



Bantwana's Siyakha Model

Delivering market-driven, holistic economic empowerment to mitigate young women's vulnerability to HIV infection and gender-based violence

When a girl drops out of secondary school, her life changes radically. Her life prospects diminish; she becomes more vulnerable to poverty, exclusion, violence—and to associated health risks such as HIV and STIs. If pregnant, her challenges are compounded by social stigma and the pressures of supporting a baby or marrying early.

Economic empowerment of adolescent girls and young women is now widely recognized to be a key component of comprehensive HIV prevention and response, as a way to promote their agency and rebalance gendered power dynamics. However, work-readiness and enterprise programs have struggled to identify the ideal combination of skills and strategies to retain and mainstream young people with limited schooling and experience into local economies.

The Bantwana Initiative of World Education, Inc. (WEI/Bantwana) has developed a holistic approach to developing the work-force readiness and socioeconomic assets of vulnerable young women. Validated and approved by PEPFAR as **an evidence-based model** in 2020, Bantwana's *Siyakha Girls* accelerates economic resilience as well as the health and social well-being of adolescent girls and young women 15-24 through several key levers: “soft” skills (e.g., self-awareness, communication, goal setting, violence prevention); “hard” skills development; practical internships for “on the job” experience; and ongoing-mentorship.

Hallmarks of Bantwana's Siyakha Model

- ✓ **Contextualized life skills, business, and technical training** tailored to **local economic opportunities** identified through a structured **Labour Market Assessment** 
- ✓ **Sequenced design and milestones** that mirror the “world of work”
- ✓ **Participants equipped to actively explore sector value chains** and identify viable economic entry points
- ✓ **‘Social contracts’** created with girls’ families and partners/spouses to support full participation and program retention
- ✓ **Mentored apprenticeships or internships** with local employers and artisans, to build practical skills and workplace competencies
- ✓ **Ongoing orienting and vetting of training providers and employers**, to ensure safeguarding, quality, and accountability
- ✓ **Start-up support and mentorship** for both entrepreneurial and employment pathways

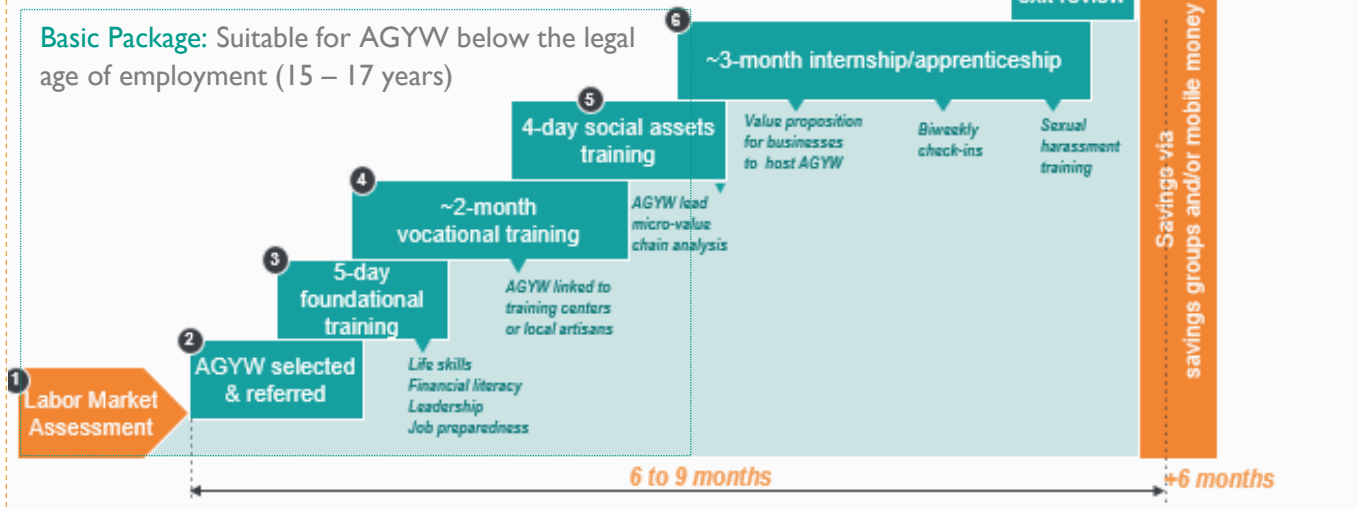
Comprehensive Package:

Suitable for AGYW who are of employment age (18 - 24 years old)



The Bantwana Siyakha Model

8 steps to sustainable livelihoods



Rolling Out Bantwana Siyakha Regionally

Flexible, responsive technical assistance for impact in varied local contexts

In partnership with local affiliate Bantwana Zimbabwe, we support local and international DREAMS partners in six high-HIV burden countries to adapt and scale *Siyakha Girls* within their national and sub-national contexts, in rural and urban settings. Along with the *Bantwana Siyakha Girls Toolkit and Guide*, Bantwana provides a flexible package of remote and in-person technical assistance, to enable local implementers to apply the model with fidelity and monitor outcomes.

Bantwana's *Siyakha Girls* model is flexibly designed, to be offered as a “basic” package for those below 18 (minimum working age in most countries) and a “comprehensive” package for those who are older and can legally work or own their own businesses.

Bantwana's Siyakha Model is active in:

Malawi: JHPIEGO; WEI/Bantwana

Mozambique: ANDA

Namibia: PACT; Project Hope Namibia

South Africa: FHI360

Zambia: PACT; CIDRZ

Zimbabwe: FACT Mutare

Siyakha participants are engaged in:

- Climate-smart agriculture
- Livestock raising
- Automobile mechanics
- Furniture-making
- Tailoring
- Food processing

“I have benefited immensely from financial and health literacy trainings received during Siyakha and I feel much more empowered.”

– Anna Paula, Mozambique

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