INTER-AGENCY NETWORK YOUTH DEVELOPMENT PROGRAMME OVERVIEW

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What is the IAN Youth Development Programme?

The IAN_YDP is a newly designed programme of the Kingston Inter-Agency Network (KSA_IAN), which seeks to:

1. provide capacity-building support to the Community Development Committees (CDCs) in its target areas and

2. strengthen and motivate youth to become more involved in the community development process.

The programme therefore **aims** to address the issues of:

(1) low levels of youth engagement and involvement in the community development process and

(2) capacity challenges of the CDC in the areas of project management and proposal writing.

▶Goal:

To transform and prepare a cadre of youths to become owners of their community development process and to strengthen the Community Development Committees by equipping them with the requisite skills sets to carry out its role efficiently and effectively.

▶Key Outcomes:

- ▪To inculcate the community spirit amongst youth
- ▪To incorporate participants into existing structures in their community

▶Intermediate Outcomes:

- ▪Increased capacity in proposal writing and project management
- ▪Increased knowledge of project management and the community engagement process
- ▪Increased capacity to implement projects

► **Objective**: To increase youth participation in the community development process and increase CDC knowledge in the areas of Project Management and Proposal Writing.

► **Target Group**: 30 youth (17-29 yrs.) from CRP communities and the wider SDC communities; and CDCs within the CRP communities and wider SDC communities

► **Implementation period**: One year and six months (Feb 2020 to August 2021)

► **Coordination** carried out by the PIOJ_CRP

► **Implementation** carried out by key Partners namely:
   SDC, HEART NSTA Trust, Northern Caribbean University, Project Management Global Institute and HOPE Programme

► **Project Value:** Appx. J$15 million

Qualifying Criteria

Selection Criteria:

❑ **Youth** between the ages 17 -29 years, who are,

➢ high school graduates and has a minimum of three (3) CSEC subjects or City & Guild;

➢ youths – (i) with an interest in project management and (ii) demonstrate involvement or an interest in community development and (iii) be willing to be mentored.

❑ **Participating CDCs:**

➢ is a registered entity of the DCFs as a Benevolent Society

➢ has been active for at least 2 years with good bookkeeping records

➢ is located within the **CRP** communities targeted for intervention.

Programme Components

There are four components under this programme:

- Component 1 – Training:
  - I.   Core skills training – (administered by HEART NSTA Trust, Career Services Unit)
  - II.   Community Engagement and Leadership; including field Trip – (delivered by SDC)
  - III. Business Administration (Secretarial Level II - HEART NSTA Trust)
  - IV.   Development of Community Projects for Implementation (training entity - NCU):
    - Business Model Canvassing and, Practicum
    - Introduction to Project Management and
    - Proposal Writing

- Component 2 – Project Development and Implementation

  Mentorship: will be a critical aspect of this process, where trainees will be assigned mentors, from the Project Management Global Institute (PMGI), who will provide direct Project Management support during this phase of the programme

Programme Components cont'd

There are four components under this programme:

- **Component 3 –** Internship (provided through HOPE Programme)
  - * *Introducing the idea of on the job training/mentorship as a sustainability aspect, as this would allow and ensure the transfer of knowledge to real-life situations (after training)*

- **Component 4 –** Monitoring and Evaluation (Community Renewal Programme M&E Specialist)

Programme Monitoring and Evaluation

Objective:

▶ To determine the extent to which programme objectives have been met

▶ To identify best practices and lessons learnt to guide replication of the programme in other communities

Methods:

❑ Assessments to track participants' performance

❑ Performance evaluation by partnering agencies

❑ Surveys (participants, agencies, CDCs/CBOs)*

❑ Focus group discussions (agencies, CDCs/CBOs)

NB. A standard evaluation tool is utilized across participating organizations

Intended Use

To improve programme design and implementation

Programme Beneficiaries

▶Youths from CRP target communities and wider SDC communities

▶Community Development Committees

▶Residents within the targeted areas
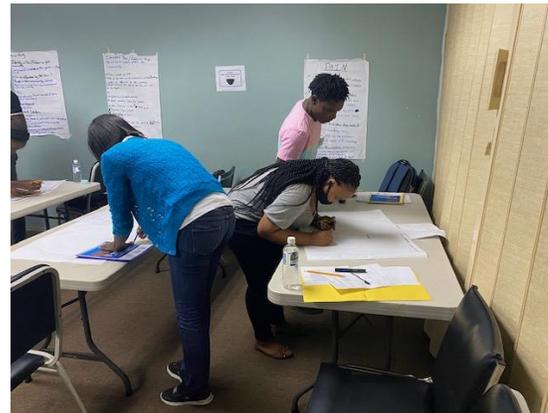
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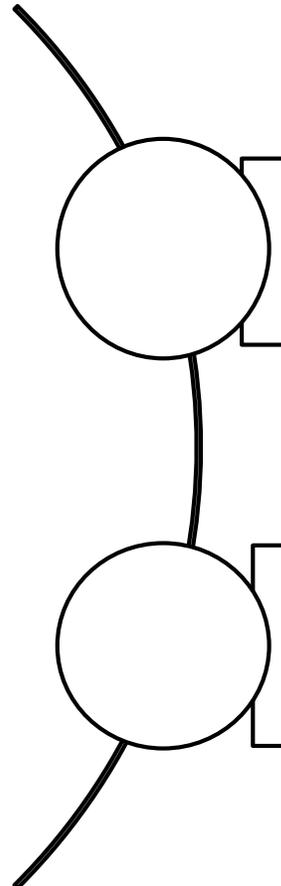
Community Participation

Multi-Stakeholders Participation

Programme Management

❖ A Project Steering Committee (PSC) established to provide general oversight and guidance, and monitoring of the overall project implementation process

❖ Composition of the PSC: members from partner agencies namely: PIOJ, SDC, HEART NSTA Trust, NCU, HOPE Programme, PMGI and 1 representative from each CDC.

❖ Project reporting: weekly and monthly (depending on activity being implemented) and was a continuous process

❖ Project monitoring and evaluation conducted by the PIOJ_CRP M&E Specialist.

Programme Management

Tools and/or approaches used to monitor the project implementation process, included:

➢ Work Plans and Reports

➢ Site Visits and Stakeholder Meetings

➢ Project Steering Committee Meetings

➢ Evaluations

Achievements

1st Pilot

➤ Trench Town and Tivoli Gardens

Programme Accreditation

➤ NCTVET Accreditation as "Development of Community Projects for Implementation" – now one of its programme offerings

Training

➤ Orientation and sensitization session held for 20 youths in February 2020

➤ Core skills training of 20 youths conducted by HEART NSTA Trust in February 2020

➤ 20 youths received training in Community Engagement and Leadership, conducted by SDC in March 2020

➤ Certified skills training of 18 youths in the Business Administration (Secretarial Skills - HEART Level II), conducted by HEART NSTA Trust, Career Services Unit, completed in October 2020

  ➤ 80% passes

➤ Training of 18 youths and CDC representatives in Proposal Writing, Business Model Canvassing and Project Management.

  ➤ 80% passes

Achievements Cont'd

Mentorship:
➢ A total of four mentors assigned to community groups (2 per community), provided by PMGI

Donation of Tablets
➢ 10 Tablets donated by Grace and Staff Community Development Foundation

Retention Rate:
➢ Overall retention rate of 60%

Successful completion on Internship at the NHT:
➢ Assignment of trainees for six (6) months internship (September 2021 – February 2022)
➢ Three interns were retained by NHT after end of internship period.

Outcomes
➢ Increased demonstrated Capacity of CDCs in the areas of community engagement and leadership, project management &execution
➢ Increased and demonstrated knowledge amongst youth and CDC in the areas of project management, proposal writing & project implementation

Achievements cont'd
(March 2021 – February 2022)

Successful implementation of community project in Trench Town – April 2021 – January 2022: 'Trench Town Youth Empowerment Programme': to address the issue of teenage pregnancy through educational training and psycho-social support.

➢ Practicum – sessions coordinated & executed by CDC and IAN YDP trainees
  ✓ 20 Community youths enlisted and participated
  ✓ 13 Sessions delivered in the areas of "sexual and reproductive health by NFPB: increase sexual & reproductive health awareness/knowledge amongst teens
  ✓ 8 Career & Personal development sessions delivered by HEART NSTA Trust; Safety & Security delivered by CPSFA
➢ Baseline study and research conducted by CDC and IANYDP trainees (with support from PMGI)
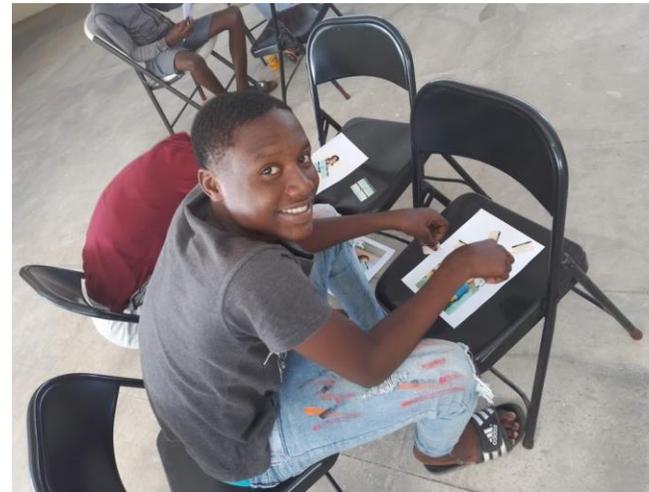
The above picture display Mr. Williams from (CPFSA) engaging participants from the Trench Town Youth Empowerment Programme in a session on safety and security

Above picture showing National Family Planning Board (NFPB) Ms. Watson engaging participants of Reproductive Health

Best Practices

❑ **Broad stakeholder engagement**: Community, Public, Private, Academia

❑ **Coordinated approach** to implementation (facilitated through PSC)

❑ **Introduction & use of Technology (**to conduct baseline study & undertake research)

❑ **Transfer of Knowledge** to community youth and CDC

Challenges

1. Low retention rate

2. Sporadic violence in communities (which interrupted and prevented trainees mobility)

3. Poor internet access in community spaces

4. Absence of consistent CDC participation (from one community)

CATEGORIES OF CERTIFICATES

PIOJ

❑ **COMPLETION: THOSE WHO COMPLETED ALL THREE COMPONENTS OF THE PROGRAMME:**

Component 1: Training (CORE SKILLS, BUSINESS ADMINISTRATION, COMMUNITY ENGAGEMENT AND LEADERSHIP, PROJECT MANAGEMENT, PROPOSAL WRITING AND BUSINESS MODEL CANVASSING).

Component 2: Project development and completion

Component 3: Internship

❑ **PARTICIPATION: THOSE WHO COMPLETED AT LEAST ONE COMPONENT OF THE PROGRAMME**

NCU

❑ **COMPLETION:** Those who attended all training sessions, sat the exam and passed

HEART NSTA TRUST

❑ Certificate of Competency – Level 11- in the area of Development of Projects for Implementation. Those who successfully completed and passed all elements of Component 2:

➢**Introduction to Project Management and**

➢**Proposal Writing**

➢**Business Model Canvassing and Practicum**

CONGRATULATIONS
GRADUATES