



Natural Capital Trust

TRANSFORM. RESTORE. SUSTAIN

KISKAM PROJECT BUSINESS ENTREPRENEURSHIP TRAINING

Held at Rosa Mystica, Nairobi





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*Report by: **The Natural Capital Trust, 2022***

A training program for beneficiaries of the KISKAM project, jointly organized by the Natural Capital Trust (NCT) and the Hungarian Charity Service of the Order of Malta (HCSOM), and facilitated by independent consultants specializing in business planning and management.

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EXECUTIVE SUMMARY

The four-day training program for beneficiaries of the KISKAM project was organized by the Natural Capital Trust (NCT) in collaboration with the Hungarian Charity Service of the Order of Malta (HCSOM). Participants were selected from the Kibera slum based on their fulfillment of repatriation criteria. The primary objective of the program was to equip participants with the necessary business skills and knowledge to establish viable ventures in their respective destination areas. Led by Ms. Firdaus Hussein and supported by associates Ms. Sarah Nasimiyu and Mr. Otieno Ombok, independent consultants with expertise in business, the training comprised five modules: Business Opportunity Identification, Finding Capital and Starting Small, Record-Keeping and Bookkeeping, Market Research, and Business Planning. Additionally, a module addressing psychosocial support was integrated throughout the program.

To optimize learning, participants were divided into two groups attending either morning or afternoon sessions for the first three days, with all attendees convening in the morning on the final day. The training sessions witnessed robust engagement through plenary discussions and group activities, where participants shared insights and presented findings on assigned topics. Notably, participants refined their business plans through collaborative feedback sessions, enhancing the quality of their proposals.

INTRODUCTION

The KISKAM Project

The KISKAM project, developed and implemented by NCT in partnership with HCSOM, aims to break the cycle of poverty prevalent in urban slums in Kenya, particularly the Kibera slum in Nairobi. Through voluntary participation, the project endeavors to empower residents of Kibera by facilitating sustainable resettlement in rural areas. This initiative ensures that only individuals expressing genuine interest are considered for repatriation, thus fostering a proactive approach to poverty alleviation.



Having rigorously assessed interested individuals from Kibera slum against a stringent recruitment criterion, NCT identified 58 beneficiaries for the project. Recognizing the importance of equipping these individuals with business and entrepreneurial skills for the project's success and sustainability, NCT organized a comprehensive training program. This initiative aimed to empower the identified beneficiaries to establish sustainable businesses in their destination areas following repatriation. To achieve this goal, the training program enlisted independent consultants with proven expertise in business.

OBJECTIVES OF THE TRAINING PROGRAM

The overarching objective of the training program was to provide beneficiaries of the repatriation project with essential business and entrepreneurial skills required to establish sustainable ventures post-repatriation. Specific training objectives included:

- Equipping beneficiaries with fundamental entrepreneurial skills.
- Providing beneficiaries with business management expertise.
- Familiarizing beneficiaries with common business challenges and potential solutions.
- Assisting beneficiaries in developing viable business plans to facilitate informed and seamless implementation of income-generating activities (IGAs).

Expected Outcomes

Upon successful completion of the training program, the following outcomes were anticipated:

- Beneficiaries with a comprehensive understanding of business environment mapping and the selection of viable business concepts.
- Beneficiaries possessing viable and profitable business ideas and plans.
- Beneficiaries capable of fully utilizing and implementing the business skills acquired during the training program.
- Beneficiaries equipped with strategies for marketing their businesses effectively.

THE TRAINING PROGRAM FIRST DAY

Opening Remarks

The training program commenced with a word of prayer from one of the participants, followed by opening remarks from Mr. Brian Simiyu, the project officer overseeing repatriation. Mr. Simiyu welcomed all attendees, outlined the day's schedule, and provided guidance on accessing facilities within the premises. Dr. Janet Mangera, NCT's executive director, then delivered opening remarks, introducing NCT and its successful projects, such as the Jollyland Water, Sanitation, and Hygiene (WASH)

project in Kibera. Dr. Mangera elaborated on the motivation behind the KISKAM repatriation program and introduced key staff members involved in the project.

Dr. Mangera announced that the actual relocation of beneficiaries to their rural areas would occur after Kenya's general elections to mitigate potential political implications. The training session was officially opened, with Ms. Firdaus Hussein, the lead trainer, commencing proceedings.

Introduction

Familiarization of Attendees

Ms. Hussein initiated the training by welcoming participants and facilitating a familiarization exercise, where attendees paired up and shared information about themselves. This activity aimed to foster a conducive learning environment and build rapport among participants. Following the familiarization exercise, ground rules were established to ensure smooth program execution, including guidelines on participation, punctuality, and mutual respect.

Ms. Hussein then outlined the training modules scheduled for the four-day program, emphasizing the importance of each module in enhancing participants' business acumen. The modules covered various aspects of entrepreneurship, from business opportunity identification to business planning, with a cross-cutting module on psychosocial support integrated throughout the training.

Climate-Setting

Ms. Hussein introduced the concept of the "comfort zone" and its potential hindrance to personal and business growth. Through interactive discussions, participants identified reasons for remaining in their comfort zones, including fear of the unknown, negative mindset, and low self-esteem. The session transitioned to a discussion on entrepreneurship, where participants shared their motivations for pursuing self-employment over traditional employment.

After a brief health break, the training delved into the first module: Business Opportunity Identification.

MODULE 1: BUSINESS OPPORTUNITY IDENTIFICATION

Introduction

The module commenced with a definition of business as the exchange of goods and services with the aim of making a profit. Participants were introduced to the concept of business ideas as unimplemented concepts about potential business ventures. In group discussions, participants explored various sources of business ideas, including mentorship, training sessions, literature, the internet, media, role models, needs analysis, talent, and inheritance.

Through collaborative engagement, participants identified strategies for generating viable business ideas tailored to their local contexts. The session concluded with participants sharing their insights and reflections in a plenary session.

This marked the beginning of a comprehensive training program aimed at empowering beneficiaries with the requisite skills and knowledge to thrive as entrepreneurs in their respective communities.

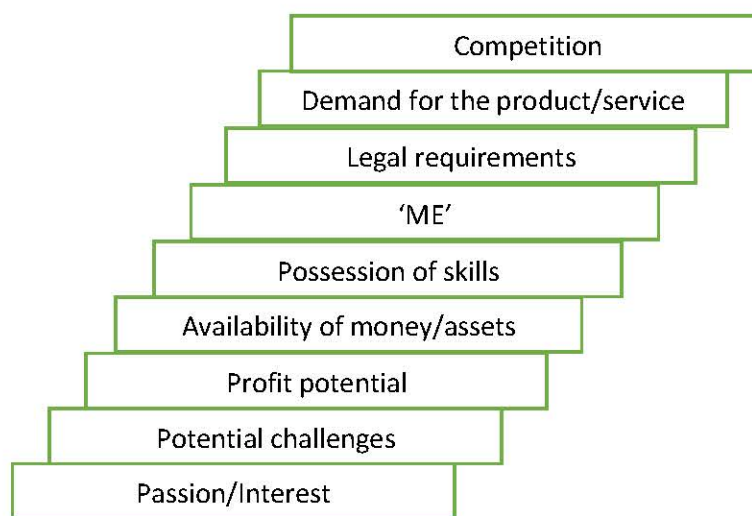


Assessment of business viability

After covering the acquisition of business ideas, the trainer proceeded to discuss the critical aspect of assessing the viability of these ideas. Understanding the viability of a business idea

is crucial, as ventures that are not feasible within a specific niche are likely to face failure. To facilitate this assessment, the trainer introduced the "ladder of business," which outlines nine essential steps and components for evaluating the viability of a business idea.

The ladder of business



From the ladder of business, the trainer highlighted the most crucial components essential for transforming a business idea into a profitable venture, arranged in ascending order. According to this framework, competition emerges as the paramount factor to consider before transitioning a business idea into reality, while passion or interest ranks as the least significant. The trainer underscored the significance of the 'ME' in the ladder, emphasizing that the business owner plays a pivotal role in the growth of a business idea into a successful and profitable enterprise. Without sufficient motivation and diligence, the realization of a business idea may remain elusive.

MODULE 2: FINDING CAPITAL AND STARTING SMALL

Introduction

The second module commenced with an ice-breaking session to foster a conducive learning atmosphere. Following the ice-breaker, the trainer introduced the module,

emphasizing the importance of active participation from participants in understanding its concepts.

Finding Capital

Capital, defined as the financial resources or assets available to initiate a business, was discussed as a fundamental component of business establishment. However, the trainer emphasized that having the entire required capital upfront is not necessary to start a business. Emphasizing the strategy of 'starting small,' participants were encouraged to commence their ventures with available resources rather than delaying until substantial capital is secured.

In group sessions, participants were tasked with brainstorming innovative methods to acquire capital. Each group subsequently presented their findings, generating potential sources of capital such as savings, microfinance loans, government grants, donor funding, asset sales, and familial support, inheritance, and retirement benefits.

Types of Resources

The trainer delineated four primary types of resources essential for business initiation: 'ME,' Skills, Assets, and Money. Among these, 'ME' was identified as the most critical resource, emphasizing the significance of the business owner's attitude, diligence, and resilience in determining business success. Skills pertinent to business operations, including marketing, communication, budgeting, and record-keeping, were highlighted as the second crucial resource. Assets, such as land, tools, and equipment, were deemed essential for expediting business establishment, followed by financial resources, which were recognized as indispensable but less critical than the aforementioned resources.

The trainer stressed the hierarchical order of importance among these resources, challenging the misconception that money alone dictates business success. By prioritizing the other components, innovative methods can be employed to procure necessary capital. The table below illustrates the four resources arranged in order of significance:

Resource Order of Importance

'ME' 1

Skills 2

Assets 3

Money 4

1. 'ME' – I am very important in my business	2. Skills – Marketing, communication, budgeting, record-keeping, talent etc
3. Assets – Examples: Land, posho mill, tools & equipment and houses	4. Money – Can be acquired from many different sources such as loans, grants, investors, family etc
Capital = 'ME' + Skills + Assets + Money	

How Beneficiaries Apply Knowledge Acquired During the First Day of Training

Following the conclusion of the first day of training, participants engaged in an exercise where they identified crucial lessons applicable to their entrepreneurial endeavors. This interactive session, conducted in a plenary format, yielded valuable insights:

- i. Participants expressed a commitment to stepping out of their comfort zones and promptly implementing their business ideas expeditiously.
- ii. One participant suggested that she would start farming immediately, guided by skills acquired from the first day of training.
- iii. Another participant was motivated enough to start an egg-selling business due to the knowledge acquired regarding 'starting small'.
- iv. There was a suggestion from one participant that he would use the skills acquired to fix challenges facing the business he operated at the time.
- v. Lastly, one participant suggested that he would consider selling some assets from his house to generate capital to start a business.

Assignment: Building Individual Business Plans

At the end of the proceedings of the first day, the trainer provided each participant with a printed template of the NCT business plan (Annex 3). Each participant was to fill the business plan template and submit it to the trainers at the end of the four-day training.

Conclusion of the Day's Training Program

At the end of the day's proceedings, the lead trainer moved a vote of thanks, expressing gratitude to all participants for their active and cooperative engagement. Appreciation was also extended to the associate trainers and the staff of NCT for their continued support in creating a conducive learning environment. The day's proceedings concluded with a word of prayer from one of the participants.

MODULE 3: RECORD-KEEPING AND BOOK-KEEPING

Introduction

The third module focused on record-keeping and bookkeeping. Before delving into this session, the trainer initiated an ice-breaking activity to create a conducive atmosphere for learning.

Record-keeping:

The definition of record-keeping was articulated as 'the systematic procedure by which records of a business are captured and maintained'. Emphasizing its significance for the growth of any business enterprise, the trainer prompted participants who had engaged in gainful business activities to reflect on their record-keeping practices.

Many participants had been involved in business, albeit at smallholder levels. However, most confessed to never maintaining professional business records, typically only monitoring stock and sales. Some had joined local saving organizations known as 'chamas' to save profits from their ventures, often considering the pooled savings as business profits.

Subsequently, participants formed into pre-organized groups for group work. Each group brainstormed on the essential records necessary for a business to thrive. Presenting their findings in plenary, the main records identified included purchase records, sales records, cash book, cheque book, debt records, invoices, and price lists. Additionally, the trainer included Local Purchase Orders (LPOs), bank statements, delivery notes, and petty cash books.

Importance of keeping business records:

The criticality of maintaining business records was underscored through further group discussions. Each group deliberated on the reasons why business owners should keep records consistently. Emerging from these discussions were several key reasons:

- i. Facilitation of assessing if the business is generating profits or losses.

- ii. Determination of which products or services are in demand, aiding in stock purchasing decisions.
- iii. Availability of business records for future reference, enabling tracking of the business's progress.
- iv. Ability to monitor cash flow in and out of the business.
- v. Management of debts to prevent them from becoming unmanageable.
- vi. Compliance with legal requirements, as proper documentation is often necessary.
- vii. Enhancement of credibility and profitability assessment by financial institutions when seeking credit services.
- viii. Provision of evidence of business ownership in case of disputes or legal matters.

Sample record-keeping template

Date	Item	Sales	Expenses	Cash (profit/loss)
Total				

Bookkeeping:

Similar to record-keeping, bookkeeping is crucial for the management and growth of a business, as emphasized by the trainer. Attempting to memorize all financial transactions within a business is impractical if not impossible. Therefore, bookkeeping serves as the systematic documentation and storage of financial data for a business entity, aiding in tracking financial items and transactions. Key financial items tracked in bookkeeping include sales, expenses, debits, and credits.

During a group discussion facilitated by the trainer, participants were tasked with identifying examples of money entering and leaving a business, a fundamental aspect of bookkeeping. Representatives from each group presented their findings, which included:

Money entering a business:

- i. Grants provided to the business by external entities.
- ii. Revenue generated from sales of goods or services.
- iii. Loans acquired by the business.

Money leaving a business:

- i. Expenses incurred through purchases, such as acquiring stock.
- ii. Payments made for tax returns and other legal obligations.
- iii. Repayment of debts acquired by the business.

Methods of tracking money entering and leaving a business were also discussed. Participants highlighted the use of money boxes, bank accounts, and mobile money platforms like Mpesa as preferred methods. Additionally, the popularity of local savings organizations such as 'chamas' and 'saccos' among smallholder businesspersons in Kenya was noted due to their role in savings and tracking financial transactions.

Conclusion of the day's training program:

At the end of the day's proceedings, the trainer extended gratitude to all participants for their active engagement and patience throughout the training session. The program was formally concluded by Mr. Brian Simiyu, who thanked the trainers and reminded attendees to arrive punctually for the next day's session. The day concluded with a closing prayer offered by one of the participants.



On his part, Mr. Simiyu expressed gratitude to the trainers for their excellent work and reminded participants to diligently fill out the NCT business plan templates. He assured those encountering challenges that they could seek assistance from their assigned field officers. The forms were to be collected after the fourth day of training, and the day's proceedings concluded with a participant offering a closing prayer.

FOURTH DAY

Opening Remarks:

The fourth day of training commenced with a participant leading a prayer. In her opening address, the trainer stressed the importance of participants reviewing and pitching their business plans, emphasizing the significance of selecting optimal business locations and considering the availability of necessary raw materials.

Mr. Wachira encouraged participants not to fear competition but rather to focus on innovation as a means to surpass competitors. He advised them to base pricing on their own costs to avoid potential losses.

Dr. Janet Mangera urged participants to step out of their comfort zones while developing their business plans and emphasized the importance of safeguarding these plans for future reference. She pledged ongoing support post-repatriation to

ensure the success of their businesses and encouraged constant communication with assigned field officers for assistance.

Pitching of Business Plans by Beneficiaries:

The trainer introduced the concept of pitching business plans, defining it as the presentation of business ideas to potential investors or donors. Participants were organized into eight groups, each led by a field officer, to collectively develop their tentative business plans. Subsequently, one participant from each group pitched their plan in a plenary session, followed by questions and suggestions from NCT staff, trainers, and fellow participants to enrich the plans.

Following group discussions, each group nominated a member to present their business plan, aligning with the NCT business plan template. The following are summaries of the eight pitched business ideas, one from each group:

Group 1

Presenter: Mr. Tobias Ochieng

Business: Posho Mill

Life goal	<i>To improve livelihood of family</i>
Financial goals for the business	<i>To grow the business financially</i>
Product to be offered	<i>Maize</i>
Service to be offered	<i>Maize milling</i>
Potential competitors	<i>Other maize millers</i>
Uniqueness of product/service	<i>Will also sell by-products of milling as poultry feeds</i>
Potential customers	<i>Immediate society, local schools and food sellers</i>
How will you expand customer base?	<i>By advertising services on social media and through word of mouth.</i>
Capital required	<i>Ksh. 370000</i>
How much do you expect the business to generate?	<i>Ksh. 30000 per month</i>

Selling price for product/service	<i>Selling of maize: Ksh. 170 per 2kg tin, Milling: Ksh. 10 per 2kg tin of maize</i>
Likely challenges	<i>Lack of adequate capital, competition from other millers, pressure from market leadership</i>
Possible solutions to the challenges	<ul style="list-style-type: none"> - <i>After sales services to beat competition</i> - <i>Liaise with local leaders and register the business accordingly</i>
Action steps	<ul style="list-style-type: none"> - <i>Identify location to set up the business</i> - <i>Installation of electricity in the premise</i> - <i>Identifying source of maize.</i>

Group 2

Presenter: Mr. James Ominde

Business: Selling timber and firewood

Life goal	<i>Improving livelihood of family</i>
Financial goals for the business	<i>Upgrade the business to generate up to Ksh. 300000 per year</i>
Product to be offered	<i>Timber and firewood</i>
Service to be offered	<i>Supply and delivery of timber and firewood</i>
Potential competitors	<i>Hardware businesses</i>
Uniqueness of product/service	<i>Products and services will be cheaper than others in the market</i>
Potential customers	<i>Carpenters, builders and constructors</i>
How will you expand customer base?	<i>By carrying out extensive marketing</i>
Capital required	<i>Ksh. 150000</i>
How much do you expect the business to generate?	<i>Ksh. 2000 per day</i>

Selling price for product/service	<i>Depends on the particular product and/or service</i>
Likely challenges	<ul style="list-style-type: none"> - <i>Competition from others in the same line of business</i> - <i>Difficulty in getting licenses required to establish the business</i>
Possible solutions to the challenges	<ul style="list-style-type: none"> - <i>Provide after-sale-services to beat completion</i> - <i>Complying with license requirements in advance</i>
Action steps	<i>Find a premise to for establishing the business, purchase required equipment</i>

Group 3

Presenter: Wilfred Anyango Okelo

Business: Leather work

Life goal	<i>To become wealthy</i>
Financial goals for the business	<i>To generate profit for sustainability</i>
Product to be offered	<i>Shoes</i>
Service to be offered	<i>Supply and delivery of shoes</i>
Potential competitors	<i>Bata company, sellers of second hand shoes</i>
Uniqueness of product/service	<i>Shoes will be made of high quality material</i>
Potential customers	<i>Schools and members of the immediate community</i>
How will you expand customer base?	<i>Providing variety of shoes to attract more customers</i>
Capital required	<i>Ksh. 250000</i>
How much do you expect the business to generate?	<i>Ksh. 15000</i>

Selling price for product/service	<i>Depends on the size and type of shoes</i>
Likely challenges	<ul style="list-style-type: none"> - <i>Security for the products</i> - <i>Influx of second hand clothes in the market</i>
Possible solutions to the challenges	<ul style="list-style-type: none"> - <i>Keep most stock at home for security reasons</i> - <i>Source for affordable but quality materials to make the shoes</i>
Action steps	<i>Find a premise to set up the business, pay rent and advertising</i>

Group 4

Presenter: Edwin Otieno Opiyo

Business: Workshop

Life goal	<i>To improve living standards of the family</i>
Financial goals for the business	<i>To grow the business to greater heights</i>
Product to be offered	<i>Speakers</i>
Service to be offered	<i>Delivery of speakers to clients</i>
Potential competitors	<i>None within area of destination</i>
Uniqueness of product/service	<i>The product will be of high quality hence will be unique</i>
Potential customers	<i>Churches, pubs, schools and hospitals</i>
How will you expand customer base?	<ul style="list-style-type: none"> - <i>Building relationships with local organizations that require speakers</i> - <i>Providing good packaging of the product</i>
Capital required	<i>Ksh. 360000</i>

How much do you expect the business to generate?	<i>Ksh. 40000 per month</i>
Selling price for product/service	<i>Depends on the size of the speaker</i>
Likely challenges	<i>Slow uptake of products during initial stages of establishment</i>
Possible solutions to the challenges	<i>Extensive marketing so as to grow customer base quickly</i>
Action steps	<i>Find a premise to set up the business, purchase equipment for making the speakers</i>

Group 5

Presenter: Evelyne Adhiambo Odawa

Business: Selling ice cream

Life goal	<i>To improve livelihood</i>
Financial goals for the business	<i>Make money and grow the business</i>
Product to be offered	<i>Ice pops and ice lollys</i>
Service to be offered	<i>Supply and delivery to those ordering from far</i>
Potential competitors	<i>None, there is no such business in the particular area of interest</i>
Uniqueness of product/service	<i>Ice cream will have different flavors</i>
Potential customers	<i>Students, wholesalers and the general public</i>
How will you expand customer base?	<i>Through advertisement using posters</i>
Capital required	<i>Ksh. 261000</i>

How much do you expect the business to generate?	<i>Ksh. 10000 per month</i>
Selling price for product/service	<i>Ksh. 10 for a small pack of ice cream</i>
Likely challenges	<i>Electricity instability within the area of destination</i>
Possible solutions to the challenges	<i>Try find a premise with reliable electricity to set up the business</i>
Action steps	<i>Identify ideal location and market the business</i>

Group 6

Presenter: Linet Atieno Atieno

Business: Cosmetics and Snacks shop

Life goal	<i>To improve livelihood</i>
Financial goals for the business	<i>To raise profit margins from the business</i>
Product to be offered	<i>Cosmetic products, chips and soda</i>
Service to be offered	<i>Delivery to customers</i>
Potential competitors	<i>Other people running similar businesses</i>
Uniqueness of product/service	<i>Selling both cosmetics and chips, maintaining high levels of sanitation</i>
Potential customers	<i>Boda boda operators, women, children and the general public</i>
How will you expand customer base?	<i>By being quick in service delivery so as to attract more customers</i>
Capital required	<i>Ksh. 400000</i>
How much do you expect the business to generate?	<i>Ksh. 15000 per month</i>
Selling price for product/service	<i>It will depend on cost of raw materials at any particular time</i>
Likely challenges	<i>Remnant food items becoming stale by the next day</i>

Possible solutions to the challenges	<i>Purchasing a fridge or freezer for preservation of the food</i>
Action steps	<ul style="list-style-type: none"> - <i>Find a reliable source of raw materials for cooking chips</i> - <i>Find a premise to establish the business</i>

Group 7

Presenter: Dorothy Adongo Ndenga

Business: Fish mongering

Life goal	<i>To be self-empowered, educate children and create employment for others</i>
Financial goals for the business	<i>To increase income from the business</i>
Product to be offered	<i>Fish and by-products of fish</i>
Service to be offered	<i>Delivery of fish and fish products to customers ordering from far distances</i>
Potential competitors	<i>Other fish mongers in the area of destination</i>
Uniqueness of product/service	<i>Will have unique packaging for the fish</i>
Potential customers	<i>Schools, hotels and the general public</i>
How will you expand customer base?	<i>By providing good and quality services to attract more customers.</i>
Capital required	<i>Ksh. 404000</i>
How much do you expect the business to generate?	<i>Ksh. 100000 per month</i>
Selling price for product/service	<i>Selling price will depend on market prices at any particular time.</i>
Likely challenges	<i>Insecurity and poor road network</i>
Possible solutions to the challenges	<i>Find a premise that is secure and consider hiring a watchman</i>
Action steps	<i>Find a premise, source for fish and commit to the business fully</i>

Group 8

Presenter: Anastacia Okoth

Business: Selling cereals

Life goal	<i>To live a better life than the current situation</i>
Financial goals for the business	<i>To grow the business financially</i>
Product to be offered	<i>Cereals such as maize and beans</i>
Service to be offered	<i>Delivery of the cereals to those ordering from areas located far from the business premise</i>
Potential competitors	<i>Other sellers of cereals in the area</i>
Uniqueness of product/service	<i>Cereals are not perishable hence there are low chances of making losses</i>
Potential customers	<i>The general public</i>
How will you expand customer base?	<i>Lowering prices to attract more customers to the business</i>
Capital required	<i>Ksh. 200000</i>
How much do you expect the business to generate?	<i>Ksh. 10000 to 15000 per month</i>
Selling price for product/service	<i>The selling price will depend on market prices</i>
Likely challenges	<ul style="list-style-type: none">- <i>Pests that can destroy the stored cereals</i>- <i>Insecurity</i>- <i>Price fluctuations</i>
Possible solutions to the challenges	<ul style="list-style-type: none">- <i>Disinfect storage area to kill pests</i>- <i>Employ a guard to provide security for the stock</i>- <i>Set prices of commodities after finding out general market prices</i>
Action steps	<ul style="list-style-type: none">- <i>Find a secure premise to establish the business</i>- <i>Get relevant licenses for operation of the business</i>

Emerging Issues from the Pitching Session

Following the pitching session, several notable issues surfaced regarding the businesses beneficiaries intended to establish in their rural areas of destination. Primarily, a majority of participants favored businesses unrelated to farming or agribusiness, likely influenced by their desire to continue their existing business endeavors from Kibera. The skills possessed by beneficiaries also played a significant role in shaping the types of businesses pitched.

Accessibility to raw materials emerged as a crucial factor influencing business decisions post-repatriation. Easy access to raw materials was deemed essential as it would expedite business setup and enable beneficiaries to offer competitive prices for their products, thereby gaining an edge in the market.

A common motivation among beneficiaries for establishing their own businesses was to enhance their livelihoods and propel their ventures to greater heights. Many identified the need for specialized equipment, with the cost of purchasing such equipment constituting a significant portion of the required startup capital. While some beneficiaries already possessed basic machinery, they aspired to acquire more advanced equipment to facilitate the rapid growth of their new enterprises.

Consumer preferences within the beneficiaries' areas of destination also played a pivotal role in determining the choice of businesses to pursue. For instance, individuals relocating to areas with a strong demand for fish opted to venture into fish mongering businesses, anticipating a readily available market and minimal competition, thus rendering the business financially viable.

Closing Remarks

Upon the successful conclusion of the four-day training program, Mr. Brian Simiyu, the project officer for the repatriation initiative, extended gratitude on behalf of the NCT staff. He commended the trainers for their effective facilitation of the training and expressed appreciation for the participants' patience, resilience, and active participation throughout the program. Mr. Simiyu instructed participants to submit their end-of-training assessment forms and requested information regarding their preferred relocation dates, which were to be selected from the third week of August through the end of September.



In her remarks, Dr. Janet Mangera expressed gratitude to the trainers, participants, field officers, and NCT staff for their contributions to the successful execution of the training program. She advised participants to continue refining their business plans with the support of field officers, emphasizing the importance of flexibility in adapting to new ideas. Dr. Mangera encouraged participants to embrace risk-taking and resilience to enhance their prospects for improving their livelihoods. She emphasized the significance of maintaining updated records and being readily available for their businesses. The meeting concluded after participants completed and submitted their post-training assessment forms, followed by a closing prayer from one of the participants.

ANNEX 1: PRE-TRAINING ASSESSMENT FORM

Please take a few minutes to complete this course evaluation form. Your responses will help us in planning for the training and improve future training programs. Participants need to complete all the sections of the evaluation. Your answers will remain confidential. Thank you.

Date:

Age: 20 - 29 years () 30 – 39 years () 40 – 49 years () 50 – 59 years () Above 60 years ()

Sex: Female () Male ()

Marital Status: Married () Single () Widowed () Other.....

PWD: Yes () No ()

1. Have you done business before? If yes, please state the type of business.

.....
.....

2. What are your achievements in your business?

.....
.....

3. What are the challenges in your business?

.....
.....

4. What are your motivations for taking this course?

.....
.....

5. At the end of this course, what do you hope to have achieved?

.....
.....

6. What areas of managing a business do you think you would struggle with the most?

.....
.....

7. What are the biggest barriers to you for starting a successful business?

.....
.....

8. Have you undertaken any other business training before?

.....
.....

9. What is compelling you to start your business, or why would you like to start a business?

.....
.....

10. How confident are you that you can manage your business successfully?

- Very confident
- Somewhat confident
- Not at all confident

11. What will you do to sustain your business?

.....
.....

12. Business Resiliency

Use the following code for each of the statements below:

(0) never true (1) rarely true (2) sometimes true (3) mostly true (4) always true

1. I am able to overcome hardship ()
2. I can make unpopular or difficult decisions ()
3. I have hope for the future ()

Concepts:

Knowledge: information and familiarity of topic/area

Skill: ability to do/expertise

Confidence: self-assurance and awareness to do.



ANNEX 2: POST TRAINING ASSESSMENT FORM

Please take a few minutes to complete this course evaluation form. Your responses will help us in planning for the training and improve future training programs. Participants need to complete all the sections of the evaluation. Your answers will remain confidential. Thank you.

Date:

1. Do you feel that you have achieved your learning goals?

.....

2. How satisfied were you with this course?

() Not satisfied () satisfied () very satisfied

3. Did the course meet your expectations?

.....

4. Is there anything that you were hoping to learn that wasn't covered? If yes, please indicate below.

.....

5. Do you feel like your skills have improved as a result of the course?

.....
.....

6. What did you enjoy most about the course?

.....
.....

7. What did you find most challenging about the course?

.....
.....

8. What areas of managing a business are you most confident about?

.....
.....

9. After the training, how confident are you that you can manage your business successfully?

- Very confident
- Somewhat confident
- Not at all confident

10. Business Resiliency

Use the following code for each of the statements below:

(0) never true (1) rarely true (2) sometimes true (3) mostly true (4) always true

4. I am able to overcome hardship () How? -----

5. I can make unpopular or difficult decisions () How? -----

6. I have hope for the future ()

11. Any other general comment?

.....
.....

Concepts:

Knowledge: information and familiarity of topic/area

Skill: ability to do/expertise

Confidence: self-assurance and awareness to do.



ANNEX 3: BUSINESS PLAN TEMPLATE

***Business owner's name:* *Date of plan:***

Life goal	
Financial goals for the business	
Product to be offered	
Service to be offered	

Potential competitors	
Uniqueness of product/service	
Potential customers	
How will you expand customer base?	
Capital required	
How much do you expect the business to generate?	
Selling price for product/service	
Likely challenges	
Possible solutions to the challenges	
Action steps	

ANNEX 4: ATTENDANCE LIST

Date: 27th June 2022

NO.	NAME	DESIGNATION	SIGNATURE
1.	Dr. Janet Mang'era	Executive Director	
2.	Ms. Firdaus Hussein	Lead Consultant	
3.	Ms. Sarah Nasimiyu	Associate Consultant	
4.	Mr. Brian Simiyu	Project Officer	

5.	Ms. Veronica Kalekye	Administrative Assistant	
6.	Mr. Shalton Omondi	Field Officer	
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69.	Monicah Awino	Beneficiary Assistant	
70.	Milca Atieno	Beneficiary Assistant	
71.	Daniel Kisaka	Media	
72.	Francis Muhia	Rapporteur	

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74.	Anthony Wachira	Resource Person	

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