividend Roadmap

Broadly, the main objective of this roadmap is to ensure that the country harnesses the potential of its youthful population in driving the country towards the aspirations of Vision 2030. Specifically, the roadmap seeks to;

1. Domesticate the African Union demographic dividend roadmap within the Kenyan context
2. Highlight priority actions that need to be undertaken by the country in each of the key demographic dividend sectors
3. Provide a guide to County Governments in coming up with County specific demographic dividend activities for funding
4. Provide a basis for developing an implementation plan and a monitoring and evaluation framework for demographic dividend activities in the country

## 5. Guiding Frameworks, Principles and Values

The frameworks, principles, and values that guided the development of this roadmap are enshrined in the Constitution of Kenya (2010), Kenya Vision 2030, Population Policy for National Development, and the African Union Demographic Dividend Roadmap.

Article 10 of the Constitution of Kenya (2010) lays out the national values and principles of governance which include; rule of law, sharing and devolution of power, participation of the people, social justice, protection of the marginalized, good governance, integrity, transparency and accountability; and sustainable development. In addition to this, chapter 4 of the constitution elaborates the rights of all citizens. These rights include economic and social freedoms that encompass the right to health care services, adequate housing and sanitation, adequate food of acceptable quality, clean and safe water, social security and education.

Pursuant to the provisions of the constitution mentioned above, Kenya Vision 2030 sets out the country's development agenda that will contribute to a high quality of life for all citizens. Among the issues prioritized in Vision 2030 is the entrenchment of issue based politics in the country's development, rapid economic growth catalysed by strategic investments that create employment and income opportunities for the people, and ensuring that the social sectors including health and education effectively contribute to a better quality of life for all citizens.

The Population Policy for National Development (2012) aims to match the population growth rate with the available resources. To achieve this, the policy proposes a host of measures and strategies that will contribute to the lowering of the country's fertility level from an average of over 4 children per woman in 2012 to 2 children by 2050. Increasing the use of contraception among women of reproductive age (15-49 years) by ensuring that contraceptive commodities and services are available and accessible as well as enhancing male involvement in family planning matters is one of the key strategies for lowering the fertility levels. The policy envisages a situation where the pressure on the available resources is minimized to a level that allows for investments that will improve the country's standard of living.

With the advent of the demographic dividend concept, the African Union through its roadmap has taken the lead in advocating for and guiding countries on the continent to incorporate the demographic dividend in their development. In developing the roadmap, the African Union synthesized the key issues that have hampered the continent's development over the past decades. It is with these issues in mind that the developers of the African Union roadmap provided a framework for the domestication and incorporation of the same in the development agenda of individual countries.

## 6. Kenya Demographic Dividend Roadmap - Thematic Pillars and Activities

The demographic dividend concept focuses on four key pillars namely; health, education, economic and governance. Picking from this and incorporating the unique challenges of the African continent, the African Union roadmap came up with the following four pillars;

- Health and wellbeing
- Education and skills development
- Employment and entrepreneurship
- Rights, governance and youth empowerment

The Kenya demographic dividend roadmap borrows its pillars from the African Union roadmap. In addition, it recommends key actions that are in harmony with those recommended by the African Union and priorities in the Population Policy for National Development and other Sector Specific policies and strategies. The Kenya roadmap has included both a time frame and the institutions with the responsibility for implementation of the recommended actions. The timeframe is defined as short (1-3 years), medium (4 – 5 years), and long term (6 or more years).

Below is the tabulation of the recommended priority demographic dividend activities by pillar;

### Pillar I: Health and Wellbeing Roadmap

|    | Key Actions<br>(Africa Road Map)                                               | Kenya Status                                                                                                                                                                                                                                                                                                   | Key Actions<br>(Kenya Road Map)                                                                                     | Period     | Responsible                                 |
|----|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------------|
| 1. | Establish and promote integrated adolescent and youth friendly health services | Adolescent and Youth Friendly Services, Youth Empowerment Centres, and Adolescent Sexual Reproductive Health Policy in place<br><br>Various surveys provide information on availability and uptake of AYFS e.g. KDHS, KAIS, KSPA NAYS<br><br>Adolescents Youth Friendly Services provision guidelines in place | Generate and disseminate county specific data on adolescent health issues on a continuous basis for decision making | Long term  | MoH<br>County Governments<br>NCPD<br>KNBS   |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Mainstream ASRH policy in CIDs and county annual work plans                                                         | Short term | County Governments<br>MoH<br>MoDP           |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Integrate Sexual and Reproductive health into primary, secondary and tertiary level core examinable curriculum      | Short term | MOH<br>MOE                                  |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Implement HIV and AIDS programmes to prevent new infections and support those living with HIV and AIDS              | Long term  | MoH<br>NACC<br>NASCOP<br>County Governments |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Proactive engagement on ASRH issues between national and county governments                                         | Long term  | County Governments<br>MoH<br>NCPD           |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Integrate Adolescent and Youth Friendly services in pre-service training for nurses and clinical officers           | Short term | MOH                                         |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Empower the county RH teams to advocate for ASRH issues                                                             | Short term | MoH<br>NCPD                                 |
|    |                                                                                |                                                                                                                                                                                                                                                                                                                | Continuously update the ASRH knowledge of the county RH teams                                                       | Long term  | MoH                                         |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                        | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Key Actions<br>(Kenya Road Map)                                                                                                        | Period      | Responsible                                                  |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------|
| 2. | Ensure universal access to family planning services                                                                                                                     | CPR is 58 percent, Unmet Need for FP is 18 percent, Teenage Pregnancy is 18 percent, MMR is 362/100,000                                                                                                                                                                                                                                                                                                                                                                                                                                     | Ensure RH/FP Commodities security                                                                                                      | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Increase access of FP commodities and services                                                                                         | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Increase CPR to 66 percent by 2030                                                                                                     | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Set county specific targets on CPR                                                                                                     | Short term  | NCPD<br>MoH                                                  |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Undertake targeted advocacy in Counties with low CPR                                                                                   | Medium term | NCPD<br>MoH                                                  |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Conduct a study on unsafe Abortion to establish it's magnitude by 2018                                                                 | Short term  | MoH<br>NCPD<br>KNBS                                          |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Advocate among religious and community gatekeepers at all levels to support family planning                                            | Medium term | NCPD<br>MoH<br>CSOs                                          |
| 3. | Foster sustainable investments in health systems, including in human resources and infrastructure, with the goal of enhancing access to quality health services for all | Free maternity services available countrywide<br><br>Doctor to patient (population) ratio is less than 1 per 10,000<br><br>Nurse to patient (population) ratio is 3 per 10,000<br><br>Midwifery training programme is on<br><br>Norms and standards of infrastructure for development, e-Health Policy NHIF, RBF and Health Financing strategy, Global Financing Fund in place<br><br>Pooling of finances and resources for RMNCAH to reduce duplication of efforts and increase efficiency and sustainability of high impact interventions | Strengthen midwifery services by re-instituting midwifery only diploma and degree courses at medical training institutions.            | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Attain WHO targets on doctor/nurse patient ratio                                                                                       | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Foster PPP for improve Health Infrastructure                                                                                           | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Employ more human resource for health                                                                                                  | Long term   | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Operationalize e-Health strategy                                                                                                       | Medium term | MoH<br>County Governments                                    |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Review of health sector strategic plan to increase the scope on youth and adolescent health                                            | Short term  | MoH                                                          |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Implement GOK strategic documents and costed investment frameworks to institutionalise funding mechanisms in MNH and health in general | Long term   | MoH,<br>World Bank<br>Partners in Population and Development |
|    |                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Improve the HMIS data collection (completeness, accuracy and timeliness of data)                                                       | Medium term | MoH<br>County Governments                                    |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                                                                               | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Key Actions<br>(Kenya Road Map)                                                                        | Period      | Responsible                                       |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------|---------------------------------------------------|
| 4. | Scale up the promotion and implementation of policies, community engagement strategies and behavioural change measures to enhance the reproductive rights of women and adolescent girls and their access to sexual and reproductive health education, information and services | ASRH policy, Community Health Strategy, Age appropriate comprehensive sexuality education guidelines, 2011 Anti FGM Act, 2006 Sexual Offences Act, 2014 Children's Act, SGBV policy, 2006 Policy on alcohol and drug abuse, 2007 National Reproductive Health Policy, RH provisions in the Constitution in place.                                                                                                                                                                                                                                                                | Advocate for implementation of family education in schools                                             | Short term  | MoH<br>NCPD                                       |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Enhance Linkage between Community Health Strategy and Health Service Structure                         | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Upscale Community engagement on Anti FGM campaigns                                                     | Medium term | MoH,<br>NCPD<br>Anti FGM Board<br>MoPYG<br>KEWOPA |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Upscale implementation 2014 Children's Act                                                             | Medium term | MoEACLSS                                          |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Enhance the enforcement of the Sexual Offences Act                                                     | Medium term | MoPYG,<br>MoICNG                                  |
| 5. | Promote policies and programmes to improve child survival                                                                                                                                                                                                                      | Neonatal mortality – 22/ 1000, Stillbirth rate 33/1000live births, perinatal mortality rate 37/1000 live births, Post Neonatal mortality – 16 deaths, Infant mortality – 39 deaths, Under 5 mortality – 52 deaths per 1000 live births<br><br>Immunization coverage for children 12 – 23 months is 79 percent<br><br>MNH Roadmap, Curriculum on EMOC, IMCI guidelines, Child survival strategy, Malezi Bora strategy, Nutrition strategy, Post Natal Care guidelines, Free maternity services, National Health Investment Framework in place.<br><br>MNH strategic scale up plan | Enhance allocation resources to improve maternal and essential new-born care                           | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Increase immunization coverage to 95%                                                                  | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Upscale implementation of Malezi Bora                                                                  | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Advocacy for exclusive breastfeeding including improvement of work place to support working mothers    | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Implement an Integrated approach to PNC service delivery; strengthen MPDSR especially perinatal aspect | Medium term | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Implement integrated birth and death registration with the HMIS                                        | Medium term | MOH<br>County Government<br>CVRs department       |
|    |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Legislate on MNCH through an act of parliament                                                         | Short term  | MoH<br>County Government<br>Parliament            |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                                                                | Kenya Status                                                                                                                                               | Key Actions<br>(Kenya Road Map)                                                          | Period      | Responsible                      |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------|----------------------------------|
| 6. | Foster inter-sectoral action for health at all levels (state and non-state) in a manner that demonstrates broad stewardship towards all actions conducive and necessary for improvement in reproductive, maternal, newborn, child and adolescent healthservices | Joint Inter-sectoral Coordinating Committee, COGs – Committee on Health, MNH Roadmap, Youth Advisory Panel, and Youth Advisory Council in place.           | Strengthen existing inter-agency frameworks to enhance health especially at County level | Short term  | MoH<br>County Governments        |
|    |                                                                                                                                                                                                                                                                 |                                                                                                                                                            | Develop Inter County Memorandum of Understanding to enhance health resources             | Short term  | MoH<br>County Governments        |
|    |                                                                                                                                                                                                                                                                 |                                                                                                                                                            | Revision of the school health policy                                                     | Short term  | MoH<br>MoE                       |
|    |                                                                                                                                                                                                                                                                 |                                                                                                                                                            | Enhance the PPP in the health sector at national and county levels                       | Short term  | MoH<br>County Governments        |
| 7. | Create an enabling environment by empowering communities and strengthening the role of men in improving access to sexual reproductive health and reproductive rights services                                                                                   | 2014 National survey on male involvement in RH/FP report and Community Health Strategy in place.<br><br>Community empowerment on health programme ongoing. | Implement recommendations of the 2014 Male Involvement Survey report                     | Medium term | MoH,<br>NCPD,<br>MoPYG<br>MoICNG |
|    |                                                                                                                                                                                                                                                                 |                                                                                                                                                            | Advocate for scaling up and strengthening support to Community Health Units              | Short term  | MoH<br>County Governments        |



## Pillar II: Education and Skills Development Roadmap

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                                                                  | Kenya Status                                                                                                                                                                                                                                                                                                                 | Key Actions<br>(Kenya Road Map)                                                                                                                                                | Period      | Responsible                                       |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---------------------------------------------------|
| 1. | Reform curriculum of educational institutions to increase quality and relevance to labour market and national developmental needs, particularly through an emphasis on skills development and a greater focus on science, technology, engineering and mathematics | Review of Kenya's education system is ongoing to address the career pathways for students<br><br>Formation of sector skills advisory committees is underway<br><br>Occupational standards for industry and relevant competency based curriculum is underway<br><br>Coordinated mechanism for TVET using sector-wide approach | Speed up establishment of the occupational standards that will assist in the development of vocational and technical training                                                  | Short term  | MoH<br>NCPD                                       |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Strengthen curriculum centralized bodies (TIVET CDACC, KICD, KNQA, NIDA)                                                                                                       | Short term  | MoH<br>County Governments                         |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Establish competency based assessment centres                                                                                                                                  | Long term   | MoH,<br>NCPD<br>Anti FGM Board<br>MoPYG<br>KEWOPA |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Align teacher training with the ongoing curriculum reforms                                                                                                                     | Short term  | MoEACLSS                                          |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Undertake a national manpower needs survey                                                                                                                                     | Short term  | MoPYG,<br>MoICNG                                  |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Review and implement a TVET Curriculum design that is flexible and responsive to changing needs of the labour market. Involve the industry                                     | Medium term | MoE,<br>MoITC<br>MoEACLSS                         |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              | Establish and strengthen formal industrial partnership to support in curriculum review, trainee attachment and funding towards Competence Based Education and skills training. | Short term  | MoE<br>MoEACLSS,<br>MITC                          |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                |             |                                                   |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                | Kenya Status                                                                                                                                                                                                                                                                                                               | Key Actions<br>(Kenya Road Map)                                                                                               | Period      | Responsible                             |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------------------------------|
| 2. | Expand vocational training opportunities for skills acquisition for young people to enhance their employability (including self - employment), productivity and competitiveness | Revamping and popularizing of technical and vocational training institutions ongoing<br><br>NITA established.<br><br>TVETA in collaboration with the Kenya based private sector is currently developing and establishing occupational standards to address the skills gap.<br><br>National Productivity Centre established | Increase capacity of centralized bodies (NITA and TVETA) in term of finance, human resource, and visibility                   | Short term  | MoE<br>MoEACLSS                         |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Develop and implement a TVET communication and advocacy strategy to improve acceptability of TVET institutions and programmes | Short term  | MoE                                     |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Popularize engineering and technology programmes to attract gifted and talented students                                      | Short term  | MoE<br>MoEACLSS                         |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Reinstate and enhance subsidized vocational and technical training to increase access and participation of more youth in TVET | Short term  | MoE<br>County Governments               |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Provide infrastructure support and modern equipment to TVET institutions                                                      | Short term  | All relevant MDAs<br>County Governments |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Increase the number of public TVET institutions                                                                               | Medium term | MoE                                     |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Retrain and build capacity of TVET trainers in line with the new occupational standards                                       | Short term  | MoE                                     |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Improve remuneration of TVET trainers                                                                                         | Short term  | All relevant MDAs                       |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Enhance collaborations and linkages between TVET institutions and industry                                                    | Short term  | All relevant MDAs                       |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Enhance incubation programmes for TVET                                                                                        | Medium term | All relevant MDAs                       |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Create and improve structures for Income Generating Activities within TVET institutions                                       | Medium term | All relevant MDAs                       |
|    |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                            | Develop a training qualification framework for harmonizing TVET qualification                                                 | Short term  | MoE<br>MoEACLSS                         |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                            | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Key Actions<br>(Kenya Road Map)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Period                                                                                                                  | Responsible                                                                                                                                 |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| 3. | Improve inclusive access to education at all levels and provide viable alternatives for the many young people, particularly adolescent girls, who drop out of the formal educational system | Return to school policy after delivery for girls, Free primary Education, Free day Secondary Education in place<br><br>Informal schools being supported by government<br><br>Integrating special needs physical access and specialised pedagogy in primary, secondary and TVET institutions<br><br>Collaboration with private sector to enhance access to education and training e.g. HFCK, KCB, Equity Bank programmes<br><br>Coordination of partnerships in education and training – ongoing | Ensure no child is left behind in the education system (Establish feeder schools and rescue centres, Increase low cost boarding primary schools, mobile and shepherd schools, voucher system , enhance school-feeding programme, provision of sanitary towels and ensure all schools are child friendly, advocate against FGM and child labour)<br><br>Strengthen moulding and mentoring programmes, talent development, Guidance and Counselling<br><br>Undertake deliberate efforts to attract women to male dominated TVET courses and vice versa –<br><br>Enhance the use of technology and E-learning<br><br>Increase support for special needs education and training<br><br>Establish Open University | Medium to long term<br><br><br><br>Short term<br><br>Medium term<br><br>Short term<br><br>Short term<br><br>Medium Term | MoE<br><br><br><br>MoE<br><br>MoE<br>County Governments<br>All relevant MDAs<br><br>MoE<br>MoICT<br><br>MoE<br>All relevant MDAs<br><br>MoE |
| 4. | Adopt a life-course approach to learning that encompasses a wide range of subjects and topics, including livelihood skills                                                                  | Incorporation of family education into the basic education curriculum ongoing<br><br>Social studies incorporated in the curriculum at primary level<br><br>Life skills incorporated in the curriculum at secondary and tertiary levels                                                                                                                                                                                                                                                          | Implement peace and national values in education programmes<br><br>Inculcate professional counselling, mentorship and career services in the education system<br><br>Establish and strengthen the innovation centres transition to actualize the skills.<br><br>Strengthen the internship programme and establish a formal apprenticeship program with clear guidelines and regulations.                                                                                                                                                                                                                                                                                                                     | Short term<br><br>Short term<br><br>Medium term<br><br>Short term                                                       | MoE<br>All relevant MDAs<br><br>MoE<br><br>MoE<br>MoICT<br><br>MoPYG<br>MoEACLSS                                                            |

|    | Key Actions<br>(Africa Road Map)                                                                                                      | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                              | Key Actions<br>(Kenya Road Map)                                                                                                                                                                                                                                                                                                                                                                                                                               | Period                                                                               | Responsible                                                                   |
|----|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| 5. | Establish and strengthen regional educational institutions that create learning and exchange opportunities for students across Africa | Jaramogi Oginga Odinga University – Centre for sustainable use of insects as food and feeds<br><br>Egerton University – Centre for sustainable agriculture and agri-business management<br><br>Moi University – Centre for manufacturing phytochemicals textiles and renewable energy<br><br>Rift Valley Technical Institute – Centre of excellence in TVET in East Africa<br><br>University of Nairobi – Centre of excellence in medicine in East Africa | Expand and strengthen the centres of excellence in tertiary institutions<br><br>Enhance the admission of foreign students to tertiary institutions in Kenya<br><br>Encourage partnership to facilitate scholarships and exchange visits<br><br>Twining between tertiary institutions in Kenya and foreign institutions<br><br>Provision of financial incentives as tax exemptions and rebates to attract foreign universities, colleges and private investors | Short term<br><br>Short term<br><br>Short term<br><br>Medium term<br><br>Medium term | MoE<br><br>MoE<br>MoFA<br>MoEACLSS<br><br>MoE<br><br>MoE<br>National Treasury |

### Pillar III: Employment and Entrepreneurship Roadmap

|    | Key Actions<br>(Africa Road Map)         | Kenya Status                                                                                                                  | Key Actions<br>(Kenya Road Map)                                                                                                                             | Period                         | Responsible              |
|----|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------|
| 1. | Reduce youth unemployment by 25% by 2022 | Youth (15-24 years) unemployment in Kenya is 17.4% (ILO, 2014)<br><br>Youth Sector Working Group on Youth Employment in place | Reduce youth (15-24 years) unemployment to below the world average of 14% by 2022<br><br>Reduce unemployment among youth (18 below 35 years) by 25% by 2022 | Medium term<br><br>Medium term | MoEACLSS<br><br>MoEACLSS |

|    | Key Actions<br>(Africa Road Map)                                                              | Kenya Status                                                                                                                                                                                                                                                                        | Key Actions<br>(Kenya Road Map)                                                          | Period     | Responsible                     |
|----|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------|---------------------------------|
| 2. | Improve access to credit facilities for youth by establishing youth funds                     | Various funds are in place; Youth Enterprise Development Fund, Uwezo Fund, WEDF, County Youth Funds, Privately owned funds, Affirmative National Action Social Development Fund (NGAASDF)                                                                                           | Review and Strengthen performance of the various funds                                   | Short term | MoPYG                           |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     | Review of policy framework and programmes                                                | Short term | MoPYG                           |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     | Strengthen the coordination mechanisms and oversight for the funds                       | Short term | MoPYG                           |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     | Increase awareness and access to the existing funds among the target groups- countrywide | Short term | MoPYG                           |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     |                                                                                          |            |                                 |
| 3. | Expand internships, apprenticeships and on-the-job training opportunities for women and youth | Government policy on attachments, internships, and apprenticeships for youth is in place                                                                                                                                                                                            | Implement fully the government policy on attachments, and internship in MDAs             | Short term | MoEACLSS                        |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     | Countrywide rollout of the Kenya Youth Empowerment Programme                             | Short term | MoEACLSS                        |
|    |                                                                                               | Government institutions have an annual target for internships, apprenticeships, and attaches in their performance contracts<br><br>Pilot of the Kenya Youth Empowerment Programme done in a few counties<br>A tax rebate to Private Sector offering training opportunities to youth |                                                                                          |            |                                 |
|    |                                                                                               |                                                                                                                                                                                                                                                                                     | Develop sector-specific guideline on apprenticeship in MDAs and Private sector           | Short term | MoPYG<br>MDAs<br>Private Sector |

|    | Key Actions<br>(Africa Road Map)                                                                                                         | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Key Actions<br>(Kenya Road Map)                                                                                                         | Period      | Responsible                                                  |
|----|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------|
| 4. | Create conducive environment for Corporate Social Responsibilities with the aim of supporting youth entrepreneurship                     | Various public and private entities are involved CSR for youth entrepreneurship e.g. Kenya Commercial Bank, Safaricom, Avic International Holdings, Housing Finance Corporation of Kenya, and Kenya Wildlife Services                                                                                                                                                                                                                                                                                         | Create a mechanism to recognize corporate entities engaged in CSR activities among the youth (Awards and tax incentives)                | Short term  | MoDP                                                         |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Develop coordination mechanisms and guidelines for promotion of Corporate Social Investment in young people.                            | Short term  | MoDP                                                         |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Compile a database of organizations involved in CSR                                                                                     | Short term  | MoDP                                                         |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Document the extent to which CSR has contributed to youth entrepreneurship                                                              | Short term  | MoDP                                                         |
| 5. | Develop and support transformative youth development initiatives towards building entrepreneurial skills and capacities of African youth | Several business innovation and incubation centres have been established in Kenya e.g. Chandaria Business Innovation and Incubation Centre, NaiLab (Nairobi Laboratory), Technology Business Incubator, Biashara Centre, and Kenya Climate Innovation Center. Other similar institutions that have been established are National Youth Talent Academy, and Kenya Sports and Talent School.<br><br>Youth Empowerment Programme in place<br><br>About 130 Youth Empowerment Centres have been setup countrywide | Create mechanism to recognize and support institutions involved in innovation and incubation centres                                    | Short term  | MoPYG, MoDP                                                  |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Advocate for the establishment and expansion of more innovation and incubation centres as well as talent academies at the county level. | Medium term | MoPYG<br>MoSC<br>County Governments<br>MoTIC<br>KAM<br>KEPSA |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Align talent development programmes to the needs of the labour market                                                                   | Medium term | MoEACLSS<br>MoITC<br>MoDP                                    |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Commercialize innovations and enhance incubation of viable business ideas                                                               | Medium term | MoITC<br>MoDP<br>MoE                                         |
|    |                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Expand and fully operationalize all the existing youth empowerment centres. Establish the YECs in constituencies with none.             | Long term   | MoPYG<br>County Governments                                  |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                         | Kenya Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Key Actions<br>(Kenya Road Map)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Period                                                                                                                                                         | Responsible                                                                                                                                                                                                                                                                                                                                                                                           |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. | Enhance access of young people to government procurement and financial services                                                                                                                                          | Government policy on Access to Government Procurement Opportunities (AGPO) is in force (30% of procurement budget for Youth, Women, and PWDs)<br><br>LPO and LSO financing for youth<br><br>Secretariat for Coordination of AGPO in place                                                                                                                                                                                                                                                         | Ensure compliance to AGPO by all public institutions by June 2018<br><br>Provide incentives to the private sector to replicate policy on access to government procurement opportunities for the youth<br><br>Increase awareness and access to AGPO opportunities by youths country wide                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Short term<br><br>Medium term<br><br>Short term                                                                                                                | National Treasury MoPYG<br><br>National Treasury<br><br>National Treasury MoPYG                                                                                                                                                                                                                                                                                                                       |
| 7. | Invest in sectors with high job-multiplier effects, including Information and Communications Technology (ICT), manufacturing, agriculture and agro-industries in order to generate employment and spur inclusive growth. | Ministry of ICT created showing GoK commitment to support ICT<br><br>ICT infrastructure setup in all towns<br><br>Youth and Women Empowerment in Modern Agriculture Project (Y-MAP) & National Accelerated Agricultural Inputs Access Programme in place<br><br>Special Economic Zones (Coast) and Leather City being setup<br><br>Implementation of plans to setup Konza Techno-City has commenced<br><br>National Productivity Centre in place to encourage productivity and quality management | Improve ICT infrastructure coverage in rural areas<br><br>Enhance utilization of Business Processing Outsourcing (BPO)<br><br>Scale up initiatives that encourage youths to venture into agricultural production and agri-business<br><br>Encourage and strengthen contract farming for youth to assure marketing of their produce<br><br>Strengthen farm produce marketing associations<br><br>Promote the use of ICT platforms to market farm produce<br><br>Revive the textile and pyrethrum industries in Kenya<br><br>Hasten the setting up of Konza Techno City, Leather City, and Special Economic Zones<br><br>Strengthen utilization of research findings made by research institutions in the country<br><br>Support SMEs to improve on quality and productivity levels | Medium term<br><br>Short term<br><br>Short term<br><br>Medium term<br><br>Short term<br><br>Short term<br><br>Medium term<br><br>Medium term<br><br>Short term | MoICT<br>County Government<br><br>MoICT<br>County Governments<br><br>MoA<br>MoITC<br>MoPYG<br>County Governments<br><br>MoA<br>MoITC<br>MoPYG<br>County Governments<br><br>MoA<br>County Governments<br>MoICT<br><br>MoA<br>MoITC<br>County Governments<br><br>MoA<br>MoICT<br>MoITC<br>County Governments<br><br>MoE<br>MoA<br>County Governments<br><br>MoITC<br>MoLSS<br>County Governments<br>KAM |

## Pillar IV: Rights, Governance and Youth Empowerment Roadmap

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                                                                                                                                     | Kenya Status                                                                                                                                                                                                        | Key Actions<br>(Kenya Road Map)                                                                                                                                                                                                                                                                                                                                                                                                         | Period                                                                              | Responsible                                                                                                                                                           |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Ensure universal ratification, domestication and full implementation of the African Youth Charter (AYC) and the African Charter on Democracy, Elections and Governance (ACDEG) by all Member States of the African Union by the end of the year 2017                                                                                 | Cabinet approved the ratification of the African Youth Charter<br><br>Present AYC to parliament for debate by December 2016                                                                                         | Review existing youth policy to reflect AYC<br><br>Deposit the ratification instruments with the AU<br><br>Domesticate AYC by March 2017<br><br>Ratify the African Charter on Democracy, Elections and Governance (ACDEG) by March 2017<br><br>Conduct Civic education on ACDEG                                                                                                                                                         | Short term<br><br>Short term<br><br>Short term<br><br>Short term<br><br>Short term  | MoPYG<br><br>MoFA<br><br>MoPYG<br><br>State Law Office<br>CSOs<br>MoICNG<br>MoFA<br><br>State Law Office<br>CSOs<br>MoICNG                                            |
| 2. | Create inclusive National Implementation Mechanisms for regular and periodic reporting on the implementation of the Shared Values Instruments through existing mechanisms such as the African Peer Review Mechanism and the State Reporting on the ACDEG. Also institute the regular production of the State of African Youth Report | Voluntary APRM ongoing<br><br>NEPAD Secretariat coordinates APRM                                                                                                                                                    | Establish State Reporting Mechanism on the ACDEG<br><br>Country Status Report on APRM<br><br>State of Kenya Youth Report                                                                                                                                                                                                                                                                                                                | Medium Term<br><br>Short Term<br><br>Medium Term                                    | State Law Office<br><br>MoDP<br>NEPAD Secretariat<br><br>MoPYG                                                                                                        |
| 3. | Eliminate barriers to active/effective participation of youth in nation building including in political spaces and put in place mechanisms to facilitate their meaningful participation in political parties, parliaments, judiciary, cabinets and civil service structures of Member States                                         | The NATIONAL Youth Council has been established as the voice of the youth in Kenya.<br><br>Youth recognised as a key segment of the society in the Constitution of Kenya 2010<br><br>National Youth Policy in place | Enhance the organizational capacity of NYC to execute its mandate<br><br>Facilitate NYC elections across the country as per NYC Act 2009<br><br>Establish a structured system of participation of the youth at all levels of government<br><br>Involve the youth in the design, implementation and evaluation of policies, programmes and projects for youth<br><br>Review the National Youth Policy to take account of emerging issues | Short term<br><br>Medium term<br><br>Short term<br><br>Short term<br><br>Short term | MoPYG<br>MoICNG<br><br>MoPYG<br>MoICNG<br>County Governments<br><br>MoPYG<br>County Governments<br><br>MoPYG<br>County Governments<br><br>MoPYG<br>County Governments |



|    | Key Actions<br>(Africa Road Map)                                                                                                                                                                                                                                   | Kenya Status                                                                                                                                                               | Key Actions<br>(Kenya Road Map)                                                                                        | Period      | Responsible                                     |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-------------|-------------------------------------------------|
| 4. | Remove all discriminatory laws and limitations to full participation of young people in electoral processes through inclusive electoral laws and constitutions which foster effective diversity management                                                         | Electoral laws on regulation of elections in place                                                                                                                         | Advocate for the adoption of fair nominations processes to facilitate participation of youth in electoral processes    | Short term  | MoPYG                                           |
| 5. | Enhance the empowerment of youth through the integration of civic education in national educational curricula, media platforms and other channels to instil principles of Pan-Africanism, the rule of law, human rights and individual duties and responsibilities | 130 Empowerment Centres have been constructed in some constituencies                                                                                                       | Introduce civic education both into primary and secondary levels by December 2018                                      | Short Term  | MoE                                             |
|    |                                                                                                                                                                                                                                                                    | Change in Modalities of electing student leaders                                                                                                                           | Establish of museums/ historical/cultural centres at the county level to promote patriotism among young people by 2022 | Short Term  | MoSC<br>County Governments                      |
|    |                                                                                                                                                                                                                                                                    |                                                                                                                                                                            | Establish more Youth Empowerment Centres and ensure that the existing ones are all functional.                         | Long term   | MoPYG<br>County Governments                     |
| 6. | Proscribe all laws posing barriers to the full exercise and enjoyment of the fundamental rights of young people to fully participate in the democratic governance processes at continental, regional, national and grassroots levels                               | Electoral laws prescribe inclusion and participation of the youth<br><br>Bill of Rights within Constitution of Kenya 2010 – recognition of youth as special interest group | Enhance compliance with the legal requirements for the participation of youth in democratic governance processes       | Medium term | MoPYG<br>State Law Office<br>County Governments |
| 7. | Review, revise, amend or abolish all laws, regulations, policies, practices and customs that have a discriminatory impact on youth especially girls and young women, without distinction of any kind                                                               | Bill of Rights within Constitution of Kenya 2010 – recognition of youth and women as special interest groups                                                               | Enforcement of legal requirements against discrimination of youth and women                                            | Short term  | MoPYG<br>State Law Office<br>County Governments |
|    |                                                                                                                                                                                                                                                                    | Children's Act, Sexual Offenses Act, and Anti-FGM Act are in place.                                                                                                        | Develop a plan of Action for the operationalization and dissemination of GBV Policy                                    | Short term  | MoPYG<br>MoH<br>CSOs                            |
|    |                                                                                                                                                                                                                                                                    | GBV Policy in Place                                                                                                                                                        | Strengthen linkage with CSOs for the establishment of more rescue centres for survivors of SGBV                        | Medium term | CXZ                                             |

|    | Key Actions<br>(Africa Road Map)                                                                                                                                                     | Kenya Status                                                                                                                                                                                                                             | Key Actions<br>(Kenya Road Map)                                                                        | Period      | Responsible                         |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------|-------------------------------------|
| 8. | Strengthen independent youth formations, networks and organisation including establishment of independent youth commissions at national and local level to champion youth activities | National Youth Council established<br><br>Numerous independent youth organisation and formations e.g. Scouts, Girl Guides, President's Award Scheme, YMCA, YWCA                                                                          | Support independent youth organisations at the national and county levels to champion youth activities | Short term  | MoPYG<br>County Governments<br>CSOs |
|    |                                                                                                                                                                                      |                                                                                                                                                                                                                                          | Enhance coordination and collaboration among independent youth organisations                           | Medium term | MoPYG<br>County Governments<br>CSOs |
| 9. | Institute youth leadership and empowerment trainings aimed at deepening Pan African ideals and aspirations in the youth                                                              | Learning institutions in place<br><br>Curriculum development agencies in place: KICD, NITA, TVET-CDACC, Universities<br><br>YECs in place<br><br>National Youth Council in place<br><br>National Youth Service (NYS) Empowerment Program | Integrate Pan-African ideals and aspiration in the curriculum at all levels of learning                | Short term  | MoE                                 |
|    |                                                                                                                                                                                      |                                                                                                                                                                                                                                          | Introduce pan-African ideals and aspirations in NYS and other youth training institutions and programs | Short term  | MoDP                                |
| 10 | Establish an annual Youth Parliament                                                                                                                                                 | Youth Parliament in place                                                                                                                                                                                                                | Establish a functional secretariat to support the Youth Parliament                                     | Medium term | MoPYG                               |
|    |                                                                                                                                                                                      |                                                                                                                                                                                                                                          | Allocate resources to support the activities of the Youth Parliament                                   | Medium term | MoPYG                               |



## 7. Kenya Demographic Dividend Roadmap - Costing of Thematic Pillar Activities

For the Kenya demographic dividend roadmap to be implemented, resources are required. This section provides an estimate of the financial resources that are needed to undertake each of the activities identified in the previous section. It is estimated that about Kshs 661 billion will be required to implement the priority demographic dividend activities over the 2017 – 2022 period which is also the Vision 2030 Medium Term III period. About 90 percent of this amount will go to education and skills development. Here below is the costing of the activities by each of the demographic dividend pillars;

### Pillar I: Health and Wellbeing Costing

Activities under this pillar are estimated to cost Kshs 5.9 billion. The breakdown of this amount is shown below;

|    | Action Area   | Key Activities                                                                                                                     | Implementation Period | Average Annual Costs | Overall Costs |
|----|---------------|------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|---------------|
| 1. | Overall Costs | Generate and disseminate county specific data on adolescent health indicators and issues on a continuous basis for decision making | 2017-2022             | 20,000,000.00        | 100,000,000   |
|    |               | Integrate ASRH policy in CIDs                                                                                                      | 2017-2020             | 30,000,000           | 90,000,000    |
|    |               | Proactive engagement on ASRH issues between national and county governments                                                        | 2017-2020             | 50,000,000           | 250,000,000   |
|    |               | Implement HIV and AIDS programmes to prevent new infections and support those living with HIV and AIDS                             | 2017 – 2022           | 1,000,000,000        | 5,000,000,000 |
|    |               | Empower the county RH teams to advocate for ASRH issues                                                                            | 2017-2020             | 50,000,000           | 250,000,000   |
|    |               | Integrate RH into primary, secondary and tertiary level core examinable curriculum                                                 | 2017 – 2020           | 50,000,000           | 150,000,000   |
|    |               | Integrate AYFS in preservice training                                                                                              | 2017-2022             | 15,000,000           | 75,000,000    |
|    |               | Train health workers on provision of AYFS                                                                                          | 2017 - 2020           | 50,000,000           | 250,000,000   |

|    | Action Area                                                                                                                                                                                                                                                                    | Key Activities                                                                                                                                             | Implementation Period | Average Annual Costs | Overall Costs  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|----------------|
| 2. | Ensure universal access to family planning services                                                                                                                                                                                                                            | Ensure RH/FP Commodity security                                                                                                                            | 2017-2022             | 2,000,000,000        | 10,000,000,000 |
|    |                                                                                                                                                                                                                                                                                | Increase access of FP commodities and services                                                                                                             | 2017-2022             | 100,000,000          | 500,000,000    |
|    |                                                                                                                                                                                                                                                                                | Undertake targeted advocacy in Counties with low CPR including Advocacy among religious and community gatekeepers at all levels to support family planning | 2017-2022             | 50,000,000           | 250,000,000    |
|    |                                                                                                                                                                                                                                                                                | Conduct a study on unsafe Abortion to establish it's magnitude by 2018                                                                                     | 2019-2020             |                      | 120,000,000    |
|    |                                                                                                                                                                                                                                                                                | Purchase of Contraceptive supplies buffer stock including permanent methods                                                                                | 2017-2018             | 500,000,000          | 1,000,000,000  |
| 3. | Foster sustainable investments in health systems, including in human resources and infrastructure, with the goal of enhancing access to quality health services for all                                                                                                        | Strengthen midwifery services by re-instituting midwifery only diploma and degree courses at medical training institutions                                 | 2017-2022             | 20,160,000.00        | 100,800,000    |
|    |                                                                                                                                                                                                                                                                                | Operationalize e-Health Strategy                                                                                                                           | 2017-2022             | 5,760,000            | 28,800,000     |
|    |                                                                                                                                                                                                                                                                                | Review of health sector strategic plan to increase the scope on youth and adolescent health                                                                | 2017-2018             |                      | 8,200,000      |
|    |                                                                                                                                                                                                                                                                                | Strengthen the HMIS data collection                                                                                                                        | 2017-2022             | 15,000,000           | 75,000,000     |
| 4. | Scale up the promotion and implementation of policies, community engagement strategies and behavioural change measures to enhance the reproductive rights of women and adolescent girls and their access to sexual and reproductive health education, information and services | Strengthen implementation of family education in schools through training teachers and developing training materials                                       | 2017-2022             | 241,760,000          | 1,208,800,000  |
|    |                                                                                                                                                                                                                                                                                | Strengthen the Linkage between Community Health Strategy and Health Service Structure                                                                      | 2017-2022             | 100,000,000          | 500,000,000    |
|    |                                                                                                                                                                                                                                                                                | Upscale Community engagement on Anti FGM campaigns                                                                                                         | 2017-2022             | 100,000,000          | 500,000,000    |

|              | Action Area                                                                                                                                                                                                                                             | Key Activities                                                                                      | Implementation Period | Average Annual Costs | Overall Costs         |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----------------------|----------------------|-----------------------|
| 5.           | Promote policies and programmes to improve child survival                                                                                                                                                                                               | Enhance allocation resources to improve maternal and essential new-born care                        | 2017-2022             | 100,000,000          | 500,000,000           |
|              |                                                                                                                                                                                                                                                         | Advocacy for the MNCH Bill to Parliament to be enacted                                              | 2017-2020             | 8,000,000            | 24,000,000            |
|              |                                                                                                                                                                                                                                                         | Advocacy for exclusive breastfeeding including improvement of work place to support working mothers | 2017-2020             | 50,000,000           | 150,000,000           |
| 6.           | Foster inter-sectoral action for health at all levels (state and non-state) in a manner that demonstrates broad stewardship towards all actions conducive and necessary for improvement in reproductive, maternal, newborn, child and adolescent health | Strengthen existing inter-agency frameworks to enhance health especially at County level            | 2019                  | 2017-2019            | 80,000,000            |
|              |                                                                                                                                                                                                                                                         | Develop Inter County Memorandum of Understanding to enhance health resources                        | 2018                  | 2018                 | 15,000,000            |
|              |                                                                                                                                                                                                                                                         | Dissemination of the school health policy                                                           | 2018-2020             | 2018-2020            | 30,000,000.00         |
|              |                                                                                                                                                                                                                                                         | Disseminate the ASRH Policy and guidelines                                                          | 2017-2019             | 30,000,000           | 60,000,000            |
|              |                                                                                                                                                                                                                                                         | Enhance the PPP in the health sector at national and county levels                                  | 2017-2022             | 20,000,000           | 100,000,000           |
|              |                                                                                                                                                                                                                                                         |                                                                                                     |                       |                      |                       |
| 7.           | Create an enabling environment by empowering communities and strengthening the role of men in improving access to sexual reproductive health and reproductive rights services                                                                           | Implement recommendations of the 2014 Male Involvement Survey report                                | 2017-2019             | 50,000,000           | 100,000,000           |
| <b>TOTAL</b> |                                                                                                                                                                                                                                                         |                                                                                                     |                       |                      | <b>21,850,600,000</b> |

**Pillar II: Education and Skills Development Costing**

Activities under this pillar are estimated to cost Kshs 594 billion. The breakdown of this amount is shown below;

|    | Action Area                                                                                                                                                                                                                                                       | Key Activities                                                                                                                                                                 | Implementation Period | Average Annual Costs | Overall Costs     |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|
| 1. | Reform curriculum of educational institutions to increase quality and relevance to labour market and national developmental needs, particularly through an emphasis on skills development and a greater focus on science, technology, engineering and mathematics | Speed up establishment of the occupational standards that will assist in the development of vocational and technical training                                                  | 2017-2020             | 57,000,000.00        | 171,000,000.00    |
|    |                                                                                                                                                                                                                                                                   | Strengthen curriculum centralized bodies (TVET CDACC, KICD, KNQA, NITA)                                                                                                        | 2017-2020             | 737,180,000.00       | 2,211,540,000.00  |
|    |                                                                                                                                                                                                                                                                   | Establish competency based assessment centres                                                                                                                                  | 2017-2020             | 295,600,000.00       | 2,956,000,000.00  |
|    |                                                                                                                                                                                                                                                                   | Align teacher training with the ongoing curriculum reforms                                                                                                                     | 2017-2020             | 15,000,000,000.00    | 45,000,000,000.00 |
|    |                                                                                                                                                                                                                                                                   | Undertake a national manpower needs survey                                                                                                                                     | 2017-2020             | 15,550,000.00        | 15,550,000.00     |
|    |                                                                                                                                                                                                                                                                   | Review and implement a TVET Curriculum design that is flexible and responsive to changing needs of the labour market. Involve the industry                                     | 2017-2022             | 844,000,000.00       | 4,220,000,000.00  |
|    |                                                                                                                                                                                                                                                                   | Establish and strengthen formal industrial partnership to support in curriculum review, trainee attachment and funding towards Competence Based Education and skills training. | 2017-2020             | 3,751,000,000.00     | 11,253,000,000.00 |
|    |                                                                                                                                                                                                                                                                   |                                                                                                                                                                                |                       |                      |                   |

|    | Action Area                                                                                                                                                                   | Key Activities                                                                                                                | Implementation Period | Average Annual Costs | Overall Costs     |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|
| 2. | Expand vocational training opportunities for skills acquisition for young people to enhance their employability (including self-employment), productivity and competitiveness | Increase capacity of TVETA in term of finance, human resource, and visibility                                                 | 2017-2020             | 655,320,000.00       | 1,965,960,000.00  |
|    |                                                                                                                                                                               | Develop and implement a TVET communication and advocacy strategy to improve acceptability of TVET institutions and programmes | 2017-2020             | 45,300,000.00        | 45,300,000.00     |
|    |                                                                                                                                                                               | Popularize engineering and technology programmes to attract gifted and talented students                                      | 2017-2020             | 610,000,000.00       | 610,000,000.00    |
|    |                                                                                                                                                                               | Reinstate and enhance subsidized vocational and technical training to increase access and participation of more youth in TVET | 2017-2020             | 1,640,000,000.00     | 4,920,000,000.00  |
|    |                                                                                                                                                                               | Provide infrastructure support and modern equipment to TVET institutions                                                      | 2017-2020             | 69,929,000,000.00    | 69,929,000,000.00 |
|    |                                                                                                                                                                               | Increase the number of public TVET institutions                                                                               | 2017-2022             | 43,500,000,000.00    | 43,500,000,000.00 |
|    |                                                                                                                                                                               | Retrain and build capacity of TVET trainers in line with the new occupational standards                                       | 2017-2020             | 284,250,000.00       | 852,750,000.00    |
|    |                                                                                                                                                                               | Improve remuneration of TVET trainers                                                                                         | 2017-2020             | 465,960,000.00       | 1,397,880,000.00  |
|    |                                                                                                                                                                               | Enhance collaborations and linkages between TVET institutions and industry                                                    | 2017-2020             | 3,745,000,000.00     | 3,745,000,000.00  |
|    |                                                                                                                                                                               | Enhance incubation programmes for TVET                                                                                        | 2017-2022             | 2,200,800,000.00     | 11,004,000,000.00 |
|    |                                                                                                                                                                               | Create and improve structures for Income Generating Activities within TVET institutions                                       | 2017-2022             | 2,646,000,000.00     | 13,230,000,000.00 |
|    |                                                                                                                                                                               | Develop a training qualification framework for harmonizing TVET qualification                                                 | 2017-2020             | 26,700,000.00        | 26,700,000.00     |

|    | Action Area                                                                                                                                                                                 | Key Activities                                                                                                                                                                                                                                                                                          | Implementation Period | Average Annual Costs | Overall Costs      |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|--------------------|
| 3. | Improve inclusive access to education at all levels and provide viable alternatives for the many young people, particularly adolescent girls, who drop out of the formal educational system | Ensure no child is left behind in the education system (Establish feeder schools and rescue centres, Increase low cost boarding primary schools, mobile and shepherd schools, voucher system, enhance school-feeding programme, provision of sanitary towels and ensure all schools are child friendly) | 2017-2022             | 14,293,125,000       | 71,465,625,000     |
|    |                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                         |                       | 34,338,632,600       | 103,015,897,800.00 |
|    |                                                                                                                                                                                             | Strengthen moulding and mentoring programmes, talent development, Guidance and Counselling                                                                                                                                                                                                              | 2017-2020             | 10,279,500,000.00    | 30,838,500,000.00  |
|    |                                                                                                                                                                                             | Undertake deliberate efforts to attract women to male dominated TVET courses and vice versa –                                                                                                                                                                                                           | 2017-2022             | 171,500,000.00       | 857,500,000.00     |
|    |                                                                                                                                                                                             | Enhance the use of technology and E-learning                                                                                                                                                                                                                                                            | 2017-2020             | 77,035,400,000.00    | 77,035,400,000.00  |
|    |                                                                                                                                                                                             | Increase support for special needs education and training                                                                                                                                                                                                                                               | 2017-2020             | 7,706,872,100.00     | 23,120,616,300.00  |
|    |                                                                                                                                                                                             | Establish Open University                                                                                                                                                                                                                                                                               | 2017-2022             | 288,000,000.00       | 1,440,000,000.00   |
|    |                                                                                                                                                                                             | Implement peace and national values in education programmes                                                                                                                                                                                                                                             | 2017-2020             | 10,279,500,000.00    | 30,838,500,000.00  |
|    |                                                                                                                                                                                             | Inculcate professional counselling, mentorship and career services in the education system                                                                                                                                                                                                              | 2017-2020             | 10,279,500,000.00    | 30,838,500,000.00  |
|    |                                                                                                                                                                                             | Establish and strengthen the innovation centres transition to actualize the skills.                                                                                                                                                                                                                     | 2017-2022             | 1,250,000,000.00     | 6,250,000,000.00   |
| 4. | Adopt a life-course approach to learning that encompasses a wide range of subjects and topics, including livelihood skills                                                                  | Strengthen the internship programme and establish a formal apprenticeship program with clear guidelines and regulations.                                                                                                                                                                                | 2017-2020             | 124,000,000.00       | 124,000,000.00     |

|       | Action Area                                                                                                                           | Key Activities                                                                                                                  | Implementation Period | Average Annual Costs | Overall Costs      |
|-------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|--------------------|
| 5.    | Establish and strengthen regional educational institutions that create learning and exchange opportunities for students across Africa | Expand and strengthen the centres of excellence in tertiary institutions                                                        | 2017-2020             | 559,600,000.00       | 559,600,000.00     |
|       |                                                                                                                                       | Enhance the admission of foreign students to tertiary institutions in Kenya                                                     | 2017-2020             | 159,000,000.00       | 159,000,000.00     |
|       |                                                                                                                                       | Encourage partnership to facilitate scholarships and exchange visits                                                            | 2017-2020             | 41,338,000.00        | 124,014,000.00     |
|       |                                                                                                                                       | Twining between tertiary institutions in Kenya and foreign institutions                                                         | 2017-2022             | 16,036,000.00        | 80,180,000.00      |
|       |                                                                                                                                       | Provision of financial incentives as tax exemptions and rebates to attract foreign universities, colleges and private investors | 2017-2022             | 1,500,000.00         | 7,500,000.00       |
| Total |                                                                                                                                       |                                                                                                                                 |                       |                      | 593,808,513,100.00 |

**Pillar III: Employment and Entrepreneurship Costing**

Activities under this pillar are estimated to cost Kshs 53.1 billion. The breakdown of this amount is shown below;

|    | Action Area                                                                                   | Key Activities                                                                                                           | Implementation Period | Average Annual Costs | Overall Costs     |
|----|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|
| 1. | Improve access to credit facilities for youth by establishing youth funds                     | Reduce youth (15-24 years) unemployment to below the world average of 14% by 2022                                        | 2017-2022             | 2,000,000.00         | 10,000,000.00     |
|    |                                                                                               | Reduce unemployment among youth (18 below 35 years) by 25% by 2022                                                       | 2017-2022             | 2,000,000.00         | 10,000,000.00     |
|    |                                                                                               | Review and Strengthen performance of the various funds                                                                   | 2017                  | 9,250,000.00         | 9,250,000.00      |
|    |                                                                                               | Strengthen the coordination mechanisms and oversight for the funds                                                       | 2017                  | 10,000,000.00        | 10,000,000.00     |
|    |                                                                                               | Increase awareness and access to the existing funds among the target groups- countrywide                                 | 2017                  | 243,250,000.00       | 243,250,000.00    |
| 2. | Expand internships, apprenticeships and on-the-job training opportunities for women and youth | Implement fully the government policy on attachments, and internship in MDAs                                             | 2017-2022             | 162,000,000.00       | 810,000,000.00    |
|    |                                                                                               | Countrywide rollout of the Kenya Youth Empowerment Programme                                                             | 2017                  | 14,000,000,000       | 14,000,000,000.00 |
|    |                                                                                               | Develop sector-specific guideline on apprenticeship in MDAs and Private sector                                           | 2017-2022             | 11,350,000.00        | 56,750,000.00     |
|    | Expand internships, apprenticeships and on-the-job training opportunities for women and youth | Create a mechanism to recognize corporate entities engaged in CSR activities among the youth (Awards and tax incentives) | 2017-2022             | 670,000.00           | 3,350,000.00      |
|    |                                                                                               | Develop coordination mechanisms and guidelines for promotion of Corporate Social Investment in young people.             | 2017-2022             | 11,350,000.00        | 56,750,000.00     |
|    |                                                                                               | Compile a database of organizations involved in CSR                                                                      | 2017-2022             | 1,050,000.00         | 5,250,000.00      |
|    |                                                                                               | Document the extent to which CSR has contributed to youth entrepreneurship                                               | 2017-2022             | 3,425,000.00         | 17,125,000.00     |



|    | Action Area                                                                                                                              | Key Activities                                                                                                                          | Implementation Period | Average Annual Costs | Overall Costs    |
|----|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|------------------|
|    | Develop and Support transformative youth development initiatives towards building entrepreneurial skills and capacities of African youth | Create mechanism to recognize and support institutions involved in innovation and incubation centres                                    | 2017-2022             | 2,920,000.00         | 14,600,000.00    |
|    |                                                                                                                                          | Advocate for the establishment and expansion of more innovation and incubation centres as well as talent academies at the county level. | 2017-2022             | 70,500,000.00        | 352,500,000.00   |
|    |                                                                                                                                          | Align talent development programmes to the needs of the labour market                                                                   | 2017-2022             | 60,000,000.00        | 300,000,000.00   |
|    |                                                                                                                                          | Commercialize innovations and enhance incubation of viable business ideas                                                               | 2017                  | 235,500,000.00       | 235,500,000.00   |
|    |                                                                                                                                          | Expand and fully operationalize all the existing youth empowerment centres. Establish the YECs in constituencies with none.             | 2017-2022             | 1,535,000,000.00     | 7,675,000,000.00 |
|    |                                                                                                                                          |                                                                                                                                         |                       |                      |                  |
| 3. | Enhance Access of young people to government procurement and financial services                                                          | Ensure compliance to AGPO by all public institutions by June 2018                                                                       | 2017-2022             | 2,000,000.00         | 10,000,000.00    |
|    |                                                                                                                                          | Provide incentives to the private sector to replicate policy on access to government procurement opportunities for the youth            | 2017-2022             | 10,000,000.00        | 50,000,000.00    |
|    |                                                                                                                                          | Increase awareness and access to AGPO opportunities by youths country wide                                                              | 2017                  | 243,250,000.00       | 243,250,000.00   |
|    |                                                                                                                                          |                                                                                                                                         |                       |                      |                  |

|       | Action Area                                                                                                                                                                                                              | Key Activities                                                                                       | Implementation Period | Average Annual Costs | Overall Costs     |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------|----------------------|-------------------|
| 4.    | Invest in sectors with high job-multiplier effects, including Information and Communications Technology (ICT), manufacturing, agriculture and agro-industries in order to generate employment and spur inclusive growth. | Improve ICT infrastructure coverage in rural areas                                                   | 2017-2022             | 5,000,000,000.00     | 25,000,000,000.00 |
|       |                                                                                                                                                                                                                          | Enhance utilization of Business Processing Outsourcing (BPO)                                         | 2017-2022             | 28,200,000.00        | 141,000,000.00    |
|       |                                                                                                                                                                                                                          | Scale up initiatives that encourage youths to venture into agricultural production and agri-business | 2017-2022             | 249,050,000.00       | 1,245,250,000.00  |
|       |                                                                                                                                                                                                                          | Encourage and strengthen contract farming for youth to assure marketing of their produce             | 2017-2022             | 243,250,000.00       | 1,216,250,000.00  |
|       |                                                                                                                                                                                                                          | Strengthen farm produce marketing associations                                                       | 2017-2022             | 43,700,000.00        | 218,500,000.00    |
|       |                                                                                                                                                                                                                          | Promote the use of ICT platforms to market farm produce                                              | 2017-2022             | 20,000,000.00        | 100,000,000.00    |
|       |                                                                                                                                                                                                                          | Revive the textile and pyrethrum industries in Kenya                                                 | 2017-2022             | 100,000,000.00       | 500,000,000.00    |
|       |                                                                                                                                                                                                                          | Hasten the setting up of Konza Techno City, Leather City, and Special Economic Zones                 | 2017-2022             | 200,000,000.00       | 1,000,000,000.00  |
|       |                                                                                                                                                                                                                          | Strengthen utilization of research findings made by research institutions in the country             |                       | 20,000,000.00        | 100,000,000.00    |
|       |                                                                                                                                                                                                                          | Support SMEs to improve on quality and productivity levels                                           | 2017-2022             | 100,000,000.00       | 500,000,000.00    |
| Total |                                                                                                                                                                                                                          |                                                                                                      |                       |                      | 53,133,575,000.00 |

**Pillar IV: Rights, Governance and Youth Empowerment Costing**

Activities under this pillar are estimated to cost Kshs 8.1 billion. The breakdown of this amount is shown below;

|    | Action Area                                                                                                                                                                                                                                                                 | Key Activities                                                                                                      | Implementation Period | Average Annual Costs | Overall Costs  |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|----------------|
| 1. | Ratification, domestication and implementation of the African Youth Charter (AYC) and the African Charter on Democracy, Elections and Governance (ACDEG) by the end of the year 2017                                                                                        | Review existing youth policy to reflect AYC                                                                         | 2017 - 2020           | 26,460,666.67        | 79,382,000.00  |
|    |                                                                                                                                                                                                                                                                             | Deposit the ratification instruments with the AU                                                                    | 2017 - 2020           | 500,000.00           | 1,500,000.00   |
|    |                                                                                                                                                                                                                                                                             | Ratify the African Charter on Democracy, Elections and Governance (ACDEG)                                           | 2017 - 2020           | 6,213,333.33         | 18,640,000.00  |
|    |                                                                                                                                                                                                                                                                             | Conduct Civic education on ACDEG                                                                                    | 2017 - 2020           | 56,166,666.67        | 168,500,000.00 |
| 2. | Create inclusive National Implementation Mechanisms on the implementation of the Shared Values Instruments                                                                                                                                                                  | Establish State Reporting Mechanism on the ACDEG                                                                    | 2018 - 2019           | 7,000,000.00         | 7,000,000.00   |
|    |                                                                                                                                                                                                                                                                             | Country Status Report on APRM                                                                                       | 2017 & 2022           | 20,900,000.00        | 41,800,000.00  |
|    |                                                                                                                                                                                                                                                                             | State of Kenya Youth Report                                                                                         | 2018 & 2021           | 2,800,000.00         | 14,000,000.00  |
| 3. | Eliminate barriers to active/effective participation of youth in nation building including in political spaces and put in place mechanisms to facilitate their meaningful participation in political parties, parliaments, judiciary, cabinets and civil service structures | Enhance the organizational capacity of NYC to execute its mandate                                                   | 2017 - 2022           | 16,000,000.00        | 160,000,000.00 |
|    |                                                                                                                                                                                                                                                                             | Facilitate NYC elections across the country as per NYC Act 2009                                                     | 2018 - 2019           | 365,500,000.00       | 731,000,000.00 |
|    |                                                                                                                                                                                                                                                                             | Establish a structured system of participation of the youth at all levels of government                             | 2018                  | 24,000,000.00        | 24,000,000.00  |
|    |                                                                                                                                                                                                                                                                             | Involve the youth in the design, implementation and evaluation of policies, programmes and projects for youth       | 2017 - 2022           | 12,000,000.00        | 120,000,000.00 |
|    |                                                                                                                                                                                                                                                                             | Review the National Youth Policy to take account of emerging issues                                                 |                       |                      |                |
| 4. | Remove all discriminatory laws and limitations to full participation of young people in electoral processes                                                                                                                                                                 | Advocate for the adoption of fair nominations processes to facilitate participation of youth in electoral processes | 2017 - 2022           | 11,750,000.00        | 117,500,000.00 |

|    | Action Area                                                                                                                                                                                  | Key Activities                                                                                                        | Implementation Period | Average Annual Costs | Overall Costs    |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------|------------------|
| 5. | Enhance the empowerment of youth through the integration of civic education to instil principles of Pan-Africanism, the rule of law, human rights and individual duties and responsibilities | Re-introduce Civics both into primary and secondary levels                                                            | 2017 - 2018           | 38,250,000.00        | 76,500,000.00    |
|    |                                                                                                                                                                                              | Establish of museums/historical/cultural centres at the county level to promote patriotism among young people by 2022 | 2017 - 2022           | 210,000,000.00       | 1,050,000,000.00 |
|    |                                                                                                                                                                                              | Utilise the Youth Empowerment Centres for youth interaction through seminars and dialogue forums                      | 2017 - 2022           | 1,018,000,000.00     | 5,090,000,000.00 |
| 6. | Proscribe all laws posing barriers to the full exercise and enjoyment of the fundamental rights of young people to fully participate in the democratic governance processes                  | Enhance compliance with the legal requirements for the participation of youth in democratic governance processes      | 2017 - 2022           | 4,800,000.00         | 24,000,000.00    |
| 7. | Review, revise, amend or abolish all laws, regulations, policies, practices and customs that have a discriminatory impact on youth                                                           | Enforcement of legal requirements against discrimination of youth and women                                           | 2017 - 2022           | 29,000,000.00        | 145,000,000.00   |
|    |                                                                                                                                                                                              | Develop a plan of Action for the operationalization and dissemination of GBV Policy                                   | 2018                  | 2,000,000.00         | 2,000,000.00     |
|    |                                                                                                                                                                                              | Establish and strengthen rescue centres for victims of SGBV                                                           | 2017 - 2022           | 38,600,000.00        | 193,000,000.00   |
| 8. | Strengthen independent youth formations, networks and organisation to champion youth activities                                                                                              | Support independent youth organisations at the national and county levels to champion youth activities                | 2017 - 2022           | 61,100,000.00        | 305,500,000.00   |
|    |                                                                                                                                                                                              | Enhance coordination and collaboration among independent youth organisations                                          | 2017 - 2022           | 52,700,000.00        | 263,500,000.00   |

|       | Action Area                                                                                                             | Key Activities                                                                                         | Implementation Period | Average Annual Costs | Overall Costs    |
|-------|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------|----------------------|------------------|
| 9.    | Institute youth leadership and empowerment trainings aimed at deepening Pan African ideals and aspirations in the youth | Integrate Pan-African ideals and aspiration in the curriculum at all levels of learning                | 2017 - 2020           | 25,500,000.00        | 76,500,000.00    |
|       |                                                                                                                         | Introduce pan-African ideals and aspirations in NYS and other youth training institutions and programs | 2017 - 2020           | 25,500,000.00        | 76,500,000.00    |
| 10.   | Establish an annual Youth Parliament                                                                                    | Establish a functional secretariat to support the Youth Parliament                                     | 2017 - 2022           | 94,600,000.00        | 473,000,000.00   |
|       |                                                                                                                         | Allocate resources to support the activities of the Youth Parliament                                   | 2017 - 2022           | 40,000,000.00        | 200,000,000.00   |
| Total |                                                                                                                         |                                                                                                        |                       |                      | 8,093,000,000.00 |

## 8. Implementation, Monitoring and Evaluation

The overall implementation of the Kenya demographic dividend roadmap will be undertaken using a multi-sectoral approach that will be coordinated by the National Demographic Dividend Steering Committee with secretariat support from the National Council for Population and Development. Government at both national and county levels, Non-Governmental Organizations, Faith Based Organizations, Civil Society organizations, and the private sector will be involved in the actual implementation as indicated in section 5 of this roadmap. The Steering Committee will meet on a quarterly basis to review the implementation status of demographic dividend activities.

A detailed implementation plan highlighting the broad activities and period of implementation, financing strategy and a monitoring and evaluation framework will be developed for purposes of tracking the inputs, outputs and outcomes of the demographic dividend activities being implemented. This will help in ensuring that the country's efforts to harness the youth potential for faster socio-economic development and improvements in the quality of life are achieved as desired. NCPD will take the lead role, with support from other stakeholders, in monitoring and evaluating Kenya's demographic dividend status as well as providing the necessary technical advice required to guide the implementation of earmarked activities. This will feed into Kenya's national monitoring and evaluation framework. All these concerted efforts will contribute towards making Kenya a newly industrialised country by the year 2030 as envisaged in Kenya's development blue print.

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## KENYA'S DEMOGRAPHIC DIVIDEND ROADMAP

NATIONAL COUNCIL FOR  
POPULATION  
AND DEVELOPMENT