



Jumuga Journal of Education,
Oral Studies, and Human Sciences (JJEOSHS)
editor@jumugajournal.org
<http://www.jumugajournal.org>
Volume 7, No. 1, 2024
DOI: <https://doi.org/10.35544/jjeoshs.v7i1.58>

Youth Unemployment in Kenya: Assessing Youth Status in Kondele Sub-County, Kisumu County

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Abstract

Young people have been greatly affected by unemployment which has led them to criminal activities as they try to earn a living. This research article seeks to explore the status of youth unemployment in Kenya, with reference to Kondele sub-county, Kisumu County of Kenya. The descriptive survey research design was employed in this treatise to determine the influence of World Vision International organization labor practices on youth unemployment in the aforementioned area, as well as the country at large. The study population comprised of the middle level employees working at World Vision International in Kisumu County. The population also comprised of the youth in Kondele Sub-county, Kisumu County. The selection of middle-level employees at World Vision International in Kisumu County as the population for the study is justified by their pivotal role in organizational operations. Middle-level employees form a crucial link between top-level management and front-line staff, often overseeing critical functions and decision-making processes. In the context of this research article, the focus was on the 77 mid-tier employees of World Vision International located in Kisumu County. Based on the research findings, it was recommended that World Vision International should identify emerging industries in the region and design skills training programs that equip youth with the specific competencies and knowledge required for these sectors. This will enhance their employability in growing fields and promote economic diversification.

Key Words: crime rate, economic activity, insecurity, labor, Unemployment, youth.

Introduction

Unemployment can be described as a state wherein an individual, despite seeking gainful employment actively, cannot secure a job (O'Higgins, 2016). It's also understood as circumstances in which those capable of working and actively in job search remain unemployed. Degenhardt et al. (2016) categorize "youth" as those aged between 15 and 24 years within the general population. Adjustments in demographics, finance, economy, and societal culture can shape the perception of who falls into the "youth" bracket, introducing certain disparities. Yet, the 15 to 24 years age bracket is conventionally employed for statistical analysis, such as assessing youth needs and guiding their development (Degenhardt et al., 2016). Despite the surge in the global youth populace from 1 billion to 1.3 billion, there has been a decline in youth participation in the workforce from 568 million down to 497 million (Degenhardt et al., 2016).

In the last twenty years, attention towards youth matters has significantly heightened among governments, benefactors, and international entities. This concentration is specifically aimed at acknowledging the potential influence youths can have in societal, economic, and political evolution, especially within nations impacted by or recovering from conflict (IRC, 2017). The drive behind these initiatives is not solely to mitigate potential problems associated with the youth demographic, but also to channel their vitality and potential towards fostering economic advancement, promoting peace, and achieving sustainable development.

The International Labor Organization (ILO) argues that the number of jobs being created is insufficient to accommodate the rapidly growing youth population (ILO, 2017). This issue is particularly pronounced in developing economies, where 85% of the world's youth reside, and this proportion is expected to remain relatively stable in the near future due to demographic trends (ILO, 2017). For example, in Kenya, according to the National Institute of Statistics of Kenya (2017), the youth population aged 14-35 represents 40% of the total resident population, amounting to 4,166,777 individuals out of a total of 10,515,973 residents. This highlights the significant presence of young people and the need to address their specific needs and aspirations within the country's development agenda. Efforts to address youth issues have gained momentum as stakeholders recognize the immense potential of young people to contribute to their countries' progress (ILO, 2017). The focus on youth in conflict-affected or post-conflict countries stems from the understanding that empowering young individuals can be a catalyst for stability and peace (IRC, 2017). Consequently, governments and international organizations are prioritizing youth employment initiatives to ensure inclusive and sustainable economic growth, given the substantial youth population in developing economies (ILO, 2017).

In the case of the United Republic of Tanzania, only 30% of persons aged 18 to 35 say they use the Internet and/or own a smartphone, which is a sharp contrast to the 100% mark in most industrialized economies (Oluwatayo & Ojo, 2018). Wars and conflicts have also contributed to high rates of unemployment among the youth. This is evident in a country like South Sudan whose economy has taken a hit as a result of multiple wars since 2013. According to the United Nations Development Program in South Sudan, the young unemployment rate is projected to be 40% (Oluwatayo & Ojo, 2018). Apart from the devastating effects of war on the economy, other factors limiting the youth absorption into the labour market in South Sudan include insufficient labor demand, unskilled labour supply, a lack of consistency in government policy and prevailing rule of law has promoted the growth in youth unemployment (Degenhardt, Stockings, Patton, Hall, & Lynskey, 2016).

According to Ackah-Baidoo (2016), Sub-Saharan Africa is home to the world's youngest population, with over three-fifths of its people below the age of 25. Projections suggest that by 2030, the working-age population in the region will experience a significant increase of 45%, reaching a total of 600 million individuals, up from 522 million in 2015. Despite the global youth unemployment rate standing at 13.6%, there are notable disparities across different regions, with rates ranging from under 9% in Northern America and Sub-Saharan Africa to as high as 30% in Northern Africa. Baah-Boateng's (2016) research further reveals that young women in most sub-regions are more likely to face unemployment. Additionally, the study highlights the concerning fact that young women are twice as likely as young men to lack work experience and income from employment. As the region's working-age population continues to grow significantly, strategic investments in education, skills training, and job creation are crucial to harnessing the potential of young individuals (Ackah-Baidoo, 2016). It is imperative for policymakers and stakeholders to develop comprehensive strategies that not only tackle youth unemployment but also prioritize gender equality and women's economic empowerment (Baah-Boateng, 2016). By promoting inclusive growth and equal opportunities for both young men and women in the labor market, Sub-Saharan Africa can unlock the immense potential of its youthful population (Ackah-Baidoo, 2016).

Unemployment is three times higher among young people than among adults (25 and older). Even though lack of work experience works against the youth when seeking entry level positions, there exist significant structural impediments that make it difficult for this population to enter the workforce (Freeman, Becker, & Cummins, 2017). According to Graham & De Lannoy, (2016), there is a substantial feeling of dissatisfaction among most of the employed youth. A major contributor to this is that around 55 million young employees, (a number which translates to 13% of the global workforce), live in extreme poverty which is defined as an income of less than US \$ 1.90 per day. Another 71 million (17% of global workforce) live in

moderate poverty whose definition is an income of less than US \$ 3.20 per day. There has been some 20% improvement to decrease the extreme poverty levels among the youth from between 1999 to 2019 although they still remain high in certain regions in the world like Sub-Saharan Africa and Arab states (Becker, et al., 2017).

In addressing the Kenyan context, Musya, Matanga, & Amutabi (2017) did a study on the effect of political mobilization on political violence in Nairobi County, where they established that the high rates of unemployment in Kenya is the main driver of political violence. This comes out as some politicians incite the idle population to address their concerns through violence. They then use petty cash to entice them. Thus, the high level status of unemployment in Kenya has significantly contributed to the rise in political violence in the country. The perpetrators of the violence take advantage of the prevailing population structure of youthful majority of the country where the Kenya's population is primarily youthful, with 35 percent of the population being under the age of 35 (The Republic of Kenya, 2018). According to a KNBS poll, 7 million Kenyans are unemployed, with 1.4 million of them looking for work in vain, while others have given up looking for work and gone back to school. This has not only affected the unemployed youth but also the growth of the economy of Kenya. According to KNBS, the youth unemployment rate for those aged 15 to 24 was high of 12.5 percent in December 2020, to a low of 8.7 percent in October 2021 with young females being the most affected.

According to a report by Makabong & Akinyi, (2017) the Kisumu County's population is currently dominated by young people who require assistance from those in the workforce. Three-quarters of the population is under the age of 30, with 43.5 percent under the age of 15. The Kisumu County Integrated Development Plan (CIDP) considers high unemployment and a young population as development threats (Keragia, 2020). The population growth rate is also expected to increase due to high birth rates reported in the County. However, if birth rates fall rapidly, the population's age structure will shift, with more working-age adults than children hence lowering the dependence rate and result to increased productivity and greater savings among the adult population (Osir, 2019).

Statement of the Problem

Young people have been greatly affected by unemployment which has led to them being involved in criminal activities as they try to earn a living (Osir, 2019). Idleness owing to a lack of work, drug and substance misuse, and bad education systems that fail to inculcate the required skills that employers seek in the labor market have all contributed to the involvement of youngsters in various criminal activities.

The Kenyan government has made efforts to tackle youth unemployment, particularly within the urban slums. These efforts encompass the establishment of low-interest funding mechanisms like the Uwezo Fund and the Youth Fund, which are aimed at aiding small and medium-sized enterprises. The government has also enforced fair hiring practices within the public sector as a means to ensure that youth employment is strictly merit-based. In addition to that, a policy requires that 30 % of all tenders in government ministries are awarded to the youth (Omboi, 2020). However, these efforts by the government have not been effective since unemployment rates are still high in urban areas and especially slums.

Current researches providing long-term solutions to the issue under discussion remains sparse and not fully satisfying. For instance, a study by Osir (2019) attempted to identify the factors leading to criminal behavior among youth in Maseno Division, Kisumu County. Riechi (2019) sought to understand the elements influencing youth unemployment in Kwale County. Omboi (2020) aimed to determine the rate of youth unemployment in Nairobi, specifically focusing on Mathare Sub-County. Osundwa (2021) investigated the socio-economic factors driving youth criminal activities in Kenya, concentrating on Lamu West-Sub County. Nevertheless, when it comes to addressing the broader issue at hand, existing research hasn't offered substantial insights regarding preparations to handle the situation in the Horn of Africa. Thus, based on these considerations, this study aimed to analyze the status of youth unemployment in Kondele sub county, Kisumu County, Kenya.

Literature Review

The presence of a youth population, regardless of their engagement in education, training, or employment, profoundly influences future economic growth, development, and stability. Failing to address youth unemployment can result in severe social ramifications. Individuals who pursue further education or secure employment after completing mandatory schooling

acquire skills and competencies that contribute to a socially inclusive and productive society. Conversely, those who do not participate in either pathway may face future joblessness and reduced earnings (Cassidy, Chan, Gao, & Penrose, 2020).

According to the International Labor Organization Degenhardt, Stockings, Patton, Hall, & Lynskey, (2016), global youth unemployment stood at 13.1% in 2016, corresponding to 71 million young individuals, and this figure remained consistent in 2017, marking a rise from 12.9% in 2015. Among individuals aged 15 to 24, there were 621 million who were neither enrolled in school, employed, nor undergoing any form of training. The International Labour Organization further projected that within the next decade, approximately one billion young people will enter the labor market, with a significant proportion facing prospects of irregular and informal employment.

A study by Cassidy, Chan, Gao, & Penrose, (2020) in Australia indicated that around 9 out of 10 young people aged 15–24 was enrolled in school or working in May 2020 i.e. (88 percent or 2.8 million), this had reduced by 4% in the previous year which was 92%. In addition, in May 2020, the proportion of young individuals classified as NEET (not in employment, education, or training) in the lowest socioeconomic areas was more than twice as high as in the highest socioeconomic sectors. i.e. (18 percent compared with 8.7 percent). According to a study conducted by O'Higgins (2016), the unemployment rate among individuals aged 15 to 24 in Australia experienced a significant increase in June 2020. The rate stood at 16 percent during that month, marking a rise from the 12 percent recorded in 2019 and reaching its highest point since 1997. The rate reached its peak in July 2020, reaching 16.4 percent, before gradually declining to 11 percent in April 2021, based on monthly analysis following the onset of the COVID-19 pandemic in March 2020.

As per a survey by Baah-Boateng (2016), out of Africa's 420 million youths aged between 15 and 35, one-third were unemployed, another third were engaged in vulnerable employment, and only a sixth had wage employment. Globally, Africa is said to have the world youngest population and the lowest unemployment rate of 10.6% in 2021 among the youth aged between 15-24 years (Ackah-Baidoo, 2016). Reports from African Development Bank also revealed that out of the 10 to 12 million youths who enter the workforce in Africa yearly, only 3million formal jobs are created each year. Hence most of the youth are forced to work on informal sectors where many remain underemployed or in poverty due to low wages earned in the informal sectors and lack of a social safety net.

In emerging economies like Kenya, unemployment rates for those aged between 20 and 24 rose to 16.3 percent, an increase from 15 percent in the final quarter of 2020. Furthermore, for the younger demographic aged 15 to 19 years, unemployment rates saw a significant surge to nearly seven percent, having previously hit a record low of 2.8 percent in the last quarter of 2020. As per a study by Nason (2019), the primary labor market issues encountered by Kenyan youth are inactivity and informal employment. As Cheruiyot (2019) highlighted, Kenya may face a substantial rise in its youth population, which could either turn into a demographic boon or a crisis for the nation. This could potentially lead to either an opportunity for Kenya to benefit from and support its ambitious young population through adequate education and job opportunities, leading to widespread socio-economic prosperity, or it might result in economic stagnation and a forgotten lost generation with far-reaching future consequences.

According to a study conducted by Timboi (2020), the unemployment rate for young people in Kisumu County is twice as high as the average rate for adults, standing at approximately 21 percent. Another study by Unseld (2021) reveals that the unemployment issue in Kisumu County is even more significant for young individuals, with 38 percent of them neither attending school nor employed. These difficulties have severely hindered the youth from making meaningful contributions to society. Consequently, many young people have resorted to negative behaviors such as drug abuse, the spread of HIV and AIDS, involvement in criminal activities, dropping out of school, and engaging in gambling, among other things, as highlighted by Cheruiyot (2019). The unemployment rate in Kisumu County has increased since 2017, according to Keragia (2020), further exacerbating the situation.

Non-Governmental Organizations (NGOs) have emerged as key players in addressing socio-economic challenges, particularly in the realm of youth unemployment. Their labor practices, which include internships, career advancement opportunities, trainings, and seminars, are instrumental in shaping the employability landscape for young individuals. NGOs, with their mission-driven approach, are uniquely positioned to provide targeted support and skill-building opportunities that empower youth to thrive in the competitive job market (Roy, Raquib & Sarker, 2017).

NGOs are at the forefront of providing meaningful internships and career advancement opportunities for young individuals. Through internships, youth gain practical exposure to various sectors, allowing them to apply theoretical knowledge and develop essential workplace skills. Moreover, career advancement opportunities within NGOs offer a structured path for growth, enabling young professionals to envision a promising future within the organization. They nurture talent and ambition, instill a sense of purpose and motivation, ultimately bolstering the employability of young individuals (Aldashev & Navarra, 2018). NGOs are committed to equipping youth with the skills needed to thrive in the ever-evolving job market. Through tailored training programs and seminars, these organizations address specific needs and demands of industries. By focusing on skill acquisition, NGOs enhance the technical proficiency and expertise of young individuals. This targeted approach not only empowers youth to excel in their chosen fields but also aligns them with market trends and demands, thereby reducing barriers to employment (van Welie, & Romijn, 2018).

According to a study conducted by Baah-Boateng (2016), there are several factors that contribute to the escalating unemployment among educated youth in Africa. These factors encompass the growth in secondary school graduates resulting from population expansion, a rapid rise in elementary school enrollment, and increased accessibility to secondary and tertiary education. However, the growth in employment opportunities in Africa's formal sectors has not kept pace with the rate at which individuals graduate from secondary and tertiary institutions. Consequently, graduates face challenges in meeting the job demands of the formal sector due to inadequate educational quality.

A study by Thern, de Munter, Hemmingsson, & Rasmussen (2017) noted that another major factor that has led to youth unemployment in many African countries was lack of government initiatives to promote land ownership and use of land among the youth. According to a case-study on Youth and land reforms in Namibia, Zambia and South Africa, high levels of mismanagement and corruption in the land sector has been cited as a major factor to youth unemployment.

Furthermore, in African countries such as Zambia and Ghana land is managed according to ancient norms and practices where there is limited transparency and youths are not regarded especially young girls and women. Again, customary land ownership is riddled with gender inequalities, insufficient documentation, and that traditional rulers' indiscriminate land sales are rarely challenged by their subjects (Oyekunle, 2020). According to Oyekunle, (2020) study, the land issue in South Africa has risen to the forefront of political and economic debates, and youths are undeniably taking up an important role in the country's land and economic change. However, the youth unemployment rate still remains at a high rate of 55%.

Methodology

The descriptive survey research design was employed in this study since the study aimed to determine the influence of World Vision International organization labor practices on youth unemployment in Kondele sub-county, Kisumu County in Kenya. The design was appropriate for this study because it allowed the researcher to establish the relationship between the independent and dependent variables as well as examine the impact of the intervening variable in greater depth in order to address the research problem. In this study, the population comprised of the middle level employees working at World Vision International in Kisumu County. The population also comprised of the youth in Kondele Sub-county, Kisumu County. The selection of middle-level employees at World Vision International in Kisumu County as the population for this study is justified by their pivotal role in organizational operations. Middle-level employees form a crucial link between top-level management and front-line staff, often overseeing critical functions and decision-making processes. In the context of this research, the focus was on the 77 mid-tier employees of World Vision International located in Kisumu County. The study also targeted the one church leader, one mosque leader, the county education officer, local chief, ward MCA as Key informants. The study also targeted 10 youths as Focus Group Discussions' Participants. The current study was a census of all the 77 middle level employees in World Vision International in Kisumu County. The sample also consisted of 5 Key informants and 10 youth to participate in FGD.

This research study was a census of all middle level employees working at World Vision Organization in Kisumu. Stratified random sampling was used to select 2 youth from the 5 wards in Kondele Sub County. On the other hand, purposive sampling was used to select the key informants who participated in the study. In data collection process, the study used

questionnaires, focus group discussion (FGD) and key informant interviews to collect data. Data collection was done mainly physically since it's efficient and it enabled the researchers reach out to most of the target population and collect accurate data. The study was conducted from May 2023 to June 20223. The interview was conducted on the one church leader, one mosque leader, the county education officer, local chief, ward MCA and the researcher reached out to them for a face-to-face interview. The questionnaires were hand delivered to the employees of World Vision International and collected after 3 days in order to give them ample time to respond appropriately and accurately to the questions. In this research, qualitative data was gathered and evaluated through content analysis, as described by Drisko and Maschi (2016). In the context of this study, the researcher grouped the responses from the interviews and FGDs into themes based on their interconnectedness and provide a synopsis for each theme. The outcomes of the content analysis were conveyed via discussions centered on the most noticeable themes derived from the data. The quantitative data collected from the questionnaires were analyzed by the use of SPSS where they were coded then cleaned in readiness for analysis.

Data Analysis and Presentation of Findings

The main objective of this study was to analyze the status of youth unemployment, in Kondele sub county, Kisumu County, Kenya. The study involved 5 key informants and 10 youths who participated in the FGD. The first section summarizes the respondents' demographic information. The findings for the 3 study are provided in the second, third, and fourth sections, and the final section is a summary of the entire chapter.

Upon conducting focus group discussion with the youth in the area, it was evident that the current state of youth unemployment in the area is moderate. Some of the respondents reported a sense of optimism and stability in the job market while others were unemployed. FGD participant 003 and 004 shared experiences of themselves, friends and acquaintances successfully securing jobs without significant difficulties. The positive sentiment among job seekers was seen as an encouraging sign, indicating that individuals looking for work were finding employment opportunities. FGD participant 003 and 005, 004 expressed a collective belief that Non-Governmental Organizations such as the World Vision International has played a significant role in enhancing employment opportunities.

"FGD participant 10 highlighted that the available job opportunities in the corporate sector often require prior work experience, leaving many qualified youths unable to secure employment. This is vicious cycle wherein one needs experience to secure a jobs, but unable to gain experience without job opportunities. This hurdle severely limits our chances of entering the workforce and starting careers."

Furthermore, the youths acknowledged that the lack of mentorship for available jobs further exacerbates their unemployment challenge. Some of the youth expressed frustration in navigating the job market without proper guidance and mentorship. They reported lack of mentorship that hinders their ability to align their skills and qualifications with available job opportunities, making it difficult to secure employment. Additionally, the prevalence of the informal economy was a recurring theme. While some interviewees engaged in sporadic informal work such as smoking and retailing fish to generate income, they acknowledged the lack of stability and security that came with such employment. The absence of formal job opportunities further exacerbated the unemployment crisis faced by the youth. Beyond the economic toll, the psychological impact of prolonged unemployment was a common theme. These youth participating in the FGD grappled with a sense of purposelessness and a waning self-esteem. Many express a yearning for meaningful work that not only provides financial security but also a sense of pride and accomplishment.

Moreover, the study findings showed a prevailing sentiment that the existing educational and vocational training programs fall short of equipping the youth with the practical skills demanded by the current job market. They yearned for relevant training initiatives that could empower them to adapt to evolving industries and seize emerging opportunities. From their responses, it was evident that their skills and potential were underutilized; a frustration echoed by FGD participants 001 and 006. They spoke of possessing talents and qualifications that remain untapped, a testament to a potential workforce eager for opportunities that align with their capabilities. The above findings were echoed by the key informants who emphasized the prolonged unemployment among the youth. They mentioned the skills gap that widens as time goes on, as they are unable to acquire new skills or gain practical experience in their desired fields. This stagnation hampers their

employability and perpetuates a cycle of unemployment. The key informants also stressed the youth's feelings of frustration, anxiety, as they confront the daily realities of joblessness. The absence of meaningful work takes a toll on their mental well-being, eroding their sense of self-worth and purpose.

In addition to that, the youths underscored that the high level of unemployment in Kisumu County is closely tied to the lack of capital necessary to start self-employment. They acknowledged that the absence of financial assistance prevented them from breaking free from the cycle of unemployment and chokes their potential to create jobs and drive economic growth. Key informant 003 backed this finding,

"Unemployment is a significant concern among the youth in Kisumu County, and a major obstacle to overcome is the lack of capital for self-employment. Some youths have the motivation and skills to start their own businesses but are held back by financial constraints."

Discussion of Key Findings

The study's findings revealed a collective belief among FGD participants 003, 004, and 005 that Non-Governmental Organizations (NGOs) like World Vision International have played a substantial role in enhancing employment opportunities in the community. This sentiment aligns with existing literature that recognizes the vital contributions of NGOs in promoting employment and economic development, particularly in regions facing challenges related to unemployment (Bebbington et al., 2018). The Participants underscored skills training initiatives, vocational programs, microfinance support, and small business development that have addressed critical aspects of employability, providing participants with the necessary skills, resources, and knowledge to either enter the job market or start their own ventures. This aligns with the broader goals of NGOs like World Vision International, which often aim to empower communities through sustainable economic development initiatives (World Vision International, 2017). The findings align with that of (Oyekunle, 2020) whose study showed that skills training and vocational programs offered by NGOs equipped college leavers with practical and market-relevant skills, aligning them with job market demands in Nigeria. Microfinance and small business development initiatives provide the financial resources and support necessary for entrepreneurial ventures, fostering self-employment opportunities. The study findings also illuminated a challenging scenario for the youth in Kondele sub-county, underscoring the pressing issue of limited employment opportunities. Participants candidly shared their struggles in securing employment, attributing these difficulties to the scarcity of job openings within the sub-county. This resonates with established research by organizations such as the International Labour Organization (ILO) (2019) and the World Bank (2019), which highlight the common challenge of limited job creation, particularly in rural areas. The participants' frustrations with the lack of viable employment options reveal a systemic issue that hampers the economic prospects of youth in this sub-county.

Furthermore, the study brings to light the profound psychological impact of unemployment on the youth. The pervasive feelings of hopelessness and discouragement expressed by participants align with well-documented psychological theories related to joblessness. Research by (Ackah-Baidoo, 2016) underscores that prolonged unemployment can lead to a detrimental toll on mental well-being, resulting in a sense of despair and diminished self-esteem which creates a cycle that impedes proactive job-seeking behaviors.

The study's findings shed light on a critical issue that many unemployed youth in Kisumu County face, which is skills mismatch between their qualifications and the demands of the local job market. This resonates with the study by (Cassidy, Chan, Gao, & Penrose, 2020) which often points to this discrepancy as a major contributing factor to joblessness among the youth. Participants in the focus group discussions (FGDs), specifically participants 08 and 09, expressed frustration that the skills they acquired through their education did not align with what was required for available positions. This mismatch not only left them feeling ill-equipped for the job market but also hindered their ability to compete for the limited job opportunities that did arise. According to (Baah-Boateng, 2016) individuals who lack the necessary skills or qualifications for available jobs may find themselves excluded from the competition, as employers prioritize candidates who possess the specific requirements of the positions. This leads to a reduced pool of viable candidates for the limited job openings, further increasing the competition and making it more difficult for individuals with job mismatch to secure employment. Graham & De Lannoy, (2016) argues that job mismatch can have detrimental effects on individuals' self-confidence and motivation.

Constant rejections or the inability to find suitable employment despite efforts and aspirations leads to a sense of inadequacy and frustration and create a cycle of demotivation and discouragement, further hampering their ability to actively seek employment and pursue career opportunities.

Moreover, the findings highlight the role of limited resources in exacerbating the unemployment problem among the youth in Kondele subcounty. This is a point emphasized by FGD participants 08 and 10, who noted that their financial constraints hindered their ability to acquire the necessary qualifications and competencies sought by employers. This aligns with research by organizations like the World Bank, which underscores the importance of access to resources and education in bridging the skills gap and increasing employability (World Bank, 2019). The study's findings also shed light on the absence of mentorship and guidance in navigating the job market as a significant hurdle faced by the youth in their quest for employment. This agrees with the study by Cassidy, Chan, Gao, & Penrose, (2020) shows the importance of mentorship in facilitating successful transitions from education to the workforce. The participants' acknowledgment of this deficiency underscores a critical gap in the support system available to them. The frustration expressed by the youth regarding the lack of mentorship is highly pertinent. Navigating the job market can be a complex and overwhelming process, especially for individuals early in their careers. Without proper guidance, they may struggle to effectively translate their skills and qualifications into meaningful job opportunities. This aligns with the study by (Baah-Boateng, 2016) which showed that career mentorship provides career-related information, building confidence, and fostering networks that contributes to securing employment opportunities.

Conclusion

The research study concludes that prolonged unemployment have a detrimental toll on mental well-being, resulting in a sense of despair and diminished self-esteem, which further hampers proactive job-seeking behaviors. Another significant finding is the skills mismatch between the qualifications of unemployed youth and the demands of the local job market. This discrepancy leaves individuals feeling ill-equipped and unable to compete for the limited job opportunities available. Job mismatch not only affects their self-confidence and motivation but also reduces the pool of viable candidates for the limited job openings, creating a cycle of demotivation and discouragement.

Based on the findings of the study, it was concluded that World Vision International's labor practices, including training programs, internship opportunities, partnership initiatives, and career advancement opportunities, have a positive influence on the level of youth unemployment in Kondele sub-county, Kisumu County. The accessibility of World Vision International's training programs was highly regarded with most of the respondents considering them easily accessible. This accessibility is crucial in ensuring that youth have the opportunity to acquire relevant skills and knowledge that can enhance their employability. World Vision International's partnership initiatives were found to have created job opportunities for youth to a great extent. Collaborative efforts between World Vision International and its partners have been successful in generating employment opportunities for young individuals. This aligns with the notion that partnerships with local businesses and stakeholders contribute to job creation.

Areas for Further Research

This research study aimed at determining the status of youth unemployment in Kondele sub county, Kisumu County in Kenya. Future researchers should conduct a comparative study of labor practices adopted by different organizations to understand the impact on youth unemployment. They should compare the effectiveness of various labor practices in creating employment opportunities for youth and identify best practices that can be replicated or adapted in different contexts. They should explore how sustainable the employment outcomes are over time and understand the factors that contribute to successful transitions from temporary or informal employment to stable and quality jobs.

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Acknowledgements:

Authors acknowledge the librarians who enabled them to access crucial information that shaped the research article.

Ethical pledge:

The researchers' wishes to confirm that they followed full ethical considerations and acknowledged their sources appropriately without plagiarizing or duplicating other people's works unprofessionally.

Competing Interests:

The authors declare that they have no financial or personal relationships or undue interests that may have inappropriately influenced them in writing this research article.

Author(s) contributions:

The researchers concede that they are the sole authors of this research article that creatively contributes to the world of academia.

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Ethical considerations statement:

This article followed all ethical standards for research without direct contact with human or animal subjects. No ethical clearance was needed and/or required for this article.