

Annex 1: Results matrix of module

Title of module

Promoting employment and entrepreneurship in Turkana West

Project number

21.4074.7 / G-011962-001

Term

01/2022 to 06/2028

Land/Region/global

Kenya

Results matrix created on

18.05.2023 (updated 07.07.2026)

Objectives	Indicators	Definitions, data sources, and information on how data will be collected
Module objective The socio-economic independence of young people from the refugee community and the host population in the Turkana West sub-district has been strengthened.	Module objective indicator 1 80% of the 2,500 surveyed participants in employment-promoting measures (of which 50% refugees and 50% host population, and of which a total of 30% women) confirm, after completion of the measure, the benefits for their individual employability with a grade of 2 or 1. Baseline value: 0 Target value: 80% of the 2,500 surveyed participants (of which 50% refugees and 50% host population, and of which a total of 30% women) (06/2028) Actual value: 88% of the 1,100 participants (of which 49% refugees and 51% host population, of which a total of 41% women) (12/2025) Probably achievable by the end of the term: yes	Survey of a representative sample of participants up to 3 months after the end of the respective employment-promoting qualification measure, disaggregated by target group affiliation, gender and age (young people aged 15-24 and 25-34 years); assessment according to school grades: 1 – very great benefit, 5 – no benefit at all in finding employment. Employment-promoting measures: short-, medium- or long-term vocational training at all skill levels; information and advisory services relevant to the labour market, e.g. on procedures for obtaining the necessary licences, ID cards and permits, career orientation, vacancies.
	Module objective indicator 2 50% of the 1,900 people surveyed (of which 50% refugees and 50% host population, and of which a total of 30% women) who have participated in income-promoting measures confirm an increase in their income up to 3 months after the end of the measure.	Evaluation of surveys of a representative sample of participants on monthly income before and up to 3 months after the implementation of income-promoting measures, disaggregated by target group affiliation, gender and age (young people aged 15-24 and 25-34 years). Income-promoting measures are, for example, qualification measures, training, coaching and advisory services for the establishment of a new micro-enterprise or for the economic strengthening of an existing micro-enterprise.

Objectives	Indicators	Definitions, data sources, and information on how data will be collected
	Baseline value: 40 people surveyed (36 refugees and 4 host population, including a total of 10 women) Target value: 50% of the 1,900 people surveyed (of which 50% refugees and 50% host population, and of which a total of 30% women (06/2028) Actual value: 74% of the 850 people surveyed (of which 47% refugees and 53% host population, and of which a total of 47% women (12/2025) Probably achievable by the end of the term: yes	
	Module objective indicator 3 80% of 800 micro-entrepreneurs (of which 50% refugees and 50% host population, and of which a total of 30% women) who have received support services for businesses confirm the benefits for business management with a grade of 2 or 1. Baseline value: 0 Target value: 80% of 800 micro-entrepreneurs (of which 50% refugees and 50% host population, and of which a total of 30% women) (06/2026) Actual value: 97% of the 300 micro-entrepreneurs (of which 50% refugees and 50% host population, and of which a total of 48% women) (12/2025) Probably achievable by the end of the term: yes	Annual data collection based on random standardised surveys of micro-entrepreneurs who have participated in support services; disaggregated by target group affiliation, gender and age (young people aged 15-24 and 25-34 years). Assessment of competitiveness according to school grades of 1 – very improved, 5 – not improved at all.
	Module objective indicator 4 60% of the 700 young people surveyed from the	Survey after the first and in the last year of implementation by evaluating the results of a random standardised survey differentiated according to target group affiliation, gender and age (young people aged 15-24 and 25-34 years)

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	refugee community (50%) and the host population (50%), including a total of 30% women, who have benefited from the project's measures confirm that their socio-economic exchange relationships within their group and with representatives of other target groups have improved qualitatively and/or quantitatively in at least 3 out of 4 dimensions. Baseline value: 0 Target value: 60% of the 700 young people surveyed (of which 50% refugees and 50% host population, and of which a total of 30% women) (06/2028) Actual value: 97% of the 350 young people surveyed (of which 51% refugees and 49% host population, and of which a total of 47% women) Probably achievable by the end of the term: yes	with regard to socio-economic exchange relationships based on 4 dimensions: 1. Social interaction (e.g. frequency of contacts (internal/external), use of physical meeting spaces (e.g. markets)) 2. Trust (e.g. positive attributions, willingness to support/solidarity, feeling of connectedness) 3. Social participation (e.g. joint formulation of interests, participation in decision-making processes, joint social activities) 4. Economic interaction/participation (e.g. frequency of buying and selling activities with representatives of the respective other target group, employment relationships)
Assumptions for the achievement of the module objective	Not applicable, as individual proposal	
Output 1 The conditions for the socio-economic independence of young people from the refugee community and the host population in the Turkana West sub-district have improved.	Output indicator 1.1 9,500 young people (of which 50% from the refugee community and 50% from the host population, and of which 30% women) have been reached with measures providing information relevant to the labour market. Baseline value: 1,313 young people (of which 1,064 refugees and 249 from the host population, and of which 421 women)	Semi-annual survey of the young people reached (aged 15-34 years) by target group affiliation and gender, with regard to the provision of information relevant to the labour market. Information relevant to the labour market includes, among other things, procedures for obtaining necessary licences, ID cards and permits; rights and obligations of employees and employers (in particular taking into account COVID-19 restrictions); career orientation; qualification offers (training, internships, etc.); vacancies.

Objectives	Indicators	Definitions, data sources, and information on how data will be collected
	Target value: 9,500 young people (of which 50% from the refugee community and 50% from the host population, and of which 30% women) (06/2028) Actual value: 7,503 young people (of which 53% from the refugee community and 47% from the host population, and of which 47% women) (12/2025) Probably achievable by the end of the term: yes	
	Output indicator 1.2 6 measures that improve target-group-oriented access to information relevant to the labour market for young people have been implemented. Baseline value: 1 measure (1 further measure is under development) Target value: 9 Measures (06/2028) Actual value: 8 measures (01/2025) Probably achievable by the end of the term: yes	One-time analysis of the measures 06/2026 on the basis of documentation with regard to the information provided and the design for the target group of young people. Possible measures include (digital) information campaigns, radio programmes or podcasts.
Output 2 Access for young people from the refugee community and the host population in the Turkana West sub-district to target-group-oriented employment-promoting qualification measures has improved.	Output indicator 2.1 9,300 young people (of which 65% from the refugee community and 35% from the host population, and of which 30% women and 70% young people without a formal educational background) have successfully participated in employment-promoting qualification measures. Baseline value: 6,212 young people (of which 4,083 from the refugee community and 2,129 from the host population, and of which 2,628 women	Annual survey by analysing disaggregated participation lists. Young people without a formal educational background are defined as young people who have not completed secondary school. Employment-promoting qualification measures are short-, medium- or long-term vocational training at all qualification levels. Participation is successful if the final examination has been passed.

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	and 3,850 young people without a formal educational background Target value: 9,300 young people (of which 65% from the refugee community and 35% from the host population, and of which 30% women and 70% young people without a formal educational background) (06/2026) Actual value: 7,578 young people (of which 63% from the refugee community and 37% from the host population, and of which 42% women and 67% young people without a formal educational background) (12/2025) Probably achievable by the end of the term: yes	
	Output indicator 2.2 5 higher-quality vocational qualification measures that meet the requirements of the local labour market are offered by local training providers. Baseline value: 1 higher-quality vocational qualification measure Target value: 5 higher-quality vocational qualification measures (06/2028) Actual value: 6 higher-quality vocational qualification measures (08/2025) Probably achievable by the end of the term: yes	One-time analysis of the qualification measures of the local training providers 04/2026 on the basis of curricula and training materials with regard to their qualification level. Higher-quality vocational qualification measures are defined as measures that conclude with at least a General Trade Test II or an equivalent certificate
Output 3 Access for young people from the refugee community and the host population in the Turkana West sub-district to business-related services and support	Output indicator 3.1 4,300 micro-entrepreneurs (of which 50% from the refugee community and 50% from the host population, and of which 30% women) have successfully participated in target-group-oriented support	Annual survey by evaluating participation lists disaggregated by target group affiliation, gender and age (young people aged 15-24 and 25-34 years). Participation is successful if, for example, recommended measures have been implemented or business-relevant documents (business plans, accounting, expansion strategies, etc.) have been developed or improved.

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offers has improved..	offers for the economic improvement of their business. Baseline value: 394 micro-entrepreneurs (of which 163 from the refugee community and 231 from the host population, and of which 228 women) Target value: 4,300 micro-entrepreneurs (of which 50% from the refugee community and 50% from the host population, and of which 30% women) (06/2028) Actual value: 3,048 micro-entrepreneurs (of which 45% from the refugee community and 55% from the host population, and of which 55% women) (12/2025) Probably achievable by the end of the term: yes	Target-group-oriented support offers include, for example, training on business management topics, mentoring/coaching and advice on financial and regulatory issues of business management.
	Output indicator 3.2 10 agreements to improve the socio-economic development of the Turkana West sub-district have been reached in public-private dialogue formats between representatives of the local economy, the (sub-)county administration and the target groups (refugees and host population, especially young people). Baseline value: 4 agreements Target value: 10 agreements (06/2028) Actual value: 14 agreements (01/2025) Probably achievable by the end of the term: yes	One-time analysis of the documentation of the dialogue formats with regard to the agreements, and analysis of the participation lists with regard to the participating stakeholders. Agreements can cover all aspects of socio-economic development that are relevant to the target groups (e.g. improved access to services or finance, simplification of administrative procedures for micro-entrepreneurs, development of infrastructure).
Assumptions for the achievement of	The legal and political framework for the socio-economic integration of refugees in the host communities continues to be conducive.	

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the module objective	- The political interest in the Comprehensive Refugee Response Framework (CRRF) by the Department of Refugee Services (DRS) and international donors remains. - The Kakuma refugee camp and the Kalobeyei settlement will not be closed by the Kenyan government. - The County Government of Turkana continues to actively support the implementation of the Kalobeyei Integrated Socio-Economic Development Plan (KISED). - The security and health situation as well as the humanitarian situation in Turkana West allow the planned measures to be implemented in a target-group-oriented manner. - The target groups are interested in participating in employment- and income-generating measures. - The target groups are able (mentally and physically) to take up the qualification offers. - Local education providers are interested in introducing higher-quality vocational qualification measures. - Relevant state and private sector actors are interested in capacity-building measures and in hosting a seconded national expert. - The target groups and the target region can be reached by the project staff and/or the local implementation partners. - Peaceful social coexistence between refugees and the host population remains. - Target groups see a benefit in improved socio-economic exchange relationships.	

Outputs	Key activities for outputs	Inputs/planned instruments
Output 1	- Implementation of target group-oriented information campaigns on labour market issues. - Design and implementation of mobile advisory services on employment promotion issues, in particular to reach target groups in remote regions of the sub-district. - Local capacity building for employment services. - Implementation of mentoring programmes for young people aimed at promoting employment and including psychosocial support. - Support the monitoring and accompaniment of the measures for refugees and residents of the host communities by capacity development of DRS and Kakuma Municipality.	International long-term experts National long-term experts Short-term experts Development workers Financing arrangements Materials and equipment
Output 2	- Expansion of holistic qualification offers that prepare young people for (independent) employment. - Development of a train-the-trainer module to integrate life skills into technical education. - Supporting local training providers in the introduction of higher-	International long-term experts National long-term experts Short-term experts Financing arrangements

Outputs	Key activities for outputs	Inputs/planned instruments
	quality vocational qualification measures. - Supporting local education providers in promoting the participation of young women in line with their needs. - Promotion of inclusive youth activities to strengthen life skills and social cohesion (ideas competitions, promotion of selected initiatives of youth groups or representations). - Identification, development and implementation of qualification measures for income-generating activities in the green sector..	Materials and equipment
Output 3	- Strengthening the capacity of local, public and private sector actors to develop business-related services and support. - Strengthening the capacities of state and private sector actors in developing and implementing a local economic development strategy. - Supporting local actors in implementing public-private dialogue formats and following up on the agreements reached. - Improving the financial literacy of micro-entrepreneurs in cooperation with the relevant local actors. - Promoting peer learning groups of micro-entrepreneurs, in particular female micro-entrepreneurs.	International long-term experts National long-term experts Short-term experts Financing arrangements Materials and equipment