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RESEARCH ARTICLE

EMPLOYMENT OF YOUTH IN KENYA IN RELATION TO COVID 19: A CASE OF TRANS NZOIA COUNTY

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Abstract

The purpose of the study was to investigate the effects of COVID 19 on employment of youth in Trans Nzoia County. The study was guided by the following objectives: establish employment status of youth in Trans Nzoia County in relation to COVID 19, examine the demerits of youth joblessness, determine measures that can be fronted by the county government of Trans Nzoia to quell the issue of unemployment among the youth. The study was guided by youth livelihood and empowerment theory of change by M Carson (1979) on the disadvantages of youth not engaged. The study explains the repercussion after the youth involve themselves in activities that go against the social norms. The study employed mixed research method and design where the researcher used quantitative and qualitative data forming triangulation design. The sample size to facilitate the study was arrived by use of the formulae whose proponent is Israel G D (2009) no matter how big the population is you will land at four hundred. The research was carried out in Trans Nzoia County one of the forty-seven counties that forms this great nation Kenya after the promulgation of the new constitution in August 2010. There are quite a number of research instruments that could be employed but in this case the researcher settled on questionnaire research tool. Respondents were considered in terms of gender, age, level of education and experience. Pilot data collection was done to ensure the study does not lose focus. The questionnaire return rate from the five categories ranged between 75% and 95% hence considered excellent in line with recommendation by Mugenda and Mugenda (1999). The study established that the escalating situation in terms of job scarcity is championed by a number of positions created in the job market. The wave of corruption has limited chances offered to those who have a formidable financial muscle. Lack of employment has plunged many youths into abuse of drugs, anti social activities such as prostitution and more so enticed to join terrorist groups such as alkaida, alshabab whose main business is to rock peace and stability in any given community. Many people have succumbed in the hands of those merciless gangs. Parents have lost hope in their children this has actually interfered with family lineage for many youth are not willing to enter into marriage. The system of education has been diluted hence falling below international standard. Therefore the youth can land a job

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elsewhere. Possible measures to be employed by the community in partnership with the government to adapt a curriculum that will prepare the young for any eventuality. If they cannot land job in the market then create one of their own that will evade them from being idle hence lured to join fundamentalist groups.

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Introduction:-

The chapter consists of statement of the problem, purpose of the study , research objectives , so do research questions , justification of the study, significance of the study ,scope of the study , delimitations and limitation of the research assumptions ,theoretical framework and conceptual framework of employment of youth in Kenya narrowing to Trans Nzoia County.

Youth unemployment is the situation of young people who are looking for a job, but they cannot find it. The United Nation has defined this age as 15-24 years old. In Kenya literally this age is extended to 35 years. A person who is actively seeking work is defined as an unemployed. This wave is cutting across the whole globe not only as international Labor Organization (I L O) estimated at 13 percent in 2016. Stress was put on the structures of encounter in groups, the maintenance of the young and employment development of a sign of commitment to deviant behavior and the restructuring of personal identity in regard to once qualification from their assorted institutions of higher learning after their parents having spent huge sums in terms of fees. Youth unemployment is estimated to be as high as 35% in Kenya .Photograph digital divide 80% of unemployed. The youth unemployment rate in developing countries is expected to relatively stick at around 9.5 percent.

The personal and social costs of unemployment include severe financial hardship and poverty debt ,homelessness and housing stress, family tension and breakdown alienation,shameand stigma, increased social crime, water washing confidence, ill health lower the moral of acquiring and applying of work skills . Many people feel and report that being unemployed is one of the worst that can happen to them or anyone White (1991).Unemployment is responsible for what people experience in terms of poverty and hardship in Kenya today. King (1998) posits that unemployed people in Australia had the highest poverty rate ranging close to 70 percent which is almost similar to current prevailing situation in Kenya.

Causes of youth unemployment in Kenya could be pegged on financial crisis, skills mismatch due to shifting of curriculum goals every now and then. Other causes are lack of entrepreneurship and life skills education which has plunged most teenagers into a state of seeking white color jobs. Above all lack of access to capital so do digital divide (Peace child org.2015).In its report the Kenya Bureau of Statistic published in June 2020 the revelation is that over 770000 youth had lost their jobs in relation to COVID 19. 800000 were already jobless before the pandemic. The government estimate that 1000000 more youth will be unemployed by December 2020. COVID 19has worsened the situation of unemployment among Kenyan youth president Uhuru remarked on CGTN on 5th August, 2020.Infact the COVID 19 pandemic has made the situation worse the president made the remark on Wednesday in Nairobi when he presided over COVID 19 daily updates. Unemployment has pushed the youth into an awkward position where many have sought indecent ways of forging ahead with life .Male counterparts' abuse drugs to gain false courage to enable them carryout thugary activities. Here they waylay bodaboda riders and make away with the bike only dismantle it and sell in parts. When the night falls to them it is dawn where they engage in activities that are hinted under criminal actions. Stray into maize plantation and harvest maize unlawfully. Whatever they make away with the entire sell, they throw away price in order to dispose the stolen commodity before the long arm of the government caught them. They are easily manipulated and misused by politicians who entice them cheaply with simple alcoholic drinks or cash to champion their agenda in the related field. The youth are always on the fore front barricading roads when skirmishes are experienced. When opposition groups differ and clash the youth take an active role of charging against the opponents with rung us and peddling stones. When the worst happen when the law enforcers are notified quite a good number have lost their lives in the hands of life bullets fired at the crowd in discriminatively.

Statement of the Problem

Youth employment has been a slogan of many leaders since time immemorial right from ward, constituency, county, nationally and globally whenever those vying for elective position face the electorate. Joblessness among the youth

is a household issue which has plunged them into practices that are socially unacceptable. Young and energetic teenagers have directed their strength and potential in activities that render them social misfits. The late and retired President Daniel Toroitich arap Moi mentioned from time and again that an idle mind is devils workshop. Indeed that is very true our youth engage in deeds that are putting parents and leaders at the crossroad. Petty cases of drug abuse, simple theft, sitting idle beside the road and market places are on the rise. Parents, well-wishers and the government itself has used a lot of resources on education and training of these individuals who are now languishing and rusting in the villages and busaa dens. If it was a project I can equate it to a white elephant. A project that is not beneficial to the entire community. To make the matter worse on 15th March, 2020 the first case of COVID 19 was reported. This threw the country into a state of confusion. Here most sectors that had offered youth refuge casually were declared lockdown pushing this youthful group plus others back to their roots. Before I forget youths are the majority, but successive government talk of 'kazi kwa vijana', from the look of things lucrative positions are offered to political ally who are old, rewarding them for the support rendered in the field of politics at the expense of deserving cases. In fact many parents are struggling to ends meet after exhausting what they had on their sons and daughters education instead of getting returns they are forced to stay with their children due to lack of absorption in the labor market.

Purpose of study

The purpose of the study is to establish the bottlenecks that hinder youth from securing employment a situation made worse by COVID 19 pandemic that has cut across the universe. The youth form the majority of the Kenyan population so do Trans Nzoia County and other counties in entire country. They are full energy which ought to be utilized maximum before they despair and engage into law breaking activities.

Research Objectives:-

The Study will seek:-

1. To establish employment status of youth in Trans Nzoia County in relation to COVID 19.
2. To examine the demerits of youth unemployment in relation to COVID 19 Trans Nzoia County.
3. To determine measures that can be fronted by the county government of Trans Nzoia to quell the issue of unemployment among the youths in relation to COVID 19.

Justification of the Study

Youth unemployment is a headache not only in the county government of Trans Nzoia and Kenya as a whole as presented by law breaking activities that have put many youths behind the bars. They engage in this petty crime in order to get some cash to make the ends meet. They fall prey to politicians to champion their violent agenda as far their rallies are concerned. Youth are on the fore front of barricading roads in case of demonstration surrounded by their idleness. Young ladies abuse their bodies by engaging into sexual practices that put them in awkward position in the presence of HIV/AIDS, early and uncalled for pregnancy and more so the COVID 19 pandemic. The system of education falls short of equipping these youngsters with sound skills and attitude that will propel them to engage or enter into field of self employment and task related to manual work. Few opportunities that may come their way are handed over to the old who have been in the service for decades. There is no clear policy on employment because if they look for experience one cannot gain it from the blue unless engaged in the job in question. What has made the situation more complicated is the idea of money exchanging hands before someone lands the advertised position. Many parents lost huge sums of currency have succumbed to it and still alive they are struggling to come to terms. One wonders after borrowing cash from financial institutions only to engage into the repaying scheme while still with the son or daughter at home.

Significance of the Study:-

The study aim at creating new knowledge and measures that will reduce if not doing away with unemployment such that parents can realize the fruits of their sacrifice and toil was not in pain and vain. The study ought to propel the necessary arm of government define clear policies that will give proper guideline as far as this issue employment is to be addressed in a free and fair circumstance without portraying a situation of those who have and have not. The study sincerely hope to enable scholars venture into this area hence come up with further measures or solutions to this problem at hand. The study is geared towards enabling researcher build on the resolution realized from the study or conducted research to expand and comprehend information in the study. The outcome of the study intend to put the government on course as far as surging and swelling number of unemployment among the youth is contained before they are lured to law breaking activities. This could be joining groups like alshabab, alkaida, musumbiji,

mungiki, Bagdad boys to mention but a few. The government was to realize and put its mechanisms in order to ensure a smooth transition and coexistence.

Literature Review:-

This is a theoretical framework geared towards providing the structure that can hold or support a theory of a research where it introduces and shades some light on the theory that expounds on the reason why the research problem under the study is in existence Abed, Gabriel (2008). The study guided by youth livelihood and empowerment theory whose proponent is M Casson (1979). From the angle of this theory when the youth are not engaged they are plunged into activities that cannot measure to what the society expect of them. Emphasis is put on structures of interaction that will address this in a sober way that will into the plight of the youth in the entire county and country through a good practical formulated policy to serve as a guide relevant to policy makers in formulating policy that will be practical in putting the whole situation in practice.

Unemployment presents a challenge for global economic growth and individual countries advancement. Lack of jobs for the youth has been cited as one of the causes of radicalization with idle youths turning to terrorism for a sense of identity and financial security Njari (2015). The issue of rising youth unemployment has occupied the agenda of successive government in post-colonial Kenya some policies, programs and initiatives have been designed to try and address youth unemployment some of the youth employment programs and policies that stand out include the National Youth Service (NYS), Youth Polytechnic and Youth Empowerment Centre among others Nichols (2013). Unemployment in Kenya has become a headache both to those in leadership and those seeking this leadership positions. Though successive governments have tried to mitigate this alarming situation, labor supply is on the rise in comparison to its demand. Kenya recorded 39.1 percent unemployment rate according to recent report by United Nations Human Development Index (HDI) 2017. This puts Kenya in the highest position in Eastern Africa as far as unemployment matters are concerned.

Livelihood and empowerment theory of change

Various Kenyan laws define rights and responsibilities in accordance with age of a person. The Nation Youth Council Act of 2009 and the National Constitution of Kenya 2010 define youth as people aged between 18 and 34 years. The age of majority Act (cap 33) states that a person shall be of full age and cease to be under any disability by reason of age of 18 years. The Employment Act (2007) outlines the law governing employment and protection of employees specifies that no person shall employ a minor whether the deal is gainful to the said person or otherwise. In the last four decades in recognition of Kenya's unemployment difficulties, successive administration have prioritized employment creation as a core policy (Republic of Kenya, 1969, 1983, 2008). In most recent times policies aimed at job creation has directed its focus on the youth. Youth and Human Development sector has come up with Kazi Kwa vijana (kkv) program (2008-2012) and kazi mashinani (2020). Kazi Kwa vijana targeted between 200000 and 300000 youths.

Unemployment leads to hardship and poverty in Kenya today. King (1998) finds that unemployed people had the highest rate of poverty in Australia standing at 70 percent which is a similar case in Kenya. There are a number of causes of youth unemployment Kenya which include skills mismatch, lack of entrepreneur and life skills education, lack of access to capital digital divide and financial crisis (peace child org.2015). Unemployment according to Karl Marx is inherent within the unstable capitalist system and periodic crisis of mass unemployment are to be expected. He posits that unemployment can be avoided and even play an important role in the capitalist system where recovery and re growth enhances the process D,Furth,(1978), A Heertje (1972) lay stress on the types of technical change that will serve as a base in order to arrive at Marx's thinking about unemployment. N, Okishio (1977) suggest that we apply capitalism in our own day to reckon the relationship between the forces of production and the relations of production in terms of employment. D, Ensinger (2009) spells out that economy is a crisis which explains the reason why we experience this state of employment. P Tejran (2012) points out at reasons why youth are not employed this may be as a result of economic blog. A Farnham (2012) AB News and Network reveals that this perennial shortfall of youth joblessness is far away from drawing a solution. Marxian unemployment due to the nature of capitalist system there is an argument that it has an incentive that keep workers unemployed in the sense that when an employee asks for more or an increment in pay he or she is dropped and another one is hired. Quite a good number of head teachers in private schools apply this kind of theory where a teacher cannot what his or her colleague earns at the end of month. When you are courageous enough and ask you are fired the very moment. They are guided by the principle take what you are entitled and move on, period.

Many teenagers have relaxed their hardworking muscle because the future in terms of employment is bleak. They would even give examples to so and so have attained university education but they are here languishing in poverty here in the village. Parents sold everything, all they had to the extent of even exercising their limited land to meet school fees plus upkeep only to receive a rude shock of the day against their expectation staying at home with their jobless sons and daughters. Joblessness registers negatively in the homes where youth with sufficient education but cannot land a job so do the village and community they come from. Rising cases of burglary, terrorism are instigated and planned by this educated but not employed youth. There are those whose innovation is acceptable in the society but they who are after cheap wealth acquired without strain and sweat. Alshabab target and lure these knowledgeable youth easily by proposing good loot in comparison to tamarcking and not sure when to get this entire and intended job.

Establishment of youth employment status

Youth have suffered a great deal in the hands of this practice in Trans Nzoia. The number of un employed youth is swelling year in year out this trend has been on the rise. This is evidenced by a large number of youth flocking in town in the name of looking for a job. Idleness among the youth can spotted especially during political rallies either conducted by the hustler campaign verses dynasty or building bridges initiative (BBI) whose front runners are the Deputy President Dr William Samoei Ruto together with his wing of tanga tanga within the ruling party Jubilee, on the other hand President Uhuru Kenyatta leading his kieleweke wing enjoying support from the Right Honorable Raila Amolo Odinga. These rallies are ear marked by huge crowds mostly whose major position of those in attendance is the youth. This youth can run here and there for their dear security whenever confronted by the opposing group. This was realized at Total Murang'a where the Deputy President forced his way when he realized the cabinet secretary of interior and the Inspector General of Police had termed the rally illegal hence it should not materialize. Due chest thumping they forced their way causing mayhem and the end results two deaths of young men aged 15 years and 20 years old .Why do such scenario attract the youth ? In the course of the rally or thereafter there is usually some handout. This could be terms of cash between fifty and hundred shillings only. The mayhem they cause while engaging and escorting these politicians to pronounce their support and security has plunged the youth into trying situation to the extent of quite a good number of them have succumbed in the cold blood in the hands of the rogue police who shoot before they think have gunned down many youths in cold blood while others are nursing serious injuries. These youth could be seen hanging on moving vehicles endangering their lives supposing they could slip off and fell down.

Youth are easily manipulated to throw stones at surging opponents. They are easily swayed and carried by the current due prevailing situation because they are yet to qualify in the world of reason. In fact they are yet to think of tomorrow what they see and think of is what surrounds them that very moment. For this reason they enjoy engaging police into running battles and use of tear gas canisters. Due to these activities many parents are yet to come to terms with loses they have encountered. All these that happen the roots are traced to unemployment that has been made worse by COVID 19 pandemic which has led to closure of places that had offered hibernation to the youth on either permanent or temporary basis.

Demerits of Youth Unemployment

Unemployment is a serious setback in the life of youth experience as they journey through life long journey. This situation has made many young engage in actions that have rendered them social misfits not only in Trans Nzoia County but Kenya as a whole it is an issue that cuts across the whole universe M Casson (1979). What are the disadvantages of youth unemployment? This state has pushed many youth into an awkward position. To begin with most youth have found themselves in a state of abusing drugs such as alcohol, bhang, heroin, and cocaine to mention but a few. They engage in this in the name of managing job seeking stress. Indeed after completion of college of whatever level they expect to land a job and move on with their own life of choice, managing their own business independent of their parents. They feel guilty of having spent relatively good resources of their parents and to give back to the family only for their dreams is delayed for some time and more so forever depending on the career pursuit by the individual in question.

Many youth have been recruited into terrorism groups such as alkaida, alshabab whenever they are promised good returns. Such fundamentalist groups are responsible for terrorism activities that have claimed so many innocent lives and damaged property of huge sums of finances. This act has left many struggling to come to terms after such an ordeal. Families might have lost one their beloved one by some becoming lame or physically challenged due to such acts. One of the acts that sound fresh in the minds of Kenyans is the August 1998 bomb blast in Nairobi and West

Gate Mall act of terrorist in the same city. Young ladies have been forced by the situation to engage in commercial sex for their own upkeep. They need perfumes plus other beauty make ups when they fail to get them from their parents who are not in a position to finance them. Due to this act they end up contracting sexually transmitted infections (STI) that has rendered them useless and unable to bear children if they happen to marry later. Once this misconduct and unbecoming behavior is discovered they cannot get a marriage partner within the vicinity hence interfere with the continuity of that lineage. Apart from contracting diseases they become pregnant and they are not prepared for it ends up carrying out abortion which is a big crime. Remember abortion is killing and not terminating pregnancy, the big question is where life begins if not at conception. The act of prostitution is traumatizing to the victim to the extent that coming back to normal life can be a hard nut to crack some of their sex workers have been murdered by the clients who are not ready to pay for the service rendered.

Those who are not strong to bear the burden of stress have opted to commit suicide. This common is those who are guilty of leading wanted life in the hands of drugs abuse and social motility practices, robbery with violence is on the young and energetic teenagers break into shops, houses and make away with valuables that when every find a market will get finance to enable them foot bills in their day today endeavors. They also way lay boda boda riders and get away with motorbikes which are dismantled and sold as spare parts.

Measures to Create Unemployment Opportunities

From the successive government from the founding fathers of the nation Mzee Jomo Kenyatta, the issue of youth employment has been a thorn in the flesh. It has become a headache as the clock ticks year after year so do the percentage increase in youth joblessness, to curb the margin Kibaki administration introduced motor cycle as means of transport where the youth are the majority who are making a living out of it. Though out the moment their field is flooded to the extent that those without entrepreneurial skills walk home with very little or nothing for their live hood sometimes these youths don't have the motorbikes but are contracted by able personalities who purchase a number of bikes and employ these youths ride for them in hire with the agreement agreed upon. This could be returning three hundred shillings on daily basis or weekly, the police officers who mount roadblocks make the situation complicated by demanding fifty shillings whenever they pass through that roadblocks, sometimes in the event of avoiding them they are forced to take larger routes and more so dangerous roads that cause a lot of mechanical damage to the motor cycles. Apart from damage they also endanger the riders and the passengers, the initial plan was to lessen the burden of the unemployment by the head of the state but the law enforces have turned it into a cow cash posing a challenge to youth, so developing negative attitude towards these offices that might lead to revolution.

Policy matters have come up with curriculum geared to empowering the youth to be self reliant though it falls short of realistic depending upon on the way it's unpleasant and truly speaking the idea is good but there is a big problem with those who are charged with the responsibility of implementing who are busy with their paws of twos catch they ought to walk away with hence pouring cold water on the whole process. A lot of funds are allocated to a given event only to be abandoned before fully implementation has taken place. Various organs charged with the responsibility of ensuring that the process is on course can be equated to teeth was change that first buck but cannot bite, the body organ is questioned in the Ethics and Anti Corruption Commission EACC, instead of a resting the government recovers what it cost but simply adds an insult to unifying. They have a lot of money in their operations which are yet to bear fruits.

Jubilee has had their program 'Kazi Kwa Vijana' KKV initializing which did not sink well with the youth, you could hear them remark that 'kazi kwa vijana' taken pesa Kwa wazee, the interpret those in the work for the youth undertake the forced and do donkeys work but whoever benefits from the entire plan. There is no clear mechanism to ensure farmers and justices are meeting, I remember a colleague commenting that when the fish rot it begins from the head. What ones is realized down the borders at the implementation field in sanctioned by those in the influenced positioned or at the top in the management position. There was a kitty pegged youth funds where the youth funds, where the youth could access loan facilities in order initiate and run economic projects. This plan has ceased to burst simply because those charged with the responsibility of oversight walked away with the funds bringing the organization flat on its knees. This reminds me of how the agriculture finances cooperation was abused by a few derailing it from the intended objectives of financing and empowering farmers hence make the great nation self sufficient in food plan other agricultural products. This is how it happened someone would walk in secure a loan and buy a vehicle or tractor there has loan in matter off cleaning that due to bad watches the said farmer experienced

crop failure. This means gamine farmer who could utilize their facilities well and repay to benefit other farmers were denied their chance. The roots of the cat and mouse gone have gone so deep that the country in serving on debts.

Research Methodology and Design:-

A research design in the overall strategy one may choose to interrogate the different aspects of the study in a catalyzed and spiral way Labanda RV (2009), this the heart and yardstick the measure the extend of research it's a glue, blueprint and roadmap charged with the responsibility of directing investigation conceived with intention of getting formulated Kothari,(2004).

A research methodology in a way of putting into practice what has been planned Kothari, (2004). The research employed descriptive method or design whose major task is to describe the state of a situation as it in presented the research reports the findings as captured from the field of study, but gives room to any new projects that will supply and proof information that may serve as answers to sip field are problem Kerlinge,(1996). The researcher ought to flexible for that may not make accurate prediction to determine cause and effect of the phenomenon being pursuit. The design brings on board measurement, classification, analysis, compassion and interpretation of data. The design may involve a number of ways of collecting information this could be by interviewing, observation and or use of questionnaire to a sample of individual's people's attitudes, opinion, habits and social aspects that are presented descriptively Orodho, (2003).

The researcher choose descriptive research design to supply answers to what, when, how and where question but not why question Balucanag, (2015). The purpose of this descriptive research design is to secure evidence concerning an existing situation, single out norms with which are to be compared in order to go to the next step and how to move to the next step Good, (1966). In the present research description method is used to explore and describe relationship between youth and employment. The variables in this study were divided into independent variable is the employment and dependent variable is the youth.

Target Population

This the largest population in the larger group to which the researchers hopes to generalize the findings that are acceptable called target population Nankel and Willen (1993). The researcher targeted a population of 200,000people in Trans-Nzoia County out the stalled people the target population was sample using the formula

$$n = \frac{N}{1+N(e^2)} \quad \text{Where } n = \text{sample use, } N = n$$

No the target population and e=the error margin and Israel, (2009). The trimmed the number to four hundred 400 respondents.

Purpose Sampling Techniques:-

The researcher visited the responded where the youth frequent in man hunt for securing a job. These include the Nyumba Kumi Chair, Assistant Chiefs Office, Chiefs Office, Ward Administrators Sub county administrators and county public service board.

Convenience Sampling Techniques:-

The researcher sought to get view of the youth to come across at market place and the roadside sitting idle. The respondents give the research sufficient information about why they age in the particular village why they engage in betting activities so do pool playing. The correct answer is unemployment, this proposed to researcher to prepare research instruments that include questionnaire and interview schedules. Before embarking on fact finding expedition the research had to carry out a pilot study to verify the reliability and reality of instruments. This was done randomly.

Data Analysis:-

Data was collected, coded, sorted Classified and put into spas machine for refining with questionnaire return rate posting the following percentage Nyumba Kumi Chairs 91.60%, Assistant Chiefs 94.57%, Chiefs 75.20%, Ward Administrators 80.00% and county public service board 80.00%.

Table n= (400)

Table:- Sample Population (n=400) .

Category of respondent	Sample	Questionnaire Returned	Percentage Returned Rate
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Nyumba Kumi Chairs	262	240	91.60%
Assistant Chiefs	92	87	94.57%
Chiefs	16	12	75.00%
Ward Administrators	20	16	80.00%
County Public Service Board	10	8	80.00%

Source:- Field data.

Finding and Discussion:-

According to the study, the revelation is that unemployment among the youth though worked by the covid 19 pandemic in pegged on the following factors in experienced in the specific area, falling short of required skills. Slightly goals, everyone on curriculum before totally internalizing the set objectives, rising and swelling population year after year has compromised the quality of offered courses corruption and kick back in the event of placement of student to undertake various courses in institution of higher learning produce graduates who lack sufficient qualification in a given field. Just given in the story book the animal farmer, which spells out that, there are animal who are more equal than others. Sons and daughters to those in strategic position in the government access good courses that are highly contested in the job or labor market marking their counter parts from humbled background take remnant course down heartedly.

This study established that through the government had goo plans to ensure each and every body qualified students be enabled to study through Higher Education Loan Board (HELB) that scheme was meant for those students from poor families but you will find those from able family are given first priority. At the recruitment exercise for the youth to join forces, many teenagers have complained that they are asked if they new anybody if that is enough, they are also asked if they had been given an envelope for the recruitment team. The revelation is that they demand up to the tune of three hundred thousand shillings. If they tend in maintained them haves will over run they have not hence remaining the poverty bracket. Leading the struggling life they have developed depression and stress, coming out of such situation is a bit challenging those who cannot coop up with the situation have ended committing suicide.

I remember Kenya University and College Central Placement Service (KUCCPS) offered courses in areas the students did not study. The idea in good but hijacked by selfish individuals who are out to make cash out if the name of changing courses and institution. Kenyans were very interested I being one of them we can make fortunes from the blue, many potential students have been short changed because of their social status, with courses that will require self employment they are hampered lack of access to capital peace clued organization (2015). Digital divide has put most of the youth who do not have devices that can place them in potential to access internet information or vacancy advertisement and online application over the same, it is affirmed that this state of unemployment has put the youth in situation of severe financial, hardship and poverty to the extent that those who had accessed HELB cannot schedule a repayment plan. View those who had useless when mixing with those who cannot bear with the situation are forced to walk into the world of wonder. All the respondents contacted a free that youth and employment in a hard nut to crack light bundle to clear, the swelling number is worrying given that factory or industry in producing products are not attracting any market. They concern that unemployment is responsible for poverty in Kenya today king (1998). As much as we may blame the government for not availing the platform where we can have entrepreneurial skills for them to approach prevailing with sound knowledge that enables them overcome faced challenges. Unemployment has hampered efforts of those champion for each and able people access education up to the extend they are capable of attaining.

Conclusion:-

In conclusion the study has mentioned what is behind unemployment in Trans-Nzoia which portrays how the entire county looks like in connection with the youth and employment. Policy makers and enforces ought to define and outline how the youth can be entrenched in the job market within a smooth transition. This should be done in a way that does not raise eyebrows in a free and fair manner to accommodate youths from all works of life. The so called opinion leaders, people who matter in the society should engage this issue of youth and employment head on courageously without fear or favor in order to servile a balance among the homes and have not. This issue of unemployment is becoming a thorn in the flesh in the government operation; correction measures ought to be in place to curb the high rate of joblessness that is being reentered year is out. Though the study does not offer immediate answers about the extended of unemployment, but suggestion if in cooperated along other scholars views pursuing the same task or problem could be minimized.

Recommendations:-

1. The government need to slum away from adopting curriculum whose sensibility study is not well studied to meet the need of the surging youth population.
2. The county government of Trans-Nzoia is to define clearly its plan to safeguard the youth from social evils that they encounter and express as a way of releasing their emotion tension.
3. The judiciary should be on the fore front of condemning evils, such as corruption, nepotism, tribalism by exposing huge punishment in order to scuttle those who are font of using their wealth which they acquired in a questionable manner to remain enjoying the fruits of independence in the great nation.

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