## **Adolescents and Youth Empowerment**



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All the sessions of this capacity building initiative, including this session, will be recorded for record-keeping, quality assurance and training purposes. The recording will include the video and audio recording of the presentations, practical demonstrations, discussions and the chatbox, which may also include your name, photos or videos.

The recordings will be shared with all the training participants for them to access later and revise any or all the sessions if necessary. They will also be shared with other individuals or groups for training and learning purposes.

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# Reminder: Ferrero – SC Programmatic Framework – Adolescents and Youth Empowerment

EXPECTED RESULTS	MAIN ACTIVITIES	CORE KPIs
Adolescents and young people (A&Y) develop their potential for improving their economic and social lives	<ul> <li>Train A&amp;Y on life skills, decent job rights, technical vocational skills (*)</li> <li>Facilitate A&amp;Y to access to financial services (*)</li> <li>Sensitize communities and duty bearers on decent jobs for A&amp;Y (*)</li> <li>Create decent livelihoods opportunities for trained A&amp;Y (*)</li> <li>Sensitize communities and duty bearers on A&amp;Y access to relevant appropriate services</li> <li>Create synergies with enabling relevant stakeholders</li> <li>Support A&amp;Y clubs to promote participation and involvement in advocacy actions</li> </ul>	• # of adolescents and youths trained on life skills and decent job rights • # of adolescents and youth trained on Technical and Vocational skills on professional careers in/outside the cocoa value chain, and on Entrepreneurship skills, including career counselling, financial literacy and redaction of business plan



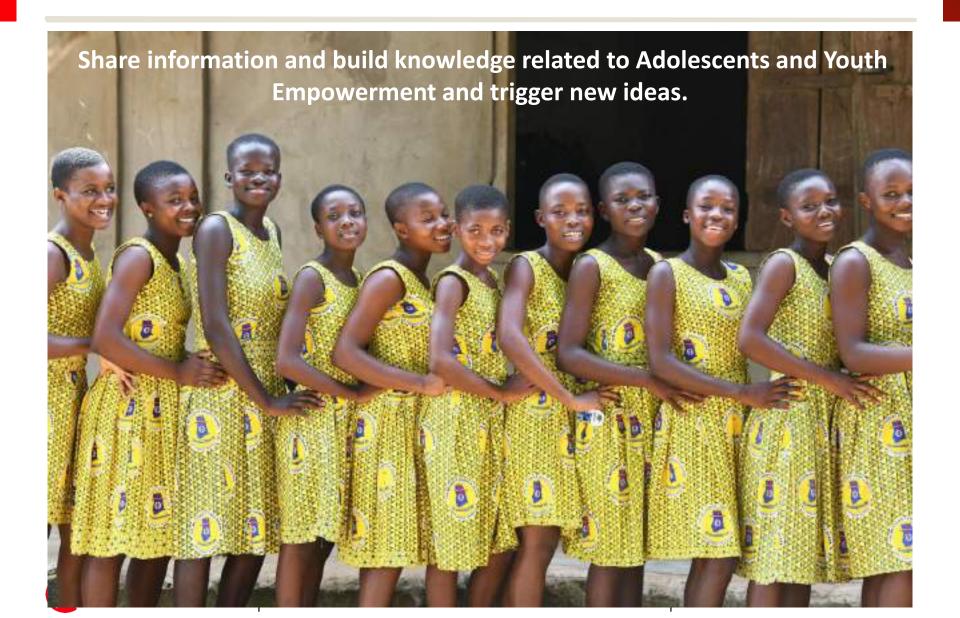
## Welcome

## **18 & UNDER?**





### Aim



#### SESSION OBJECTIVES

#### **Key areas of this SESSION:**

- Building Decent Economic Opportunities for and with Adolescents and Youth – Adolescents Skills for Successful Transition (ASST) Programmatic Framework
- Enabling Environment Engagement of important stakeholders
- 3. From Adolescent Empowerment to Adolescent Wellbeing

## **Brainstorming**



**Adolescents and Youth?** 

**Empowerment?** 

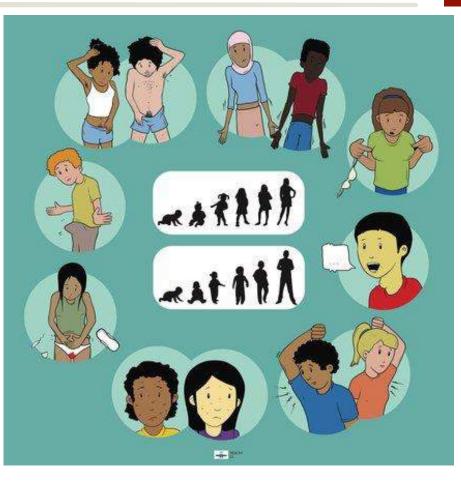


### **Adolescents and Youth**











## **Empowerment**









Enabling individuals or groups to gain greater control over decisions and actions affecting their life, through expansion of their choices and ability to claim their rights.





Part I: Building
Decent Economic
Opportunities for
and with
Adolescents and
Youth - ASST

#### Key Learning / Objectives:

## I. What and how to build AY Competencies?

- life skills, market driven vocational and technical skills, financial skills, etc.

## 2. How to implement the Decent Job Opportunities with and for AY?

- design and implementation of Business Plans led by AY and how to support the job insertion of AY.

#### 3. How to ensure AY participation?

- AY as agent of change

Duration 70 min



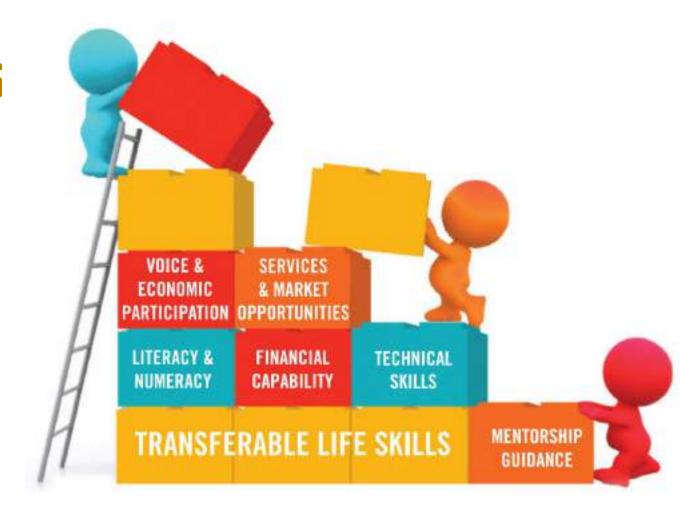
## Adolescents Skills for Successful Transition (ASST)

**OUTCOMES Enabling** environment fostered Key capabilities strengthened Availability and access to decent economic opportunities increased



## Adolescents Skills for Successful Transition (ASST)

## BUILDING BLOCKS







## Transferable Life skills (1/4)



Emotion control



Life balance



Creative thinking



Effective communication



Critical thinking



Optimistic



Empathy



Self esteem



Self awareness



Get along with others





## Transferable Life skills (2/4)

## WHAT are TLS?



attention and regulate





## Transferable Life skills (2/4)

## **TRANSFERABLE**

Integrated programming

Health (ASRH)

**Protection** 

**Education** 

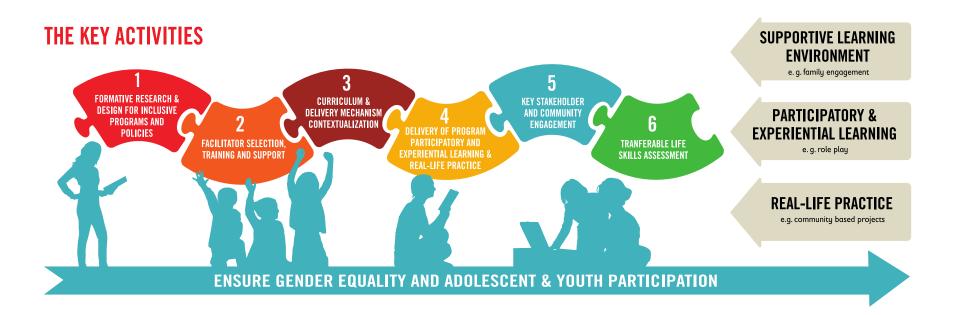
**Participation** 



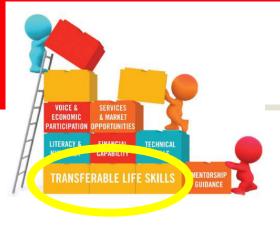


## Transferable Life skills (3/4)

## **HOW to build TLS?**





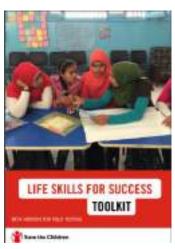


## Transferable Life skills (4/4)

### Resources







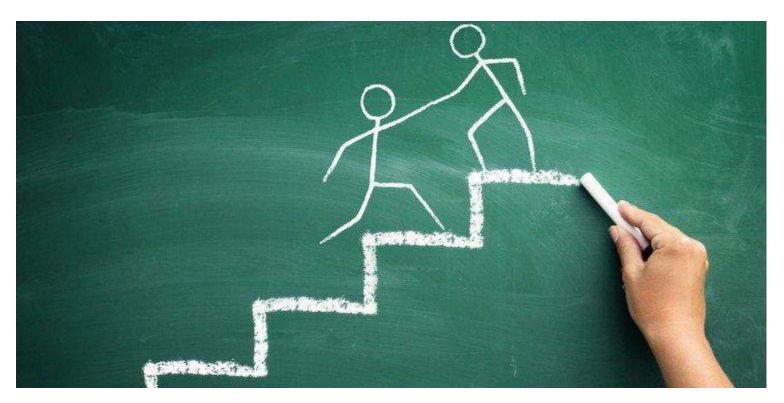








## **Mentorship and Guidance (1/4)**







### **Mentorship and Guidance (2/4)**







### Mentorship and Guidance (3/4)



Which are the important actors in your context that can create mentorship and guidance for the targeted adolescents and youth?

When AY start a business or engage in employment opportunities how can you provide support?

AY Clubs

Career counselling services

Forster positive parenting

School clubs

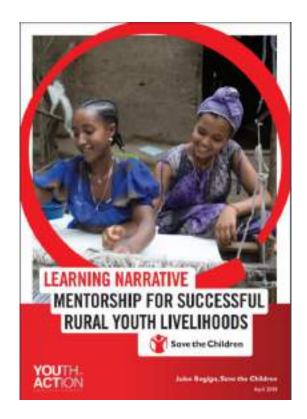
AYs physical and digital social networks





### **Mentorship and Guidance (4/4)**

### Resources







## Literacy and Numeracy (1/5)



- Over 250 million adolescents were not in school, even before the COVID-19 pandemic
- About 617 million children and adolescents are unable to reach minimum proficiency levels in reading and math even though two thirds of them are in school.

This learning crisis is the greatest global challenge to preparing adolescents for the modern employment market.

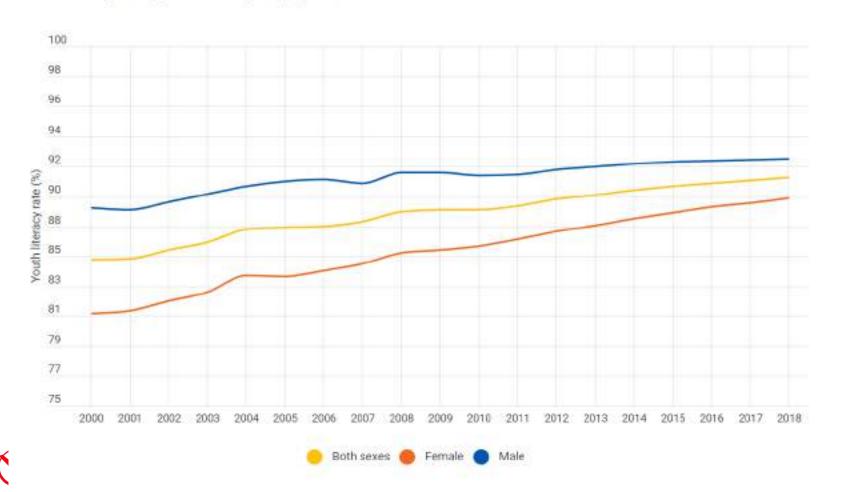




## Literacy and Numeracy (2/5)

While global youth literacy rates have increased since 2000, gender disparities persist, with females accounting for an estimated 56 % of illiterate youth population today.

Youth literacy rate (ages 15 to 24 years), by sex, 2000-2018

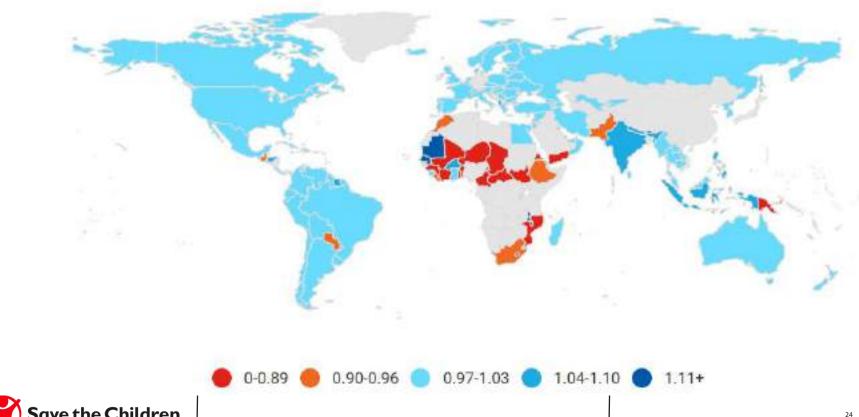




## Literacy and Numeracy (3/5)

The widest gender disparities in youth literacy occur in West and Central Africa at the expense of female youth

Youth literacy rate, population ages 15-24, gender parity index (GPI), 2012-2018





## **Literacy and Numeracy (4/5)**

How to build Literacy and Numeracy depends on:

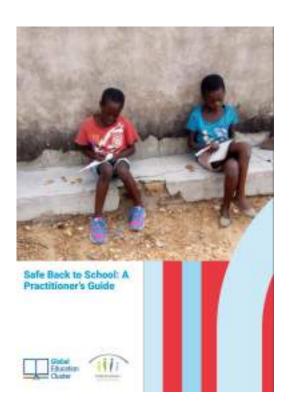
- Development age (VYAs vs Older Adolescents)
- Needs and interests
- Opportunities in the contexts

What is your objective?	Re-enter in the formal educational system	Transition to livelihoods
What are some examples of activities you can offer?	<ul> <li>Catch up classes</li> <li>bridging classes</li> <li>ALP</li> <li>Awareness with local schools on the integration of older AY</li> </ul>	<ul> <li>Build basic competencies         (reading, writing, logical         thinking, etc.)</li> <li>Support access to         vocational / business         training (see also Market         Relevant technical skills         building block)</li> </ul>



## Literacy and Numeracy (5/5)

## Resources







## Financial Literacy (1/5)







## Financial Literacy (2/5)

Topics	Examples of positive outcomes
Money	Recognize and use coins and notes for simple transactions
	Know and apply different ways of paying for things
Income	Aware of different incomes for different jobs (higher income doesn't mean best option)
	Know how income contributes to wellbeing
Saving	Can choose between spending and saving
	Evaluate different options for depositing savings / savings options (formal and informal)
Spending and Budgeting	'What I want is not what I need'
	Identify regular financial commitments families have to make (education, health, etc.)
	Investigate life stage financial events and identify the financial decisions required
Credits	Recognize the responsibilities in borrowing money
	Know how credit and interest works and able to repay a loan
Financial Goals	Set financial goals and identify the steps in achieving them
	Evaluate different financial sources





## Financial Literacy (3/5)

Examples of links between financial skills and cognitive and life skills			
Component	Applied cognitive and life skills	Sample activities	
Living within one's means	Planning, prioritisation, negotiation	Needs and wants, personal budget, savings plan development	
Monitoring expenses	Planning, literacy and numeracy	Recording daily expenses	
Covering unexpected expenses	Planning, negotiation	Goal setting, personal budgeting, negotiating use of money with family members	





## Financial Literacy (4/5)

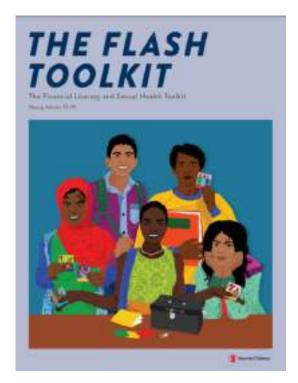
## **Testimony**

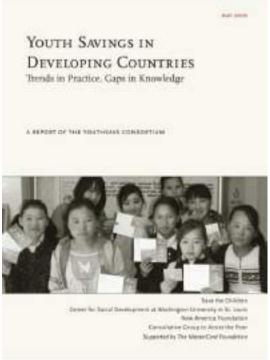




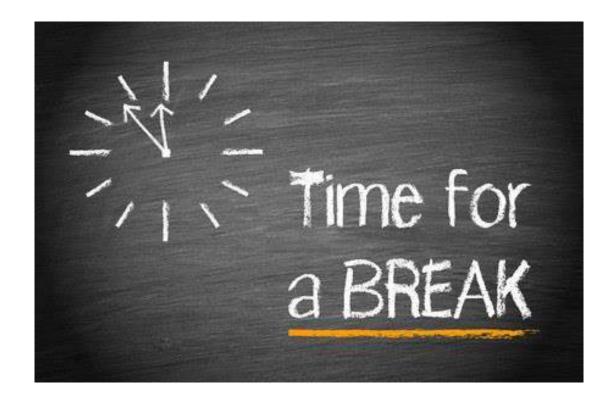
### Financial Literacy (5/5)

## Resources













## Market-relevant technical skills (1/5)

## What does 'market relevant' means? Labour Market Assessment (LMA)

- To make linkages for graduates (apprenticeships, training opportunities or employment).
- To help improve training offered to youth
- To determine what skills are the most in demand in the community
- To identify emerging market trends so they can design their program to give students the best chance of success after graduation

#### SC encourages Participatory Market Assessment

#### **Challenges:**

- find youth assessors with the literacy and numeracy skills needed to carry out an assessment of this nature
- the assessment process may have a longer timeframe than a typical assessment.
- are not studies of extreme academic or scientific rigor.





## Market-relevant technical skills (2/5)

Technical vocational training

- Delivery of training on a specific topic relevant for the context
   (i.e. sustainable rural agriculture)
   HOW? (What are the
  - resources in my context):
     Training centres?
    - Local farmers?
    - Cooperatives?
- Apprenticeships with small or medium local business or large corporate - HOW?
  - What are the existing business?





Entrepreneurship

Start and Improve Your

Business (SIYB) Entrepreneur

Level Materials (ILO)





## Market-relevant technical skills (4/5)

#### Example of an Entrepreneurship training

LESSON	SESSIONS/CONTENTS
Financial Literacy & Microcredit access	<ul> <li>Different sides of financial literacy</li> <li>Budgeting and planning</li> <li>Saving and spending</li> <li>Identifying sources of financing</li> </ul>
Entrepreneurship	<ul><li>What kind of entrepreneur am I?</li><li>How to make best use of your contacts</li><li>Identifying opportunities in my context</li></ul>
Business in a Day	<ul> <li>Designing a Business plan</li> <li>Planning on a group business</li> <li>Testing your business idea with the community</li> </ul>





### Market-relevant technical skills (3/5)

Technical vocational training

Entrepreneurship training

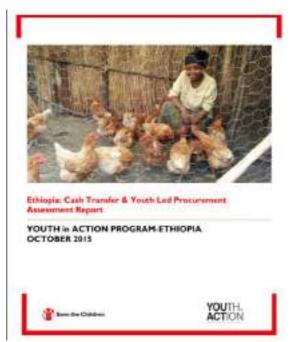






### Market-relevant technical skills (5/5)

### Resources











# Services and Market opportunities (1/7)

**Business** (opportunities for self employment)

Employment
(opportunities for wageemployment)

Financial services





### Services and Market opportunities (2/7)

HOW to find Services and Market opportunities?
Labour Market Assessment (LMA)

### The main outputs of the LMA should include:

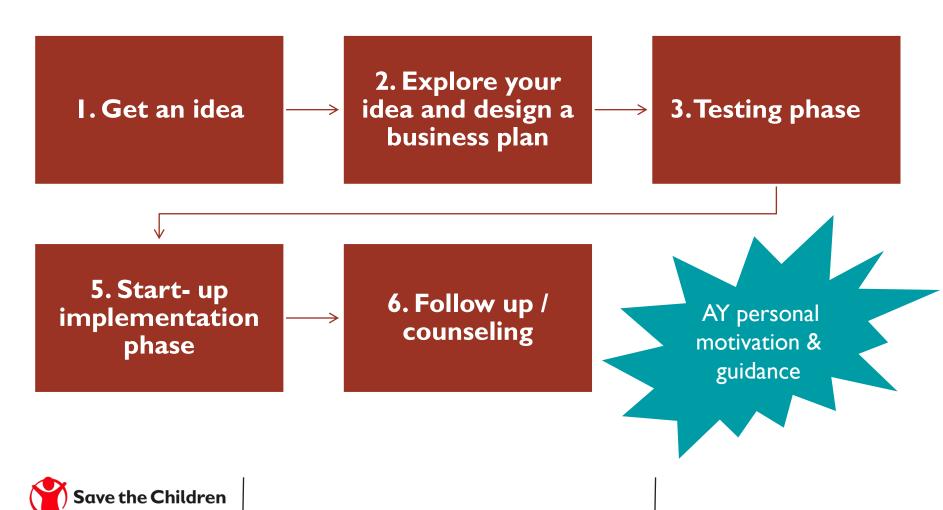
- Selected sectors with high potential for providing employment for target youth.
- Information on job opportunities and associated skills requirements in the selected sectors.
- Details on supply of training services that provide skills required by the selected sectors and job opportunities.
- Document platforms /mechanisms that will most effectively facilitate linkages between employers and trained youth.





# Services and Market opportunities (3/7)

Example on how to create a business led by Young People





# Services and Market opportunities (4/7)

#### **HOW** to ensure that the business lasts:

- 1. Importance as a means of livelihood for the AYs involved
- 2. The involvement of the family, friendships or strategic alliances in the value chain that support entrepreneurship.
- 3. The AYs' understanding of the importance of having a market and whether they have the skills to market their products/services
- 4. The current status of the venture (it has reached the balance point? Is it registered? Is it able to improve/adopt its products/services? Is there any financial capital to continue operating and covering debts?)



# Services and Market opportunities (5/7)

Basic steps to create Employment opportunities / wage-employment / job insertion

- 1. Identification of a job, verification if it meets the working conditions required
- 2. Contact AY available for work (match the interest with the demand)
- 3. Agreement with the company and set an interview.
- 4. Support the AY to his job interview and his first day at work (accompany him/her).
- 5. Regular communication with the employer and direct communication with the AY, this allows to identify the challenges and obstacles faced.
- 6. On-site verification visits (meet expectations and agreements)
- 7. Surveys to identify issues (on both sides)
- 8. Strengthening capacities to assist in the permanence of work
- 9. Create supporting networks (guidance and mentorship)





## Services and Market opportunities (6/7)

#### **DECENT JOBS**

The concept of decent work is captured in the four pillars of the International Labour Organization (ILO) Decent Work agenda full and productive employment, rights at work, social protection and social dialogue.

quality work that is age appropriate

provides a fair remuneration

safe working conditions

awareness and ability to exercise rights in the workplace as well as freedom of association





## Services and Market opportunities (7/7)

#### Adolescents and Youth Friendly Financial Services

Financial friendly means that excluded individuals, boy and girls, vulnerable young people have access to and use a range of appropriate financial services. "Appropriate" means that financial services, such as savings, insurance and credit, must be relevant to poor people. These financial services must also be provided responsibly, sustainably and in a well-regulated environment.

What examples of financial services (formal and informal) are available in your context? Are these accessible and used also by young people?



# Voice and Economic Participation (1/6)

Empower adolescents and youth to act as partners



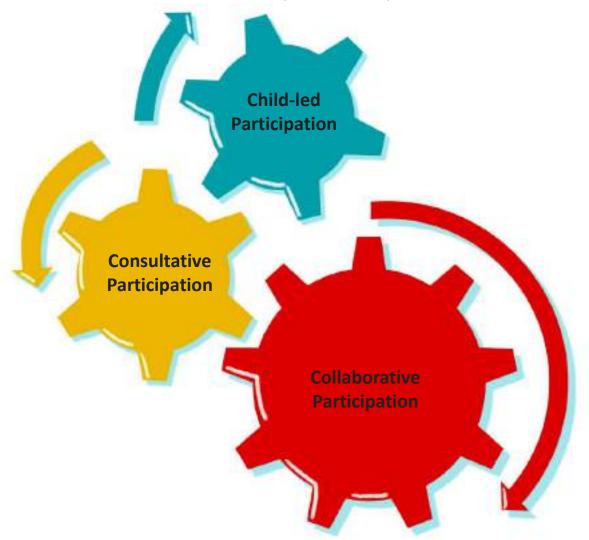
Support the engagement of adolescents and youth to have a voice in decision-making





# Voice and Economic Participation (2/6)

Approaches to Children's Participation







# Voice and Economic Participation (3/6)

### Consultative Participation

Where adults seek children and adolescent's views in order to build knowledge and understanding of their lives and experiences.







# Voice and Economic Participation (4/6)



#### **Collaborative Participation**

Where adults, having identified a problem that needs to be addressed, involve children and adolescents in helping to work out what needs to be done and how. It is a partnership between adults and children.



# VUICE & SERVICES ECONOMIC PARTICIPATION O ORTUNITIES LITERACY & FINANCIAL CAPABILITY SKILLS TRANSFERABLE LIFE SKILLS MENTORSHIP GUIDANCE

# Voice and Economic Participation (5/6)



relation from the property of the Physiology Court and Dispostscoom, sec. 3. The Intelligence, and experts one



### **Child-Led Participation**

Where children are provided with the space and opportunity to initiate their own activities. Instead of responding to ideas or projects initiated by adults, they create their own structures or organisations through which to determine the issues that are most important to them.





# Voice and Economic Partecipation (6/6) Resources

#### A youth participation best practice toolkit

Part one: What to consider when designing youth participation programmes aimed at the social and over empowerment of vulnerable youth









# Part 2: Enabling Environment

### Key Learning / Objectives:

How to engage other important actors that can successfully influence AY lifepaths.

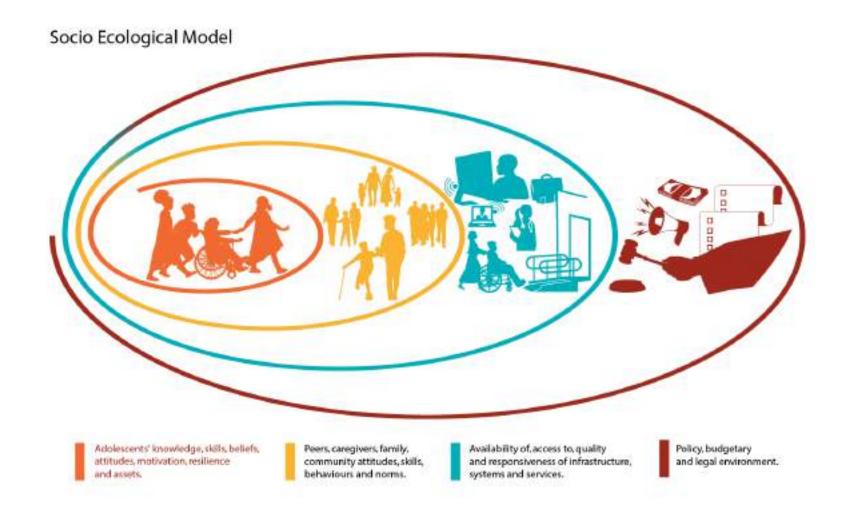
Duration 10 min

### Enabling Environment (1/3)





### Enabling Environment (2/3)





### Enabling Environment (3/3)

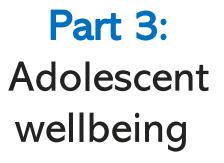
#### Examples of activities to promote an enabling environment:

- advocacy and capacity building of local stakeholders to provide decent learning and working environments;
- working with parents and communities to create more gender- and youth-equitable social norms and expectations;
- working with local, national and international private sector actors to create more opportunities for youth (fostering youth inclusive markets);
- fostering social networks between younger people and increased interconnectedness.



How to engage Technical and Vocational Education and Training (TVET) centres/teachers?





Key Learning / Objectives:

from Adolescents Empowerment to Adolescents Wellbeing

**Duration 10 min** 



### Adolescents and Youth Empowerment... as a pathway to build Wellbeing







I am informed and I can make positive and responsible choices regarding sexuality, health, nutrition and safeguard, for myself and my family I can join forces with my peers and lead change to influence policies, resource allocation and programming that concern us, and improve community, society and environment



### Adolescents Wellbeing Framework 5 Guiding Principle





While the type and focus of programmes, policy and advocacy work will differ across contexts, these five core principles will guide all Save the Children's work with and for adolescents:



Human rights fulfilment is at the core of all adolescentfocused support



The right of odolescent participation is incorporated in all of Save the Children's work and we must utilise it to inform effective programming and policy



Programming and policy are tailored to the unique needs of adolescents according to gender, ages, abilities/ disabilities, development and life stages



Adolescence is a window to transform gender inequalities and improve social justice



Change with and for adolescents is catalysed at all levels of the socio-ecological model – including adolescents, families, peers, communities, services, systems, laws and policies



### Adolescents Wellbeing Framework

Adultivant Welliams

Fitterways by Active

A critical opportunity was to fulf human rights. It was a said drive change.

Address of Marketing Processors for Action 2 or and appropriate Laboration and Street Company

This part of the Adolescent Wellbeing from events's carriance is selection of leng resources. From Seves the Children's expentance exterior, with and for adolescent in well on fines of above originalisticos around the world. The telecurosis

are organized according to the content provided

in the Fornework

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### A catalogue of key resources





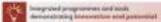


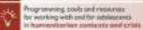














Actions, tools and resources for avolunce-bossed progressioning and HEAL tools





Examples of programmes and tools for adolescent participation

Examples of programmes for adolescent participation

- SHIFT (formerly Youth Activate!) (Myummar): on mnowaw, dipad company, accelerator project apparting devecting building and gouth persicipation. It links grounded youth advocaty movement with creative apeaces, which provide mestership and digital iteracy and skifts development for participants. Small greats appart the actualisation of youth-led companys for positive course. For more information, see the Activatory' Guide for Working with Adeleracets 16-17 Years.
- Girls an Drivers of Change (Ugande): mobilises girls to shruffy conserve, protection and subspecifing states that effect their wellburg, and develop solutions drawage a solutions lob.
- Young Journalists Palestine Enhancing Child Participation & Voices (Palestine): Videos were produced by childres with our partner At - Quils Photo Center as port of the young pounds: program to deliver messages to other children about what they did during COVID lock down. Signian young was introduced.
- All Bowerin (Lebonon, Iraq, Yemen and Egypt): a replanal programme that amplifies the volum of adolescents and youth by attemptioning the capacity of adolescents and youth groups to become advocater for their intersects and needs, supporting and generating youth-led endering, and facilitating adolescents and youth groups' access to duty-hearers, so hold them to account.
- Mercy Corpe: GirlsPARKS: a programme that ignites the potential of incryanished and vulnerable girls through girl-centered design, to deliver batter and selor solutions for adalescent girls. The approach focuses on the left long stops: find her; listen to her; design with her.

Examples of tools for adolescent participation

 Mg Soferu, Mg Weitbeing a 11-week course designed to regly girk with the key knowledge and stills they need to bely misigate, present and respond to garder-based violence (GBV) and provide a space where girk field confirmable to talk about the issues that affect diver. It develops constructions, depaids making, areasive and critical thinking side and builds districted before and off-lattern.

- Girl Shine: a pregramme readel and resource package that seeks to support, prosect and empower adulescent girls in makiple homestories sectorigs, actually those affected by conflict and extend discovers, as well as within the versions phases of emergency response. The resource package and also guidence on designing girl-driven, gender-based violence programming in humanitation settings, at the skells curriculating a complian curriculating and a macrosated tooklessor presents; research.
- Youth Leaders for Nutrition Advances Toolkis: a usp-by-usp guide to help porth leaders design, develop and implements as educacy strategy for improving adolescent submiss. In adulate took and impletes and autition brich and his beautural by youth leaders in a mailur of countries.



Examples of programmes and tools that are tailored by age and life stage

Examples of programmes that are tailared by age and life stage

- Gender Roles, Equality and Transformations (GREAT): a package of midence-board, contrible, if stops, enforced interventions to transform good morns, lacrosise concreaption use, reduce gender-board elelence (GRV), and promote gender-equitable attitudes crossing productions again 10–19 is past, conflict construction in northern Uspanda. Evaluation of the pilot project demonstrated improvement in securious and reproductive booth (SRH), gender attitudes and behaviours. For example, 47% of serilg mainted or parenting adolescents reached by the project reported using family planning compared with 13% who were not. Save the Children has adopted and implemented the GREAT approach in others. It is not the countries.
- She Succeeds: a gender transformative programme that empowers young Polistinine women extraprensure. In the agriculture sector by addressing gender-leased educational, according, social and institutional barriors for adelesses gift and young women.
- Signin Adelescent Programme (SAP) nime to use the opposity, approxime, energy and contributed of adelescent girls and bogs to make them better equipped to cope and recover, claim their right to be protected, and according approximities. The programme is based on an integrated approach fact humaters the floodstag of adequire programming in a fluid and countrately exhibit grounds evidentees. It is implemented in based on the foreign evidentees, it is implemented in laboration and North East Syste. This project will be completed in March 2012. Please contact the Maidle East and Eastern Europe (MEEE) regional effort for learning documents.

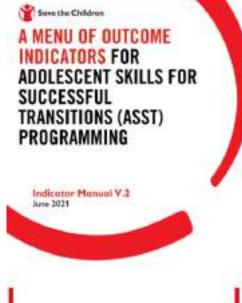


### Resources









### **Key Takeaways**

- Promote holistic approach: focus on all young people's specific needs, assets and abilities in their transition to becoming thriving adults. WELLBEING
- Prioritising 'soft' skills along with 'hard' skills. TRANSFERABLE LIFE SKILLS
- Encourage financial and saving habits AY are still developing habits and are thus more malleable than adults.
- Making youth agents of change. They act as tutors, they gather in groups and work collectively towards personal and social change.
- Ensuring that programmes are demand driven, based on local market and livelihood needs.
- Working with local partners with substantial local rooting. ENABLING ENVIRONMENT

### Feedback form

Please go to this link and give us your feedback on this session





**THE END** 

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THANK YOU

MERCI BEAUCOUP

