

## **Project Name: Buildher: Empower Disadvantaged Young Women through Construction**

**Organization(s):** Buildher

**Dates of Implementation:** 2018 ongoing

**Country:** Kenya

**Partner(s):** Peery Foundation, Vitol Foundation

**Funder(s):** Lynk, Apex Steel, Kenya Youth Employment and Skills Program (K-YES), Kenya National Industrial Training Authority, Muuangano Alliance

**Website:** <http://www.peeryfoundation.org/buildher>

**Project Description:** Buildher is a project that empowers and enables women to work in construction by providing an accredited youth skills training program which trains disadvantaged women from informal settlements in construction skills and life skills. The skillset offered by Buildher includes basic business and finance, gender-based violence awareness, sexual health, family planning, and leadership. Buildher aims at to tackle the major skill gap in the construction industry as well as boost the livelihoods and confidence of the women who graduates form the program. To identify the needs of vulnerable women and to engage existing communities in the development of the program delivery, Buildher has taken a participatory approach that offers support to disenfranchised women throughout the Buildher training and employment placement and tap into existing community led initiatives and networks to recruit and support trainees. Through an Earn, Learn and Save Model, Buildher female trainees will receive a basic stipend followed by a job placement support to enable them to learn while acquiring critical money management and business skills.

Buildher has a self-sustaining model which blends training, production and employment within a holistic design build environment. This methodology is based on Orkidstudio's experience. Orkidstudio is a construction solution provider that builds through an end-to-end design and construction process and ensures 50% of its workforce is female with the same pay rates as their male counterparts.

**Target Population:** Women in informal and disadvantaged settlement who are underpaid, unemployed, and/or with limited/no education achievement.

**Results to-Date and/or Target Results:** 1500 women have been trained through on-site construction training with Orkidstudio (Buildher's founding body)'s design & build projects since 2013.

The newly launched project Buildher, born out of Orkidstudio's experience, is currently at the recruitment process for the first cohort of training on 4th of March. In the past 2 weeks, more than 100 women from 3 informal settlement communities in Nairobi have been reached, with 50 women registered for the first cohort of trainees.

Buildher has an objective to train 16,000 women by 2023 and plans to scale up through both influencing the youth employment ecosystem here in Nairobi and replicating Buildher model in other urban/rural locations in east Africa.

### **Interesting Features & Innovations:**

- Buildher Empowers women living in informal settlement with both training and finance access through the Earn, Learn & Save Model.
- Buildher takes participatory approach to identify needs of vulnerable women and engage existing communities in the development of the program delivery.
- Buildher has a self-sustaining model which blends training, production and employment within a holistic design build environment.
- Buildher tackles the lack of skilled designers and construction professionals.