

This is the fifth annual independent impact study commissioned by Build It International. It assesses the progress of our trainees who graduated in 2012, 2014 and 2015. The evaluators visited 11 community projects completed in the same years. The study compares data gathered from 117 graduates against baseline data gathered when they joined our programme. Data was also gathered for a control group of 118 (members of the same communities with similar ages and background). The study assessed changes in the following areas:

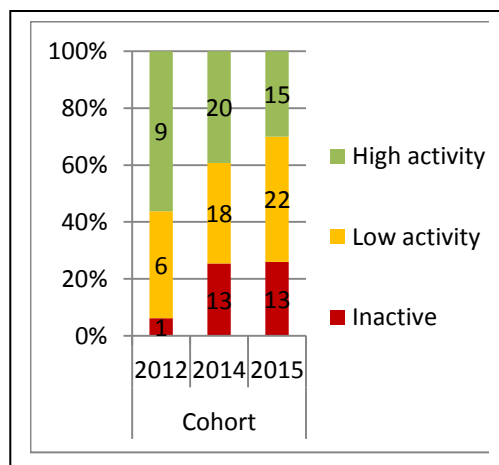
1. Activity and income levels.
2. Impact of additional training input.
3. Change in assets including housing.
4. Impact of community buildings.

Headline Conclusion

Performance improves with time. The 2012 graduates are doing exceptionally well but the recent group from 2015 is mixed; many rural graduates are struggling and female graduates continue to suffer from discrimination. Overall, performance in terms of income is very good with potential to increase further if activity levels can be raised.

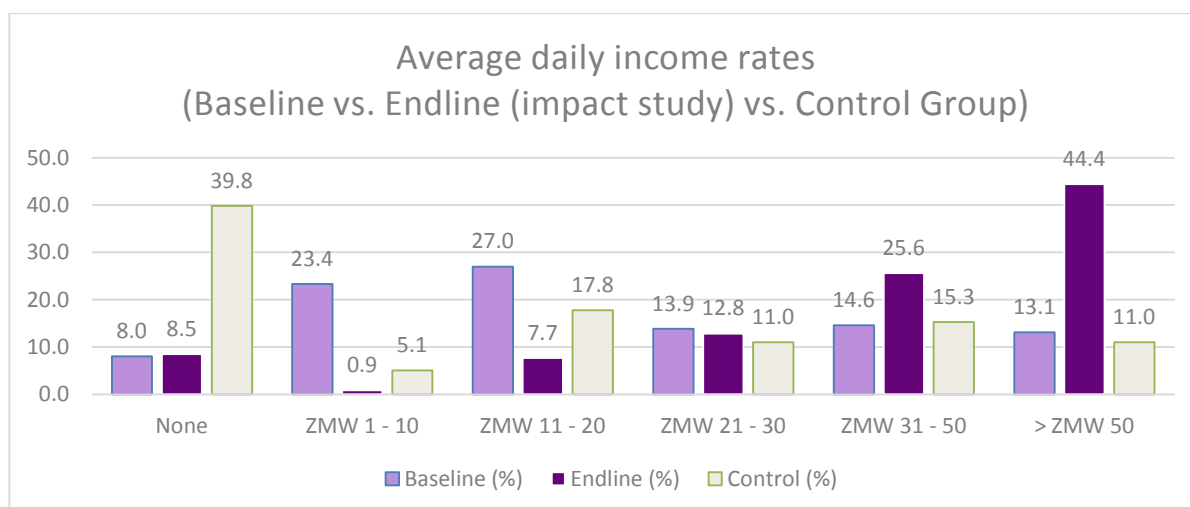
Overall Activity Levels

- 77% of all graduates are active in construction.
- Activity rate increases over time.
- 38% of all graduates working 10+ days per month.
- Males more active than females.



Income and Saving

- Average monthly incomes have doubled.
- At baseline 25% of trainees were able to save money and this has risen to 55%. 14% have opened a bank account.
- 67% of graduates increased their income by at least 50% after two years.
- 24% of 2014 graduates quadrupled their monthly income.



Additional Training

- No clear income benefit for those who completed carpentry, painting and business skills training.
- Linking new graduates to employers, especially females, is an effective way to provide follow up support and efforts should be increased.

Note: these results were fed into a review of additional training in April 2017.

Housing and Assets

- An increase from 11% to 47% of graduates using mains electricity and solar power.
- At baseline 47% of trainees lived in houses built with mud or wood, this has reduced to 29%.
- 100% of graduates now have access to their own latrine.
- 83% of graduates purchased additional construction tools.
- 14% of graduates purchased land, a high-cost asset.

Impact of new Buildings on Communities

- Number of pupils attending school +113%.
- Increased deployment of qualified teachers.
- Improved learning environment.
- Some schools have started Early Childhood Education
- Linda and Mwala schools now extend to grades 9.
- Mutaba clinic: Over 7,000 patients registered and 1,000 consultations / month.



Challenges and Recommendations

- 1. Female graduates:** continue to report difficulties in overcoming prejudiced contractors who may not consider hiring them despite certification and competence. **Recommendation:** reduce the number of female trainees and concentrate efforts on linking them to receptive employers; to begin this during training. **Our Response:** target reduced to 20% and increased efforts to link to contractors.
- 2. Additional training input:** not effective in increasing incomes. **Recommendation:** review activities. **Our Response:** review completed in April - some activities dropped, courses under redesign.
- 3. Trainee monitoring system:** currently weak. **Recommendation:** establish system to ensure trainees' skills are progressing before they graduate. **Our Response:** the system was set up in June with the assistance of Carillion Training Services.
- 4. School maintenance including solar power:** not enough training at community level. **Recommendation:** introduce training. **Our Response:** maintenance training under consideration.