

**INFLUENCE OF POST-IMPLEMENTATION
MANAGEMENT PRACTICES ON SUSTAINABILITY OF
INCOME GENERATING PROJECTS AMONG YOUTH
GROUPS LIVING WITH DISABILITY IN NAKURU
COUNTY**

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ABSTRACT

Income generating activities are crucial for promoting initiative, responsibility and self-sustenance. Despite all the proper structure in place such as good leadership, training, financial management and monitoring and evaluation it is quite worrying that youth with disabilities projects are still collapsing thereby not achieving their intended objectives. The aim of the study was to assess the influence of post-implementation management practices on sustainability of income generating projects among youth groups living with disability in Nakuru County. The research study used descriptive research design. The target population of the study comprised of 83 youth members from 3 groups of youth living with disabilities in Nakuru town. The study also targeted 7 officials with administrative duties from PWD offices in Nakuru County Headquarters. The three youth groups formed 3 stratum while the officials from PWD office formed one strata. The study used 60% to get a sample size from each of the strata. The sample size of this study therefore was 54 respondents. The study used primary data. Open ended questions permitted free responses from the respondents, without providing or suggesting any structure for the replies. Closed ended questions enabled the researcher to analyse data easily using the stated alternatives. The researcher visited the self-help groups and collected data by administering the questionnaires and interviews. Content validity was used in this study. Qualitative data was analysed by use of content analysis presented in a prose form. On the other hand, Quantitative data was analysed by use of Statistical Package for Social Sciences (SPSS) version 21. In addition, descriptive and inferential statistics was used in this study. Descriptive statistics such as percentages, frequencies, measures of central tendencies (mean) and measures of dispersion (standard deviation and co-efficient of variation) was used to describe the characteristics of the target population. Data was then presented in graphs and tables. Further, a multiple regression analysis was used to establish the relationship between the dependent and the independent variables. From the findings the researcher concluded that for income generating activities to perform well, one needs a good education, group members should also receive good training on business. Training plays a very important role in addressing confusion, confidence and commitment to issues found within income generating projects, which affect members and managers.

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1.1 Introduction

Children with disabilities may lack opportunities to receive an education due to inaccessible school systems, which will in turn impact their vocational skills and ability to accumulate capital and social assets as adults (Mitra, Posarac & Vick, 2013). Households with members with disabilities generally have lower incomes than other households and are at a significantly higher risk of living below the poverty line (Hoogevan, 2005).

Youth Enterprise Development Fund disperses funds to youth with disabilities in cities across Kenya. There are other funds specifically for persons with disabilities, such as the National Disability Development Fund, dispersed through the National Council of Persons with Disabilities which also provides funding to youth with disabilities to establish group and personal businesses, as well as to a number of TVET training institutes. In addition, the National Fund for the Disabled of Kenya provides persons with disabilities with equipment and cash to set up their own businesses. Kenya's National Youth Policy (2008) considers youth with disabilities a priority group; however, as Mugoet, al. (2010) notes "this category is neither mentioned in any of the ten objectives, nor is there any strategy geared at realizing the objectives for this category." All of these policies are framed within Kenya's 'Vision 2030' (Government of Kenya, 2007) a development strategy encouraging sustainable economic growth, tackling poverty, and combating discrimination, including those faced by persons with disabilities (Mbithi and Mutuku 2010).

Financial sustainability is the greatest challenge for many of the projects which are to be funded or a finite period. It is especially problematic as many of these projects have no financial support from Government and do not have other sources of income (Clarke & Oswald, 2010). Generating sufficient income, while at the same time ensuring equal access for those who cannot afford to pay for services is cumbersome due to the fact that most of them are projects that target poor communities with expectations of raising their living standards (Kiogora, 2009).

1.2 Statement of the Problem

The performance of income generating projects among youth living with disability and their sustainability is a major challenge that is facing many projects in developing countries. This indicates that post-implementation management of projects is ineffective undermining their sustainability. With poor performance and lack of project sustainability, a lot of funding is wasted on projects effectively causing dismal impact on the lives of the targeted communities. Widely linked poor project performance and unsustainability of youth projects leads to increase in poverty and collapse of many income generating projects in Kenya. As countries look towards the post-2015 era to ensure poverty reduction and equitable development, it is essential to ensure that all youth have equal opportunities to become productive and contributing members of their society and enjoy all rights and privileges of citizenship, including youth with disabilities. Despite all the proper structure in place such as good leadership, training, financial management and monitoring and evaluation it is quite worrying that youth with disabilities projects are still collapsing thereby not achieving their intended objectives. It is evident that project sustainability is still a major challenge in many developing countries as many of projects implemented at huge costs often tend to experience difficulties with sustainability. Thus this study sought to assess the influence of post-implementation management practises on sustainability of income generating projects among youth groups living with disability in Nakuru County. The General Objective of the study is to assess the influence of post-implementation practises on sustainability of income generating projects among youth groups living with disability in Nakuru County.

2.1 LITERATURE REVIEW

Bertalanffy (1962) defines systems theory as a working hypothesis, the main function of which is to provide a theoretical model for explaining, predicting and controlling phenomenon. Hartman (2010) also observes that all organizations consists of processing inputs and outputs with internal and external systems and subsystems which is helpful in providing a functional overview of any organization. Youth groups need a functional system to manage their projects well. Rousseau (2015), states that systems need to be controlled as failure in one system leads to failure in another.

Modernisation theory refers to a group of theories which emerged after the Second World War (Woolcock, 2009). These theories were influenced by the industrial revolution in Europe and North America as a result of the advancements of western countries in science and political organisation (Sirera, 2015). Project implementation theory is of view that project manager has to devote more time and energy on human, financial, and technical variables as the key to the realization of project implementation. It further argues that it is apparent that a number of determinants are capable of affecting project implementation if not handled with care (Heath & Bryant, 2010). Project sustainability is the capacity of a project to continue to deliver its intended benefits over a long period of time (Bamber & Cheema, 1990).

Admassu et.al, (2002) an important factor for the sustainability of projects is the genuine involvement of local people as active participants and equal partners whose concerns and experience are intrinsic to the project's success. The level of community support determines whether a project becomes established, how quickly and successfully it consolidates, and how it responds and adapts to meet changing needs. Harvey & Reed (2014) argue that, the success and sustainability of any project or program largely depends on constant feedback about on-going project activities. Leaders should therefore be trained on monitoring and evaluation skills to enhance the effectiveness and sustainability of project.

Hubbard & Bolles (2010) points out that in order to increase chances of successful and sustainability of the project, the leader and the team members need to be trained on the project risk assessment and management, fundraising and project evaluation and monitoring. In less developed countries, project managers of income generating projects lack financial capacity to train their managers and members in the essential skills needed for effective implementation and sustainability of the projects leading to the continued fail (Hubbard & Bolles, 2010). Employee training courses and workshops are effective teaching methods (Armstrong & Sadler-Smith, 2008), and we would expect most organizations to use them to deliver technical information about sustainability to employees. Karanja (2014) revealed that the chairpersons of the youth income generating projects in Kangema District believed that prior training and frequent service training in project management had a positive influence on the sustainability of the youth projects.

Gilbert, (2010) there are several barriers for people with disabilities to enter the labour market. The challenges can range from their lack of education and training or a lack of financial resources which limit access to labour markets. Other reasons include the nature of the workplace or occupation and employer-perceptions of disabled people. The market is also part of every person's daily life: The vulnerable population depends on formal and informal markets to sell products, offer labour, finance their activities, and of course, obtain basic goods, such as food. Koech, G., & Anyieni, A. (2017) Established that education sector is the leading beneficiary of the CDF funding at 55% followed by the water sector at 21% and the health sector at 10%. The study also established that the fund contributed significantly in increase of infrastructural developments within the three sectors with noted rise in the number of permanent classrooms, laboratories, dormitories, reservoir tanks and dispensaries. There is a positive correlation between CDF and economic development through affecting the Human Development Index variables of life expectancy, educational attainment and standards of living.

Freeman (2015), over the past decade, aid organizations have faced increasing pressure to become more effective and result-oriented. Many have launched agenda for result orientation and results based management (RBM), more recently referred to as 'managing for development results'. Gareiset *al.* (2009) advocates that within any program or project there is strong focus on results. This helps explain the growing interest in monitoring and evaluation as the success and sustainability of any project or program largely depends on constant feedback about on-going project activities. Massie (2010) argues that, monitoring forms an integral part of all successful projects and without access to accurate and timely information, it is difficult if not impossible to manage an activity, project or program effectively. In LDCs, monitoring and evaluation of most projects is done largely by the project leaders but not by M&E experts (Transparency International, 2011).

Harvey & Reed (2011) argue that, the success and sustainability of any project or program largely depends on constant feedback about on-going project activities. Leaders should therefore be trained on monitoring and evaluation skills to enhance the effectiveness and sustainability of project. Karanja (2014), findings revealed that majority of the youth projects in Kangema were only evaluated twice a year and 23% had not been evaluated at all. Monitoring and evaluation is important in the sustainability of a project and therefore the frequency of monitoring and evaluation should be enhanced in all the project stages. Patton, (1997), monitoring forms an integral part of all successful projects and without access to accurate and timely information; it is difficult if not impossible to manage an activity, project or program effectively. Monitoring and evaluation of youth projects in Kangema was done largely by the project leaders however, only a small proportion of the groups reported being evaluated by M&E expert (Karanja, 2014). This implied that, if the project complexities were beyond the project leader, the project is bound to fail.

From the literature reviewed, it was evident that several factors affect income generating activities for people living with disability. For the income generating projects to be successful, the Government, the community and the PWDs themselves should participate in sustainability of the projects. Failure to wholly participate and manage risks in a project is a major constraint to project sustainability. Organizations concerned with these projects should put in place proper mechanisms in order to monitor and evaluate the project progress in order to come up with collective measures to arrest the situation in case deviations are detected. This should be done in all the stages of project cycle from the start to the end to ensure project sustainability for these groups of people and this in turn will enhance the economy as a whole.

Most of these projects fail to reach their maturity (sustainability) once rolled out due to their inability to keep proper records due to lack of training and are therefore unable to monitor all the activities carried out. This results to the collapse of the projects before maturity. However, none of these studies had taken an in-depth study of the factors that influences the performance of income generating projects and their sustainability. Aspects on education and training, entrepreneurial orientation, market accessibility, monitoring and evaluation and how they influence PWDs projects sustainability had not been considered. Also no substantive study had been carried out at least in Nakuru County on what influences the post implementation management practises on sustainability of income generating activities on people living with disabilities. This study therefore will aim to bridge that gap.

Tot (2013) concluded that the level of funding amount, timeliness and duration of the financial support, had great and direct influence on projects activities or rather the implementation of activities. The researcher will pick other factors that may influence the implementation of projects and describes the level of influence. According to Admassu *et.al.*, (2002) an important factor for the sustainability of projects is the genuine involvement of local people as active participants and equal partners whose concerns and experience are

intrinsic to the project's success. The study covered market accessibility, education and training, monitoring and evaluation as factors influencing the sustainability of income generating project, However the study did not address the influence of stakeholders participation as a factor affecting sustainability of income generating project.

2.5 Conceptual Framework

Serakan (2003) defines a conceptual framework as a logically developed network of interrelationships among variables deemed to be the integral part of the dynamics of the situation being investigated.

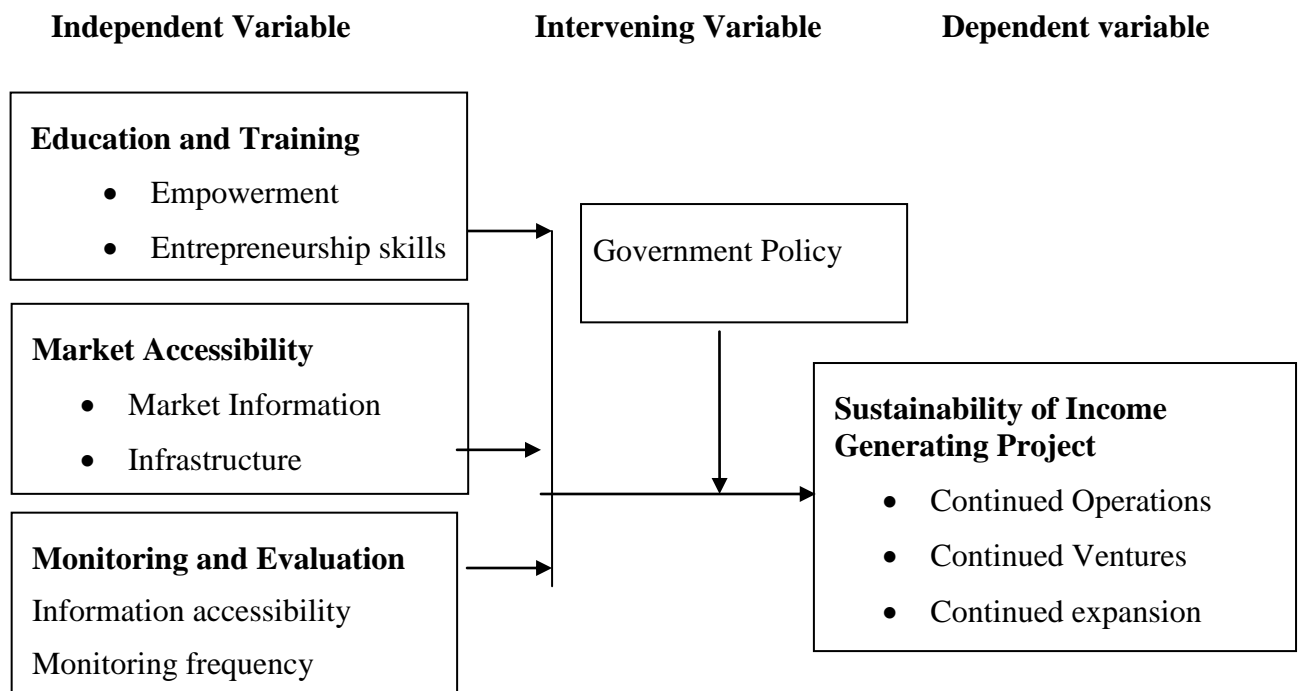


Figure 2.1: Conceptual framework on influence of post implementation management practises on sustainability of income generating projects.

The success and sustainability of any project or program largely depends on constant feedback about on-going project activities. In order to ensure the success of a project all the sustainability indicators must be developed as a measuring tool, this will assist project managers to monitor and evaluate their project progress, detect problems well in advance and take timely corrective measures. For income generating projects to take off and be sustainable, the stakeholders must have information on available markets, current market trends, competition in the market. In many cases information on supply and demand is indispensable in order to participate in and interact with the market. Constant retraining of project members must occur in order to ensure continuity and sustainability. Education and training plays a very important role in addressing confusion, confidence and commitment to issues found within income generating projects, which affect members and managers. It enhances timely response to emerging problems that hinder efficiency in projects sustainability. Government policy is a declaration of a government's political activities, plans and intentions relating to a concrete cause or, at the assumption of office, an entire legislative session. In certain countries they are announced by the head of government or a minister of the parliament. Government uses policy to tackle a wide range of issues. The role of government policies is very crucial on successful implementation of community based

projects. Among youth living with disabilities the role of government is essential since the government is the main financier of such groups making government policies a key determinant to the sustainability of youth living with disabilities projects.

3. RESEARCH METHODOLOGY

The study used descriptive research design. The target population of the study comprised of group members from youth living with disabilities in Nakuru town. The study also targeted officials from PWD offices in Nakuru County Headquarters. The study used purposive sampling to select 3 groups which are made up of youths only, therefore the study target population was 83 youth members from 3 groups of youth living with disabilities in Nakuru town. The study also targeted 7 officials with administrative duties from PWD offices in Nakuru County Headquarters. According to Greener (2008), for a population of less than 100 at least 30% sample size should be selected. Stratified random sampling was used to get the study sample by stratifying the target population into strata. The three youth groups formed 3 stratum while the officials from PWD office formed one strata. The sample size of this study was 54 respondents representing 60% of the study target population. The table below show the list of sample from each of the strata. Primary data was collected using closed-ended questionnaires (Orodho, 2003). The questionnaires were self-administered. The questionnaires enabled the researcher to get first-hand information regarding the study. Content validity was used in this study. To test the reliability of the research instrument, the questionnaires were randomly administered to a pilot group of 7 respondents (10% of the sample population).

The regression equation was;

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \varepsilon$$

Whereby Y =Sustainability of income generating projects

X1 = Education and training, X2 =Monitoring and evaluation

X3 = Market accessibility, ε = Error Term, B_0 = Constant Term

B_1, B_2, B_3, B_4 = Beta Co-efficient

4.0 DATA ANALYSIS, INTERPRETATION AND PRESENTATION

4.1 Duration of service

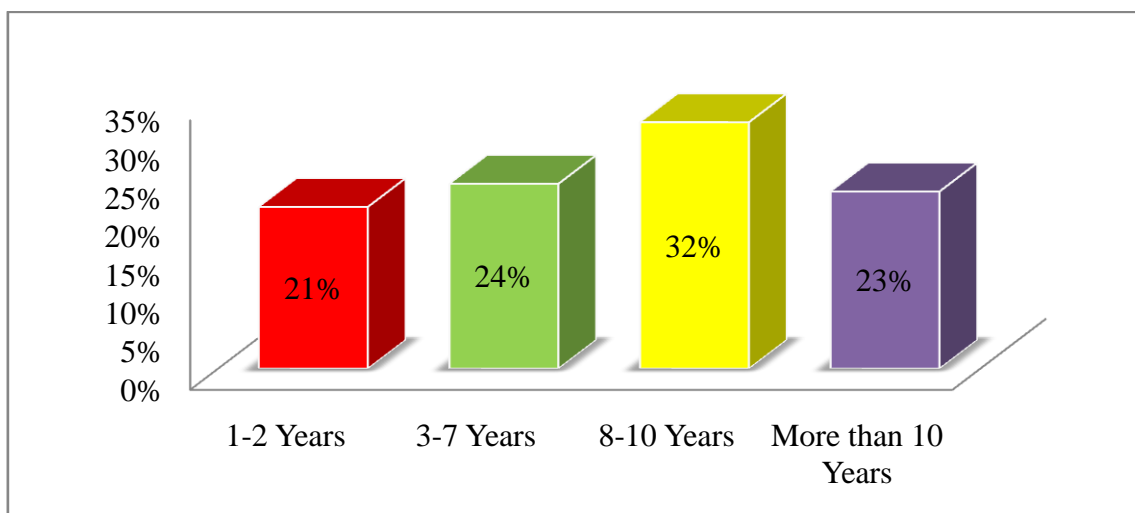


Figure 4.1: Duration of membership

From the findings 21% of the respondents stated that they have been members for 1-2 years, 24% stated for 3-7 years, 32% stated for 8-10 years while 23% stated they had been members for more than 10 years. This implies that majority of the respondents had been members for 8-10 years

4.2.3 Age Bracket

The researcher sought to determine the age of group members living with disabilities. The results are as shown in figure 4.2

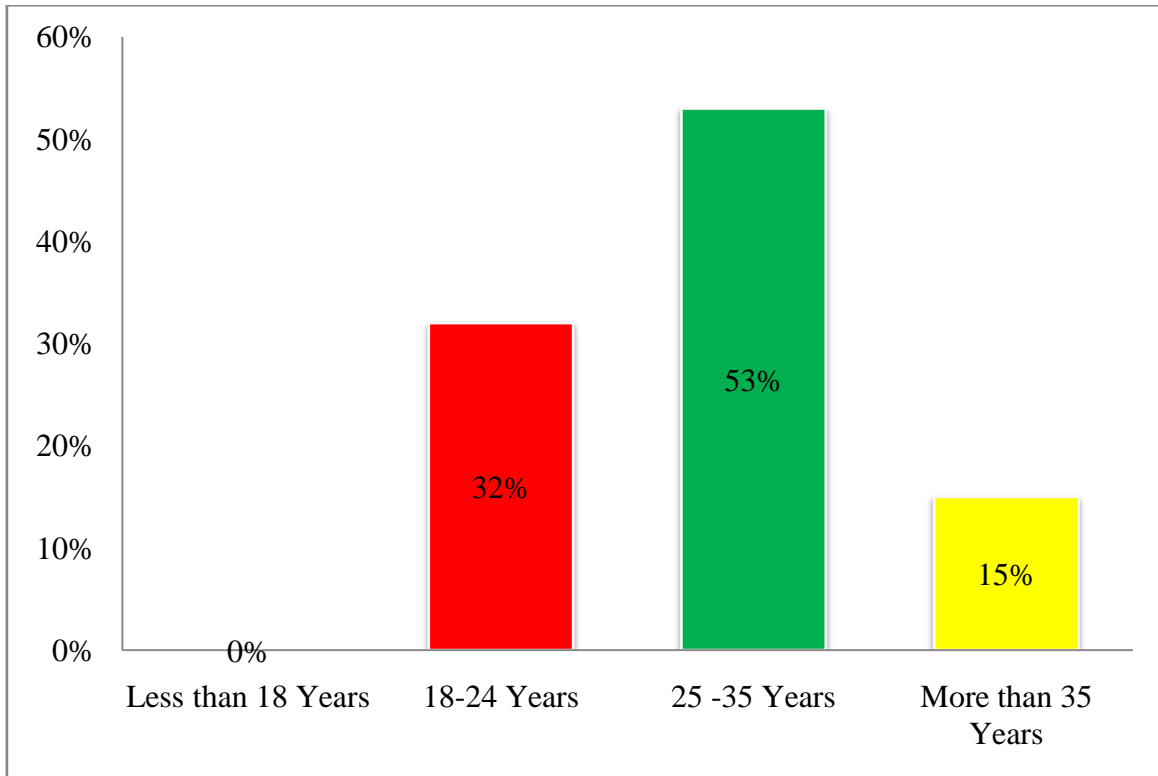


Figure 4.2: Age Bracket

According to the findings, none of the respondents was below 18 years, 32% were 18-24 years of age, 53% were 25-35 years of age, while 15% of the respondents were more than 35 years of age. This implies that majority of the respondents were aged between 25-35 years.

4.2.4 Respondents' highest level of education

The researcher sought to determine the highest level of education youths living with disability had attained. The result of the study are as shown in figures 4.3

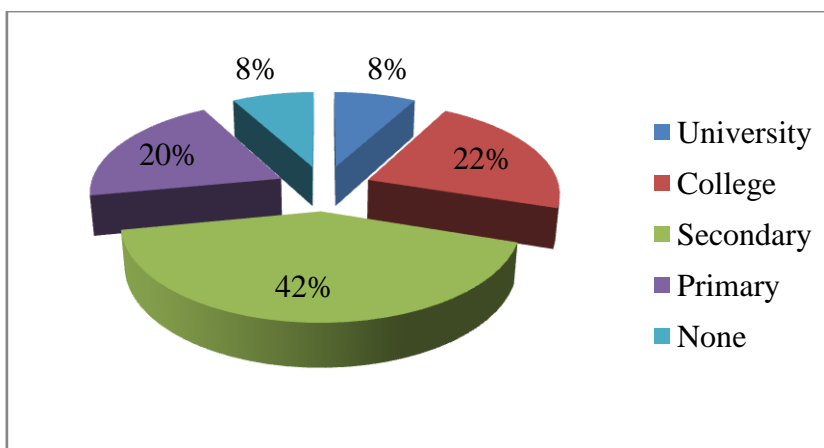


Figure 4.3: Respondents' Highest level of education

The respondents were also asked to indicate their highest level of education. According to the findings, 42% had secondary school education, 22% had college education, 20% had primary education, 8% had university education while 8% had no education at all. These findings clearly show that most of the respondents in this study had attained secondary education as their highest level of education.

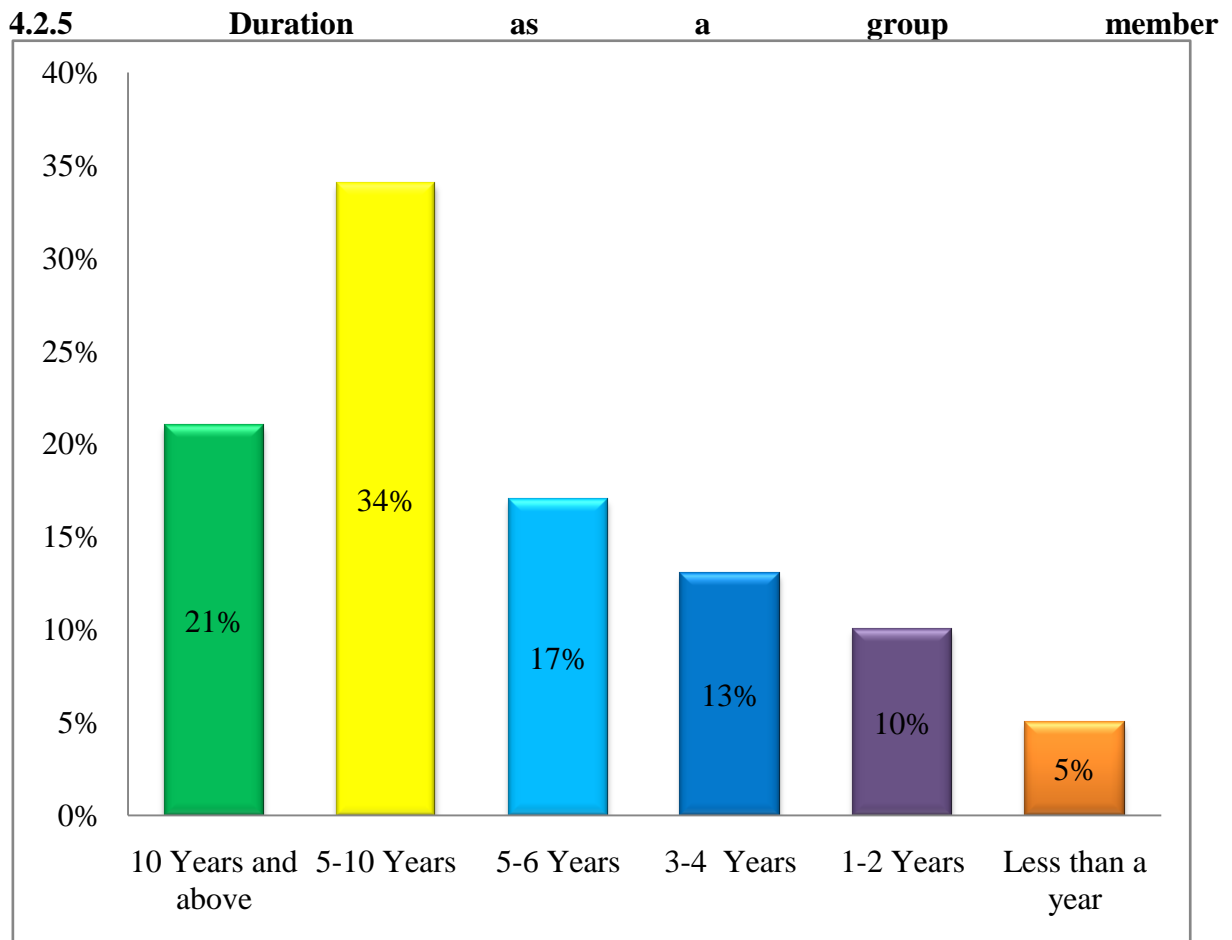


Figure 4.4: Duration as a group member

From the findings, 21% of the respondents stated they had been group members for more 10 years, 34% of the respondents stated for 5-10 years, 17% stated for 5-6 years, 13% stated for 3-4 years, 10% stated for 1-2 years while 5% stated for less than a year. This shows that majority of respondents had been group members for 5-10 years.

4.3 Education and training

The study sought to establish the effects of education and training on sustainability of income generating projects among youth's groups living with disability in Nakuru County.

4.3.1 Role of education and training on the success of income generating projects

The researcher sought to establish the role of education and training on the success of income generating projects from youth member's perspective. The result of the findings is shown in figure 4.5

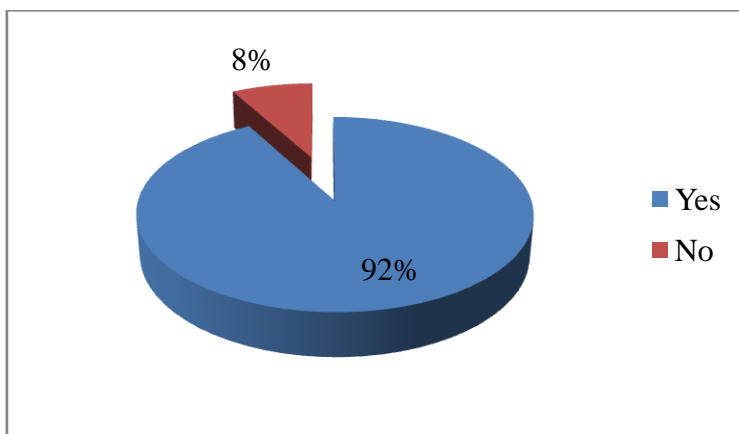


Figure 4.5: Role of education and training on the success of income generating projects

From the findings 92% of the respondents stated that education and training plays an important role on the success of income generating projects, while 8% of the respondents disagreed. This implies that education and training is an important component to the success of income generating projects. The study agrees with IFAD (2011) argument that training plays a very important role in addressing confusion, confidence and commitment to issues found within income generating projects, which affect members and managers.

4.3.2 Aspects of training on the sustainability of projects from member's perspective.

-The respondents were asked to indicate their level of agreement on the effect of education and training on the sustainability of projects. The results were as shown in table 4.2

Table 4.1: Aspects of training on the sustainability of projects from member's perspective.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
Training is extensive enough to cover key aspect of project	24	18	0	4	0	4.348
Training focuses on empowering employees	31	11	2	4	0	4.630
Only competent staff works in this project	23	21	0	2	0	4.413
Education is needed for the success of these projects	24	17	0	5	0	4.304

According to the findings, the respondents strongly agreed that training is extensive enough to cover key aspect of project with a mean of 4.348. They also strongly agreed with a mean of 4.630 that training focuses on empowering employees. They further indicated with a mean of 4.413 that only competent staff works in this project. In addition, the respondents indicated with a mean of 4.304 that education is needed for the success of these projects. The findings

agree with Hubbard & Bolles (2010) who points out that in order to increase chances of successful and sustainability of the project, the leader and the team members need to be trained on the project risk assessment and management, fundraising and project evaluation and monitoring.

4.3.3 Accessibility to markets for people living with disabilities from member's perspective.

The researcher sought to establish whether there is market accessibility among people living with disabilities. The result of the findings is shown in figure 4.6

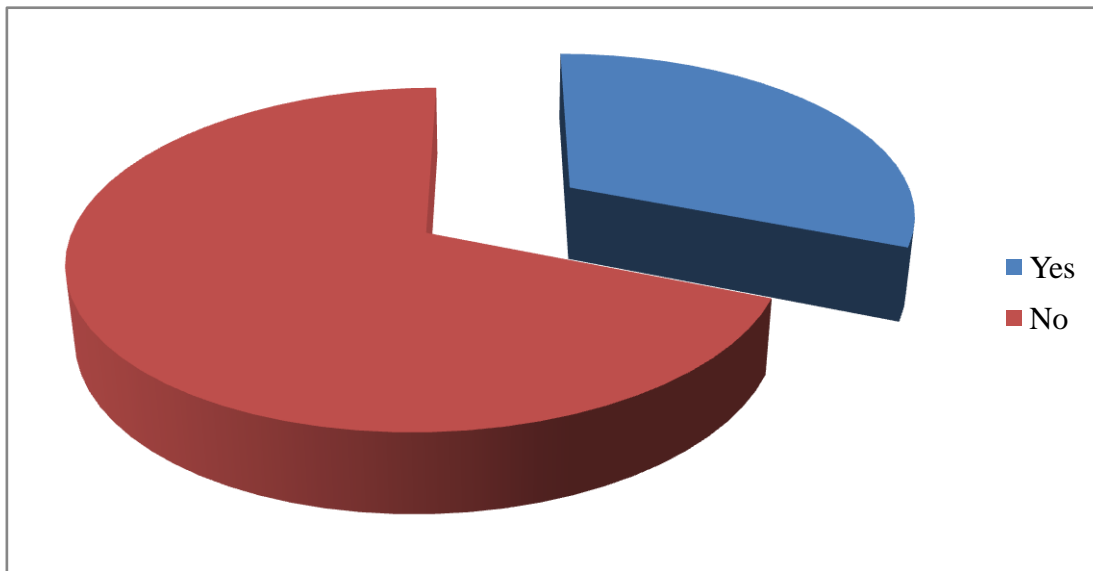


Figure 4.6: Accessibility to markets for people living with disabilities from member's perspective.

From the findings 69 % of the respondents stated that people with disabilities lack the access to market, while 31% of the respondents stated people with disabilities have access to market. This implies that majority of people living with disabilities have no access to market.

4.3.4 Effect of marketing on sustainability of projects from member's perspective.

The study assessed the views of the respondents concerning the effect of various marketing factors on sustainability of projects. The pertinent findings are illustrated in Table 4.3

Table 4.2: Effect of marketing on sustainability of projects from member's perspective.

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
Market Information can be easily accessed.	12	10	4	18	2	3.261
Infrastructure is available for different markets.	8	14	6	16	2	3.217
It is easy to know market trends for different markets.	6	13	5	20	2	3.022
Market penetration is easy into different markets.	5	6	7	22	6	2.609

According to the findings, the respondents disagreed with a mean of 3.261 that market Information can be easily accessed. The respondents disagreed with a mean of 3.217 that infrastructure is available for different markets. Also, they disagreed with a mean of 3.022 that it is easy to know market trends for different markets. Further they disagreed with a mean of 2.609 that market penetration is easy into different markets. This is in line with Maureen , (2009) who stated that, due to their status people living with disabilities are faced with restrictions in access to markets, and sometimes miss out on the opportunities that the market brings in terms of participation in economic activity and improvement of living conditions this curtail their progress.

The researcher sought to establish whether projects are doing enough in relation to monitoring and evaluation. The result of the findings is shown in figure

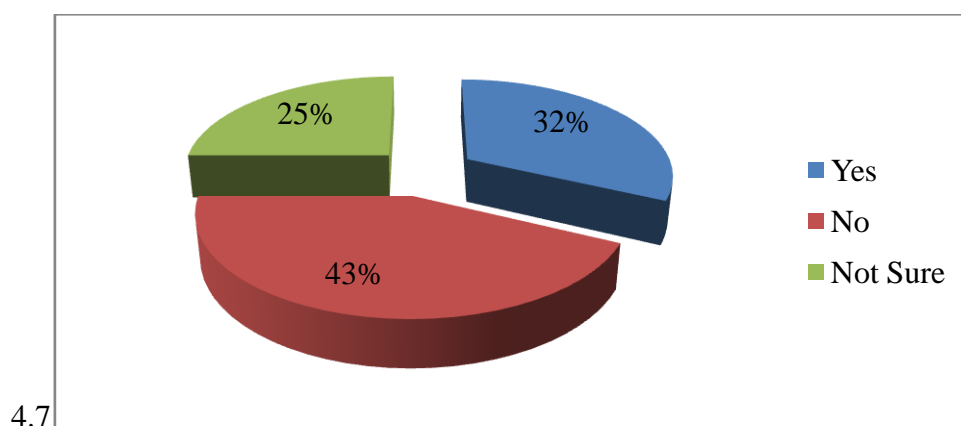


Figure 4.7: Monitoring and evaluation

From the findings 43% of the respondents agreed that the project are not doing enough in relation to monitoring and evaluation, 32% of the respondents agreed that the project are doing enough in relation to monitoring and evaluation while 25% of the respondents were not sure. This implies that projects are not doing enough in relation to monitoring and evaluation.

4.3.6 Monitoring and Evaluation on project sustainability

Table 4.3: Monitoring and Evaluation on project sustainability

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
Monitoring and evaluation is frequently done in the project.	18	12	6	10	0	3.827
Monitoring and evaluation reports are available	12	8	5	21	0	3.239
Key information about the project is easily accessible.	23	7	4	12	0	3.891

According to the findings, the respondents strongly agreed with a mean of 3.827 monitoring and evaluation is frequently done in the project. They also disagreed with a mean of 3.239 that monitoring and evaluation reports are available. They further indicated with a mean of 3.891 that key information about the project is easily accessible. The study agree with Massie (2010) who argues that, monitoring forms an integral part of all successful projects and without access to accurate and timely information, it is difficult if not impossible to manage an activity, project or program effectively. According to UNDP (2012) “Monitoring enables management to identify and assess potential problems and success of a program or project.

4.3.7 Effect of education and training on sustainability of income generating activities

The researcher sought to establish whether education and training on sustainability of income generating activities. The result of the findings is shown in figure 4.8

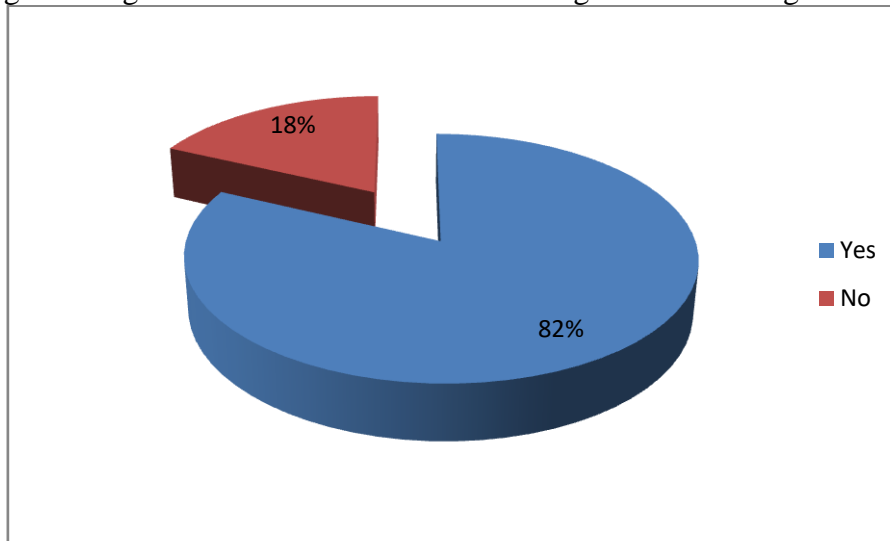


Figure 4.8: Effect of education and training on sustainability of income generating activities

From the findings 82% of the respondents stated that education and training has an effect on sustainability of income generating activities while 18% disagreed that education and training has no effect on sustainability of income generating activities. This implies that education and training has an effect on sustainability of income generating activities. The study is line with Hubbard & Bolles (2010) points out that in order to increase chances of successful and sustainability of the project, the leader and the team members need to be trained on the project risk assessment and management, fundraising and project evaluation and monitoring.

The study further sought to determine the effect of education and training on the sustainability of income generating activities. Table 4.6 illustrates the findings.

Table 4.4: Education and training on the sustainability of income generating activities from employee's perspective

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
For income generating activities to perform well, one must have a good education.	2	1	0	0	0	4.667
For income generating activities to perform well, good training on business is required.	1	2	0	0	0	4.333

Education and training goes hand in hand for a successful performance on income generating activities	1	2	0	0	0	4.333
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According to the findings, the respondents indicated with a mean of 4.667 that for income generating activities to perform well, one must have a good education. They also indicated with a mean of 4.333 that for income generating activities to perform well, good training on business is required. They further indicated with a mean of 4.333 that education and training goes hand in hand for a successful performance on income generating activities. The study is in line with World Bank Group, (2013) that for the training to yield the required commitment and awareness from participants, it must address specific needs of projects and that quality training increases commitment to project objectives and awareness of individual participant's and therefore all team members should receive detailed training on process and procedures relevant to their own work. The study by Karanja's (2014) reveal that prior training and frequent in service training in project management have a positive influence on the sustainability of youth projects.

Table 4.5: Market accessibility on project sustainability from employee's perspective

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
For income generating activities to perform well, accessibility to markets is needed.	2	1	0	0	0	4.667
For income generating activities to perform well, availability of markets to PWDs is required.	1	1	1	0	0	4.000
Market accessibility should be created for PWDs to perform their projects.	2	1	0	0	0	4.667

According to the findings, the respondents strongly agreed with a mean of 4.667 that for income generating activities to perform well, accessibility to markets is needed. They also agreed with a mean of 4.000 that for income generating activities to perform well, availability of markets to PWDs is required. They further indicated with a mean of 4.667 that market accessibility should be created for PWDs to perform their projects. In addition with a mean of 4.333 the respondents agreed that for income generating activities to perform well, accessibility to markets is needed. According to Marketing for Business Success Pty Ltd (2014), people with disabilities will find it difficult to keep up with the market trends due to various reasons from: lack of education and training or a lack of financial resources which limit access to labor markets, lack of information accessibility, stigma and discrimination. The study agrees with (Maureen, 2009) who stated that for income generating projects to take off

and be sustainable, the stakeholders must have information on available markets, current market trends and competition in the market.

Table 4.6: Monitoring and Evaluation on project sustainability from employees perspective

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Mean
Monitoring and evaluation is frequently done in your in your project.	1	2	0	0	0	4.333
Monitoring and evaluation reports are always reported.	3	0	0	0	0	5.000
Key information about the project is easily accessible.	2	1	0	0	0	4.667
Biodiversity impact assessment of the project is keenly observed	1	2	0	0	0	4.333

According to the findings, the respondents agreed with a mean of 4.333 that monitoring and evaluation is frequently done in the project.. They also strongly agreed with a mean of 5.000 that monitoring and evaluation reports are always reported. They further indicated with a mean of 4.667 that key information about the project is easily accessible. Finally majority of the respondents with a mean of 4.333 agreed that biodiversity impact assessment of the project is keenly observed. The study agrees with UNDP (2012) “Monitoring enables management to identify and assess potential problems and success of a program or project. The study is in line with Massie (2010) who argued out that, monitoring forms an integral part of all successful projects and without access to accurate and timely information, it is difficult if not impossible to manage an activity, project or program effectively.

Using correlation analysis, the study established the relationship between sustainability of income generating projects, education and training, market accessibility, monitoring and evaluation. The relationship between education and training on sustainability of income generating projects among youth groups living with disability in Nakuru County was determined.

Table 4.7: Education and training on sustainability of income generating projects

		Sustainability of Income Generating Projects
Education and training	Pearson Correlation	.112**
	Sig. (2-tailed)	.021
	N	50

** . Correlation is significant at the 0.21 level (2-tailed).

According to the findings, there is a positive association between education and training on sustainability of income generating projects among youth groups living with disability in Nakuru County as shown by a correlation coefficient of 0.112 and a p-value of 0.021. The p-value is less than 0.05 and hence the association was significant.

4.4.2 Market accessibility on sustainability of income generating projects

The study determined the effect of market accessibility on the sustainability of income generating projects among youth groups living with disability in Nakuru County. The relationship between the two study variables was ascertained. Table 4.10 displays the results.

Table 4.8: Market accessibility on sustainability of income generating projects

		Sustainability Of Income Generating Projects
Market accessibility	Pearson Correlation	.462**
	Sig. (2-tailed)	.001
	N	50

** . Correlation is significant at the 0.01 level (2-tailed).

The findings indicated that there is significant association between market accessibility and the sustainability of income generating projects among youth groups living with disability in Nakuru County as shown by a correlation coefficient of 0.462 and a p-value of 0.001.

4.4.3 Monitoring and Evaluation on Sustainability of Income Generating Projects

The study further evaluated how monitoring and evaluation affect the sustainability of income generating projects among youth groups living with disability in Nakuru County. The outcome of the analysis is shown in Table 4.11.

Table 4.9: Monitoring and Evaluation on Sustainability of Income Generating Projects

		Sustainability of Income Generating Projects
Monitoring and Evaluation	Pearson Correlation	.303**
	Sig. (2-tailed)	.007
	N	50

** . Correlation is significant at the 0.01 level (2-tailed).

The study established that there is a positive significant association between monitoring and evaluation on sustainability of income generating projects among youth groups living with disability in Nakuru County. This is shown by a correlation coefficient of 0.303 and a p-value of 0.007.

4.4.5 Regression Analysis for Overall Model

The study evaluated how the post-implementation management practices under study (education and training, market accessibility, monitoring and evaluation) influenced sustainability of income generating projects among youth groups living with disability in Nakuru County. Using multiple regression analysis and Analysis of Variance (ANOVA), the combined effect of education and training, market accessibility, monitoring and evaluation on sustainability of income generating projects was established.

Table 4.10: Model Summary

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	0.7563	0.57199	0.52761		2.56741

The R-Squared is the proportion of variance in the dependent variable which can be explained by the independent variables. The R-squared in this study was 0.572, which shows that the three independent variables (education and training, market accessibility, monitoring and evaluation) can explain 57.2% of sustainability of income generating projects while other factors explain 42.8%

Table 4.11: Analysis of Variance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.7930	4	5.9483	67.1956	0.000
	Residual	14.4290	163	0.0885		
	Total	38.2220	167			

The analysis of variance in this study was used to determine whether the model is a good fit for the data. From the findings, the p-value was 0.000 which is less than 0.05 and hence the model is good in predicting how the three independent variables (education and training, market accessibility, monitoring and evaluation) influence sustainability of income generating projects among youth groups living with disability in Nakuru County. Further, the F-calculated (67.1956) was more than the P(0.05) which shows that the model was fit in predicting the influence of the independent variables on the dependent variable.

Table 4.12: Regression Coefficients

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	6.797	2.024		3.358	0.000
Education And Training	0.454	0.091	0.345	4.989	0.000
Monitoring and Evaluation	0.213	0.085	0.198	2.506	0.021
Market Accessibility	0.385	0.120	0.235	3.208	0.000

Table 4.14 shows the overall significant test results for the hypothesized research model. The interpretations of the findings indicated follow the following regression model.

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Therefore,

$$Y = 6.767 + 0.454X_1 + 0.213X_2 + 0.385X_3$$

From the findings, there is a positive significant relationship between education and training and sustainability of income generating projects among youth groups living with disability in Nakuru County as shown by a regression coefficient of 0.454. The p-value (0.000) was less than the significance level (0.05), hence the relationship was significant. The results also indicate that there is a positive relationship between monitoring and evaluation and sustainability of income generating projects among youth groups living with disability in Nakuru County as shown by a regression coefficient of 0.213. The relationship was found to be significant as the p-value (0.021) was less than the significance level (0.05). Lastly, the results show that there is a positive significant relationship between market accessibility and sustainability of income generating projects among youth groups living with disability in Nakuru County as shown by a regression coefficient of 0.385. This relationship was significant as the p-value (0.000) was less than that of the significance level (0.05). Out of the three factors investigated, education and training and market accessibility were the most important since to generate one unit of financial performance, 0.454 units of education and training and 0.385 units of market accessibility must be increased. Therefore youth groups living with disability in Nakuru County ought to focus more on education and market accessibility.

5. SUMMARY,

The effect of education and training on sustainability of income generating projects revealed that training is extensive enough to cover key aspect of project, training focuses on empowering employees. In addition, the study indicated that education is needed for the success of projects. Regarding the effect of market accessibility on the sustainability of income generating projects, it emerged from the results that youth with disabilities have a hard time in accessing market information. They also don't have available infrastructure for different markets. They also experience difficulty in knowing market trends for different markets therefore making market penetration hard into different markets. The results on monitoring and evaluation on sustainability of income generating projects revealed that monitoring and evaluation is frequently done in projects. The study further revealed that monitoring and evaluation reports are not always reported during project implementation. Key information about the project is easily accessible.

5.3 Conclusions

From the findings the study concluded that education and training significantly affect the sustainability of income generating projects among youth groups living with disability. Education and training goes hand in hand for a successful performance on income generating activities. Hubbard & Bolles (2010) points out that in order to increase chances of successful and sustainability of the project, the leader and the team members need to be trained on the project risk assessment and management, fundraising and project evaluation and monitoring. The researcher concluded that market accessibility among youth groups living with disability is very low. For income generating activities to perform well, accessibility to markets is needed. Market accessibility should be created for PWDs to perform their projects. The study concluded that monitoring and evaluation is rarely done during the implementation of income generating activities among youth groups living with disability. Monitoring and evaluation reports are also rarely reported. Key information about the project is not easily accessible. All this can be attributed to unsuccessful implementation of income generating activities among youth groups living with disability.

5.5 Suggestion for Further Studies

More studies should be done on; factors affecting implementation of youth empowerment projects in Kenya. Further studies should also be conducted on challenges facing implementation of the preferential public procurement policy among persons with disabilities in Nakuru town.

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