

1. Scoping

Project Name: Mindlift – Elevating Mental Well-being for Entrepreneurship and Employment

Problem Statement:

In Rwanda, **21.5% of youth (16-30 years old)** are unemployed, primarily due to a mismatch between their skills and labor market demands, as well as fierce competition for limited jobs. At the same time, **27.4% of youth (14-25 years old)** suffer from psychological disorders such as **anxiety and depression**, often worsened by the stress of unemployment. These two issues feed into each other—unemployment leads to poor mental health, and poor mental health makes it harder to find and keep a job. Without **addressing** both problems together, efforts to reduce youth unemployment will remain incomplete, trapping young people in cycles of poverty and instability.

My mission is to eradicate youth unemployment in Rwanda by integrating skills training, entrepreneurship support, and mental health services. This project, Mindlift, directly tackles the root causes of unemployment by:

- ✓ **Skills Gap:** Vocational/digital training for market-ready skills
- ✓ **Mental Health:** Counseling and resilience building
- ✓ **Opportunity Creation:** Entrepreneurship support

Why We Must Act Now:

Without intervention, this will:

- Push more youth into extreme poverty
- Widen gender inequalities (women face double discrimination)
- Create long-term societal burdens from untreated mental health issues

Mindlift's Transformational Impact:

Impact on My Mission:

By solving this problem, Mindlift will:

- ✓ Break the unemployment-mental health cycle by equipping youth with both skills and emotional resilience.
- ✓ Increase job placements and business startups, directly reducing unemployment rates.

✓ Create a healthier, more stable community where young people can thrive economically and emotionally.

3. STRUCTURING

Mindlift Project Timeline

Phase 1: Preparation (Months 1-2)

1. Finalize partnerships with 2 local NGOs
2. Secure 1 main training venue + backup location
3. Recruit first cohort of 100 participants

Milestone: 100 enrolled participants by end Month 2

Phase 2: Core Training (Months 3-4)

1. Launch vocational skills training program
2. Begin weekly mental health sessions
3. Conduct initial skills assessments

Milestone: 70% completion of core training by Month 4

Phase 3: Advanced Support (Months 5-6)

1. Start entrepreneurship workshops
2. Distribute seed grants to top 20 business plans
3. Organize employer networking events

Milestone: 30 business plans finalized by Month 6

Phase 4: Transition (Month 7)

1. Conduct final job placements
2. Complete alumni network setup
3. Hold graduation ceremony

Milestone: First 60 graduates employed by Month 7

Key Dependencies:

- NGO partnerships must be secured before recruitment
- Venue availability affects training start date
- Seed funding must be approved before business grants

Potential Challenges:

- Participant transportation issues

- Power/internet outages during digital training
- Employer participation in networking events

B. i) Criterias for measurement (KPIS & METRICS)

1. Employment Rate

- *Success Outcome:* 60% of graduates employed within 6 months

2. New Businesses Started

- *Success Outcome:* 30 youth-led businesses launched

3. Training Completion

- *Success Outcome:* 75% earn certifications

4. Skills Improvement

- *Success Outcome:* 90% show better skills in tests

5. Mental Health Progress

- *Success Outcome:* 50% drop in anxiety/depression reports

6. Job Retention

- *Success Outcome:* 80% keep jobs after 1 year

7. Employer Actions

- *Success Outcome:* 20+ companies adopt mental-health-friendly hiring

ii) Indicators of outcomes

- **Hard Data:** Job contracts, business licenses, test scores
- **Surveys:** Anonymous mental health questionnaires
- **Employer Proof:** Letters/comments about graduate performance