



## SUPPORTING PARTNERS TO IMPLEMENT BANTWANA'S SIYAKHA GIRLS MODEL

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.

WEI/Bantwana and its local affiliate Bantwana Zimbabwe 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 technical assistance (TA), to enable local implementers to apply the model with fidelity and monitor outcomes.**

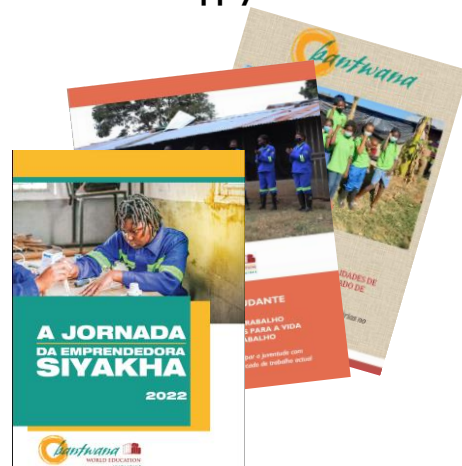
### ROLLING OUT SIYAKHA GIRLS IN MOZAMBIQUE

*Flexible, responsive technical assistance for lasting impact*

Since January 2021, with USAID-Mozambique's approval to pilot the *Siyakha Girls* model in Chimoio (Manica) under its Chenguetai Vana (CV) project, WEI/Bantwana has led the adaptation of *Siyakha* working closely with and building the capacity of local implementing partner ANDA to successfully implement the model in the Mozambique context.

WEI/Bantwana is expanding its support to other provinces and partners, scaling up *Siyakha Girls* with USAID endorsement and continued funding.

This brief highlights WEI/Bantwana's key adaptations, TA achievements and lessons learned during the pilot and initial scale-up across 3 provinces and 15 districts.



***Bantwana's support has helped us gain credibility as a national organization, build relationships with a broader range of stakeholders, mobilize resources, and have more opportunities to support communities.***

**- Siyakha Implementing Partner Leader, Manica Mozambique**

## BANTWANA SUPPORTED ADAPTATIONS & ACHIEVEMENTS



### Coordinated Adaptation and Scale-up

- ✓ **Lead the contextualization** and translation of *Siyakha* manuals and training materials into Portuguese.
- ✓ **Facilitated, synthesized and shared results of market assessments**, focused on local micro-value chains with formal & informal sector opportunities.
- ✓ **Mapped and recruited 72+ local companies and artisans** from diverse sectors to provide real life, professional internships.
- ✓ **Deployed employment linkages and entrepreneurship experts** to facilitate the integration of AGYW into safe, accessible employment opportunities.



### Guided Implementation

- ✓ **Supported implementing partners** to enroll vulnerable AGYW and deliver core *Siyakha* trainings, including foundational, life and job skills, and financial asset building.
- ✓ **Negotiated with Technical and Vocational Education and Training (TVET)** centers to customize courses, lower tuitions, adapt curricula and adjust acceptance criteria.
- ✓ **Encouraged** companies and artisans to implement essential hygiene and safety policies, including sexual harassment prevention.



### Developed Innovations for Retention

- ✓ **Created an enabling environment for AGYW** (e.g. negotiated with caregivers / partners to support girls' participation; lobbied with training institutes for community-based, short courses).
- ✓ **Introduced financial access & inclusion enhancements** to increase % of girls in savings groups, using mobile bank accounts, and developing business plans.
- ✓ **Developed and led sexual harassment prevention trainings and monitoring** for AGYW, TVETs and host companies.
- ✓ **Integrated robust monitoring and case management mechanisms** for AGYW at risk of dropping out.



***It's impressive to witness how in such a short time this [Siyakha] program has empowered these girls.***

***This is the mark that we as Government look for in projects implemented in our community.***

***- District Administrator, Quelimane Zambezia***

## KEY 2021-2022 RESULTS



**93%** vocational training completion rate

**89%** internship completion rate

**64%** employed (self, group or in a company)

### SIYAKHA GIRLS THRIVING

*I will not give up, my business will keep growing. Regardless of challenges I face each day, I see progress and I am growing, and have even employed one staff!*

- Siyakha Girl, Zambezia



**31** TVETs and/or local Artisans offering responsive, technical training courses

**23** different, adapted courses across various sectors provided to *Siyakha Girls*

### TRAINING INSTITUTIONS COMMITTED

*We are doing whatever it takes to transform these Siyakha girls into technically competent market players.*

- TVET Director, Manica



**72** companies, employers and artisans signed MoUs, completed sexual harassment training, and are actively supporting *Siyakha girls*

**149** companies in the *Siyakha* database (and growing)

### EMPLOYERS ACTIVELY PARTICIPATING

*It is exciting to see these young girls push each other, learning together and also asking older staff members here about technical issues. They are getting well groomed for the market.*

- Welding Company Manager, Zambezia

## LESSONS LEARNED FOR CONTINUED SCALE UP

### Technical Assistance:

- Involve dedicated TA staff with expertise who can support adherence to all 8 steps in the model.
- Consider local context and develop solutions to adjust to AGYW needs throughout implementation.
- Explore deeply and take advantage of emerging informal sector opportunities.
- Document and share innovations and adaptations to inform scale up.

### Implementation:

- Involve TVETs in the design of training packages to respond to *Siyakha* girls' specific needs.
- Create conditions for the retention of AGYW in school and the *Siyakha* program.
- Align to value chains with easy gateways for AGYW.
- Provide intensive technical support with employment linkages and entrepreneurship.



For more information on Siyakha Technical Assistance  
from WEI/Bantwana in Mozambique please contact:

[Obert\\_Darara@mz.worlded.org](mailto:Obert_Darara@mz.worlded.org)

[Karen\\_Rowe@worlded.org](mailto:Karen_Rowe@worlded.org)

Or visit: [www.bantwana.org](http://www.bantwana.org)