Creating The PowerSpace

The Proposed Blueprint Report

Presented by

ThinkPlace Kenya
Opening Remarks

We have come together to create what will be a way forward for the PowerSpace. We hope that by the end of this session, each one of you will be able to create a road map that’s easy and practical enough for you to implement.

- Lloyd Muriuki Wamai
The Stakeholders

The workshop brought together stakeholders from various countries in Africa with an aim of coming up with a possible blueprint for the PowerSpace.

ThinkPlace Kenya
Workshop facilitators guided the process using tools that helped the participants to visualize and test proposed concepts and initiatives.

Senior AA Staff
Senior AA Staff managers overlooked the activities and gave structural information concerning their objectives and goals for the PowerSpace.

YMCA Managers
Former YMCA members who have now taken the role of managing their respective centers participated in the design process.

YMCA Members & Volunteers
Both current YMCA members and volunteers represented the "youth voice" and were integral members of the workshop design process.
We divided the participants into four groups; East & Central Africa Region, Southern Africa Region, Western Africa – English Region and Western Africa - French Region respectively. This was done in an aim to get diverse input from their centers.
Objectives of a re-invented YMCA

- **Organization centric** to **Youth centric**
  - We want to create a YMCA that focuses on the needs of the youth, and structures its programs, structure, and processes to deliver the most amount of value to the youth we create value for.

- **Youth accessing services** to **Youth as Global Citizens**
  - We aim to create a model that will change the current situation where youth being driven into the YMCA feel like it’s a way of just accessing our facilities, to them going through a process that empowers them with core self awareness skills that place them well in their respective careers.

- **A YMCA providing services to youth** to **A YMCA run by youth**
  - In the past, it’s been widely perceived that the youth come into YMCA to gain skills provided by the facilitators and trainers, but we plan to change that into a culture where we empower YMCA members, volunteers and managers with skills that will retain them in the system so they can be advocates for change to new members.
## The YMCA Experience

Understanding the desired future that YMCA will create through the PowerSpace and the parties involved.

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>YMCA Member</strong></td>
<td>They are new groups to the YMCA who enroll to the program after paying a membership fee that enables them to access facilities within YMCA’s grounds. They get to also help in coming up with marketing campaigns to the youth who haven’t joined the movement.</td>
</tr>
<tr>
<td><strong>YMCA Volunteer</strong></td>
<td>They are groups who were once members but have now volunteered their services and skills towards helping the organization in the handling of members. They do this with supervision from the management.</td>
</tr>
<tr>
<td><strong>YMCA Manager</strong></td>
<td>They are individuals who started off as members of the YMCA but have been entitled with the responsibilities of handling some structural issues within the organization such as coming up with initiative that can help their respective centers to access external funds. They work closely with the volunteers in coming up with programs and initiatives.</td>
</tr>
</tbody>
</table>
I first joined the YMCA because my friend asked me if I wanted to join him, and I was open to the idea of meeting new people and maybe even getting a job.

- YMCA Member

**Give me a sense of belonging**
I joined after seeing my family and friends go through YMCA.

I want to be a source of motivation for the young people who haven’t joined YMCA to be a part of the movement.

I want to participate in development activities that will have me provide skills in line with helping achieve the objective of the YMCA.

I also want to feel like I contribute to Global development initiatives.

**Trust me to execute**
Members what to be a source of motivation for the young people who haven’t joined YMCA to be a part of the movement.

Participate in development activities that will have them provide skills in line with helping achieve the objective of the YMCA.

They also want to feel like they contribute to Global development initiatives. This can be done by having them present during such global forums.

**I want to bring change**
I want to use the skills I’ve gained from my time in YMCA to bring impact to the lives of other youth.

I want mobilize other people to join the YMCA movement.

**I want to grow my networks**
They are keen on sharing ideas, skills and learning from each other.

They want to be advocates for change through spreading the word to their peers.
I want to implement change

I joined YMCA so I can help drive the mission of the movement.

I want to be a role model to others in my society.

I am here to grow my personal development skills and use them to grow others.

Make me part of the decision making

I want to respond to youth’s needs.

I want to make and drive change.

I want to create a safe space for the youth.

I’m more than willing to dedicate my time, treasure and talent to the movement.

I hate being bossed around

I want to feel appreciated.

I want to be treated as a citizen.

I want to feel loved and respected.

I want to feel safe.

I don’t like feeling like I don’t know my role as a volunteer in the organization.

I want to some incentives or acknowledgement for the work and time that I dedicate to the organization.

I want to grow my skills further

They are keen on sharing ideas, skills and learning from each other.

They want to be advocates for change through spreading the word to their peers.

I would like to travel to other YMCA centers and get a chance to interact with other volunteers so we can share and grow from our experiences.

“I hate it when we (volunteers) spend weeks drafting down proposals then we present them to the Managers who end up taking all the credit when they forward them to the Officials when sourcing for funds.”

- YMCA Volunteer
Most Managers were former Volunteers. I believe that one’s ability to lead comes largely from their background of having been a part of the YMCA.

- YMCA Manager

**Give me a sense of belonging**

I joined after seeing my family and friends go through YMCA.

I want to be a source of motivation for the young people who haven’t joined YMCA to be a part of the movement.

I want to participate in development activities that will have me provide skills in line with helping achieve the objective of the YMCA.

I also want to feel like I contribute to Global development initiatives.

**Trust me to execute**

Members what to be a source of motivation for the young people who haven’t joined YMCA to be a part of the movement.

Participate in development activities that will have them provide skills in line with helping achieve the objective of the YMCA.

They also want to feel like they contribute to Global development initiatives. This can be done by having them present during such global forums.

**I want to bring change**

I want to use the skills I’ve gained from my time in YMCA to bring impact to the lives of other youth.

I want mobilize other people to join the YMCA movement.

**I want to grow my networks**

They are keen on sharing ideas, skills and learning from each other.

They want to be advocates for change through spreading the word to their peers.
Creating A PowerSpace

The groups used the following steps as a guideline in designing their ideal picture of the PowerSpace. Their task was to visually represent these elements using the Lego™ Blocks activity that was aimed at enabling them to physically create the space with their various concepts.

**Engaging youth through appealing activities**

Activities which will engage the target youth to become aware of the YMCA and creating a space where youth want to attend. For example, art, public speaking, sports or music activities.

**Linking with opportunities**

To fully realize this transformation, the PowerSpace will link youth with exciting and promising opportunities to fully realize their potential.

**Building self awareness in youth**

Building self awareness of youth's dreams, aspirations and goals in life. Helping youth to gain critical life and personal development skills.

**Building skills**

Once the youth has a clear picture of where they want to go in life and what they want to achieve, the PowerSpace builds the required skills to help them achieve this.
Group 1: South African Region

01. Engaging youth through appealing activities

**Edu-tainment**
Using entertainment to educate and build skills in young people through activities such as poetry, dance, music, and drama.

This will encourage networking, creating a fun environment and keep the youth engaged.

**Sports**
Engaging youth through various sports activities will enhance a healthy, fun environment for them as well as enable them to build skills, grow their networks and give them a sense of empowerment.

**Agriculture**
This will enhance farming skills among the youth.

This can be done through seminars where they can gain an all-round skill in this field.

It shall be an ideal way of empowering them with entrepreneurship insights.

**Camping**
This will be a good way of community mobilization through fun activities that will building the youth in team building and leadership skills as well as giving them new experiences.
Group 1: South African Region

02. Building self awareness

**Talent shows**
This will help youth identify what they are good at, build self confidence and enhance creativity.
This can be done through events such as plays, poetry nights, speech competitions and art shows among others.

**Workshops**
Through this, the youth can get proper career guidance, enhance their personal and communication skills while networking with peers and mentors from various fields.

**Exhibitions**
This will be an ideal platform for the youth to showcase their talents and ideas.
Its also a good avenue for them to grow their creativity and gain motivation to push their skills further

**Road shows**
This is ideal for community mobilization, spreading the awareness of the movement to others and provide a fun place for the youth to place themselves in.
Group 1: South African Region

03. Building skills

**Internships**
This will help build their skills through hands-on experience as well as creating future job opportunities. It will also give motivation to the youth through empowering them with responsibility and also improve their creativity.

**Trainings**
Through this, the youth can get proper career guidance, enhance their personal and communication skills while networking with peers and mentors from various fields.

**Mentorship programs**
This will be an ideal platform for the youth to showcase their talents and ideas. Its also a good avenue for them to grow their creativity and gain motivation to push their skills further.

**Sports and arts**
This is ideal for community mobilization, spreading the awareness of the movement to others and provide a fun place for the youth to place themselves in.
Build/develop networks

This can be done through stakeholder meetings where the youth can build alliances with like-minded organizations.

They can also have online networking forums that will expose them to opportunities and empower them with information.

Advertising opportunities

This is ideal for sharing news on internship and job opportunities through different avenues such as social media, print press, and broadcast.
Group 2: Western Africa - English Region

01. Engaging youth through appealing activities

**Talent shows**
This will be a good way of youth coming together to display their various skills as they network and learn from each other.

**Sports & Entertainment**
Sporting activities will keep youth healthy while helping them network with their peers.

**Innovation Hubs**
This will expose the youth to avenues where they can acquire skills in technology and also serve as a place for them to showcase their innovative ideas around app development and mechanical work. This will in return create job opportunities.

**Agricultural Activities**
With the education in fields like organic farming and poultry, youth will be empowered with entrepreneurship skills that will enable them to venture into this careers with an aim of creating jobs opportunities to other youth.
**Group 2: Western Africa - English Region**

**02. Building self awareness**

*Music concerts*

This will be a good way of exposing the youth to avenues where they can.

*Sports Activities*

Sports such as basketball, football, volley ball and athletics can be a way of engaging youth in fitness programs while enabling them build networks.

*Youth camps*

This will expose the youth to avenues where they can acquire skills in technology and also serve as a place for them to showcase their innovative ideas around app development and mechanical work. This will in return create job opportunities.
Group 3: Eastern and Central African Region

02. Building self awareness

**Building capacity**
This will be an avenue for them to share information, network and have a SWOT analysis of their goals.

**Talent shows**
The youth will be able to build their esteem and confidence by being able to showcase their talents to a big audience.

**Exhibitions**
This will be an ideal platform for the youth to showcase their talents and ideas.

Its also a good avenue for them to grow their creativity and gain motivation to push their skills further.

**Road shows**
This is ideal for community mobilization, spreading the awareness of the movement to others and provide a fun place for the youth to place themselves in.
Group 3: Eastern and Central African Region

03. Building skills

Workshops
This will be a place for them to showcase specific skills and also get training in things like music, drawing, mechanics and technology. It is ideal for building networks and encourage creativity.

Assignments
This would serve as an accountability program where the youth get to meet up and evaluate progress on their particular skills.

Internships
This will expose the youth to new training programs in their desired career line while also showing them insights on other alternative careers they can follow.

Coaching
Having a one-on-one engagement with trainers and mentors will encourage the youth in having a point of focus from that accountability level of dealing with a personal tutor.
04. Linking with opportunities

**Networking**

This will be done through linking the youth with a variety of employers who can in return give them internships for them to perfect their skills in the working environment. This can in return can lead the youth to also venture into entrepreneurship where they can employ others.

**Partnerships**

This will be a good avenue for sharing their resources to help them become better in service delivery in their respective fields.

**Career Expos**

Here they will get to showcase their different talents and abilities in a community setting.
Group 4: Western African - French Region

01. Engaging youth through appealing activities

**Talent Shows**
This will be a good way of bringing youth together as they showcase their talents for others.

It'll be an ideal way for the ones who have some interaction problems to overcome them through encouragement from their peers.

**Group Discussions**
This is a good networking avenue for the youth to get to know each other and grow friendships and also be encouraged to continue with the program.

**Camps**
Outdoor activities are a very good way of keeping youth occupied and entertained as they network with each other.
The Proposed Road Map
An outlined plan of the PowerSpace activities
YMCA REGION: WESTERN AFRICA (FRENCH)

Initiatives to implement PowerSpace
Initiative 1: Sporting Events

This initiative will include different sport clubs in the region. The events will be open to the public. During the event we will provide a space to talk about the YMCA. The purpose will be to inform new youth about what the YMCA is and what the YMCA does. During the course of the day we will also talk about topics that youth like, such as health and social skills.

Activity 1: Introduce the Initiative
Share the initiative and have the approval of YMCA leadership and potential partners (1 month).

Activity 2: Planning Session
Hold a planning session with the stakeholder (YMCA leadership, community members) (1 month).

Activity 3: Produce the tools
Produce the tools needed to spread the work (Flyers, T-Shirts, banners) (2 months).

What is required to implement this initiative?

People
- Young talents from the clubs
- Organizing committee for the clubs

Technology
- Cameras
- Computers
- Training equipment

Space
- YMCA grounds
- Stadium

Other
- Media
- Newspaper/flyers
Initiative 2: Art Shows

The art show will create a space for young people to express their talents. It will be a free event and will be held in an open space for gathering. A maximum number of young people will attend and express themselves through diverse arts. This art show will include dance, music, modeling, and expositions.

Activity 1: Introduce the Initiative
Share the initiative and have the approval of YMCA leadership and potential partners (1 month).

Activity 2: Planning Session
Review budget and or organize a fundraising committee within a week.

Activity 3: Produce the tools
Produce the tools needed to spread the word (flyers, T-Shirts, banners) (2 months).

What is required to implement this initiative?

People
- Young talents from the clubs
- Organizing committee for the clubs

Technology
- Music instruments
- Cameras
- Computers

Space
- YMCA grounds
- Stadium

Other
- Media
- Newspaper/flyers
Initiative 1: Focus Groups

We will facilitate focus groups to help young people discover themselves and their own capacity. During focus groups we will give youth the floor to speak and the managers/volunteers will listen. During groups we will introduce topics such as: what challenges youth have, health and education, and civic engagement.

Activity 1: Build the team
Find the trainers/leaders for the focused group (1 month).

Activity 2: Develop content
Develop the focus group tools/program in a session with the trainers (1 month).

Activity 3: Advertise
Advertise on social/ie media, with flyers (2 months).

What is required to implement this initiative?

People
- Members
- Volunteers
- Staff

Technology

Space
- YMCA Hall

Other
- Flyers and posters
- Refreshments
**Initiative 2: Personal Development Training**

We will help young people to discover who they are, to have self-confidence, to improve their communication skills, and to develop their emotional intelligence. This training will take place after the young person has completed the focus group and has identified their own personal needs.

**Activity 1:**
*Activity has not yet been identified by workshop team*

**Activity 2:**
*Activity has not yet been identified by workshop team*

**Activity 3:**
*Activity has not yet been identified by workshop team*

What is required to implement this initiative?

- **People**
- **Technology**
- **Space**
- **Other**

*Required resources have not yet been identified by workshop team*
**Initiative 1: Building Skills Program**

The training program offers opportunities to develop practical skills. This could include hairdressing (Senegal) and graphic design/computer repairing. This also includes sports skills training. The facilitator of this program can be a YMCA member or someone outside the YMCA that is willing to support on a voluntary basis.

<table>
<thead>
<tr>
<th>Activity 1: Find the participants</th>
<th>Activity 2: Create the curriculum</th>
<th>Activity 3: Find the space</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify the participants and register them (1 month).</td>
<td>Find the facilitators of the training among YMCA members and outside the YMCA. Create the curriculum (3 months).</td>
<td>Find the right space to hold the sessions and equipment’s (1 month).</td>
</tr>
</tbody>
</table>

What is required to implement this initiative?

- **People**
  - Club leaders team
  - Members

- **Technology**
  - Hairdressing equipment
  - Computers
  - Cameras

- **Space**
  - Basketball courts
  - Rooms for different clubs

- **Other**
  - Flyers
  - Sports equipment
**Initiative 1: Finding Funding for Youth Projects**

This is an initiative aimed at increasing YMCA money for youth projects.

**Activity 1: Find the funding**
Map Government agencies that are able to fund young people’s projects (2 months).

**Activity 2: Create Partnerships**
Initiate partnerships with these agencies, including banks and microfinance institutions (2 months).

**Activity 3: Present Proposals**
Orient young people to these services and have them present their proposals (3 months).

**What is required to implement this initiative?**

**People**
- Government authorities
- YMCA managers
- Microfinance managers

**Technology**
- Transport means

**Space**
- YMCA hall
- Headquarters of the agencies

**Other**
YMCA REGION: EAST AND CENTRAL AFRICA

Initiatives to implement PowerSpace
Initiative 1: Innovation and Industrial Hubs

An Innovation Hub is a platform space where youth engage and share their ideas to improve different sectors, including agriculture and technology, among others.

**Activity 1: Needs Study**
Coordinate needs study and research on what to consider while setting up the Hub (UIRI & KIRI) (2 months).

**Activity 2: Present Findings**
Disseminate findings and present them to government, partners, and youth. Develop budget for the Hub (3 months).

**Activity 3: Funding and Purchasing of Equipment**
Lobby for funding and purchase equipment/manpower to be used in operation of the Hub (4 months).

What is required to implement this initiative?

**People**
- Diverse professionals (engineering, electricians, IT specialists)

**Technology**
- Food processing technology
- Computers

**Space**
- Woodshops (metal and wood)
- Distilleries
- Laboratories

**Other**
- Sponsors from media and Government
YMCA REGION: EAST AND CENTRAL AFRICA

Initiative 1: Create Opportunities for Exposure

This is a platform where corporate partners and stakeholders can meet to engage with youth in order to connect them with opportunities, including internships, mentoring, and even job opportunities.

Activity 1: *activity has not yet been identified by workshop team

Activity 2: *activity has not yet been identified by workshop team

Activity 3: *activity has not yet been identified by workshop team

What is required to implement this initiative?

People
- Inspirational Icons
- Community focal people
- Successful individuals

Technology
- Visual aids/equipment
- Computers/Wifi
- Cameras

Space
- Theater rooms
- Conference rooms
- Opens spaces

Other
- External partners for collaboration
Initiative 1: Assignments

Create opportunities for youth to perfect or gain skills by attracting them to organizations and firms that offer practical tasks and professional development.

Activity 1: Identify Skills and Relevant Organizations
Identify the skills that youth have. Research organizations and the skills training that they can offer (1 month).

Activity 2: Vetting and Partnering
Vet and select the best organizations and companies that match the skill strengths and gaps you have. Negotiate and sign memorandum of understanding with partner companies (1 month).

Activity 3: Assign Youth and Evaluate Progress
Assign youth to the appropriate companies that match their skill strengths and needs. Consistently monitor youth/partner progress (6 months, continuously).

What is required to implement this initiative?

**People**
- Facilitators
- Youth participants

**Technology**
- Computers
- Wifi/e-books
- Cameras

**Space**
- External organizations

**Other**
- Evaluators
YMCA REGION: EAST AND CENTRAL AFRICA

**Initiative 1: Career Expositions**

In career expositions we would engage manufactures, banking sectors, Bureau of Standards, cooperatives, and business people. We will use technology to bring the young people and stakeholders under one roof, that is the YMCA space, to engage and share ideas and opportunities for connection. We would be sure to include people with disabilities.

---

**Activity 1: Conduct Research**

Conduct research to understand what the career exposition could address for the youth and other people. Hold a stakeholder meeting (4 months).

**Activity 2: Publicity**

Make t-shirts, posters, media materials (3 months).

**Activity 3: Mobilization and Logistics**

Mobilize, organize logistics, and lobby for fundraising (3 months).

---

What is required to implement this initiative?

**People**
- Manufacturers
- Bureau of Standards
- Media Houses

**Technology**
- PA system
- Media platforms
- Cameras

**Space**
- YMCA halls
- Grounds for Events

**Other**
YMCA REGION:
WESTERN AFRICA (ENGLISH)
Initiatives to implement PowerSpace
Initiative 1: Inter-school Football Competition

We will bring together high school students from different communities to compete in a football tournament as a medium to promote team building, unity, talent discovery, having fun, and also building the spirit, mind, and physical well-being of the students. This initiative will be spearheaded by the YMCA volunteers, staff, experts/professionals.

Activity 1:
Present the event idea and gain approval from relevant stakeholders (1 month).

Activity 2: Mobilization
Recruit participating schools and resources and facilitate logistics and mobilization (1 month).

Activity 3: Media Publicity
Facilitate media publicity and official launch of competition.

What is required to implement this initiative?

**People**
- Program coordinators
- Referees
- Coaches
- Students

**Technology**
- Cameras
- PA systems

**Space**
- Football field
- Dressing rooms

**Other**
- Football jerseys
- Whistles
- Refreshments
- First Aid
Initiative 2: Youth Leadership Camp

Youth Leadership is an initiative designed to bring together 100 people from high schools and universities annually from various regions on an exciting ten days at a residential YMCA camp. The camp will create an opportunity for young people to build a network through interactions, develop self-esteem/confidence, develop and learn personal skills through interactions with inspirational leaders and role models that are making changes in their communities, and to inspire and young people build their leadership skills. The camp will highlight activities such as camp fire discussions, games, hiking and experience sharing.

<table>
<thead>
<tr>
<th>Activity 1: Planning committee</th>
<th>Activity 2: Budget</th>
<th>Activity 3: Advertisement</th>
</tr>
</thead>
<tbody>
<tr>
<td>A representation of the various departments within the YMCA and youth centers to assign roles and responsibilities for implementation (2 weeks).</td>
<td>Identify activities and materials needed for implementation and budget accordingly (one month).</td>
<td>To promote the youth leadership camp through flyers, social media for recruitment by end of December 2017.</td>
</tr>
</tbody>
</table>

What is required to implement this initiative?

<table>
<thead>
<tr>
<th>People</th>
<th>Technology</th>
<th>Space</th>
<th>Other</th>
</tr>
</thead>
</table>
| • Volunteers  
• Campers | • Projectors  
• Camera | • Camp Sites | • Food  
• First Aid Kits |
Initiative 3: Youth Talent Show

This is to identify and build talents in music and acting among young people in order to link them to opportunities in that will impact other young people positively for the Africa We Want, Agenda 2063. This is an annual initiative and it shall be the empowerment space for young people where YMCA staff, volunteers, members, management and other expatriates in the field should be stakeholders for effective implementation.

Activity 1: Planning committee
To identify stakeholders, plan effectively, assign roles and responsibilities, as well as prepare budget (one month).

Activity 2: Budget
Review budget and or organize a fundraising committee within (one week).

Activity 3:
*Third activity has not yet been identified by workshop team

What is required to implement this initiative?

People
- Judges
- MCs
- Contestants
- Organizers

Technology
- PA system
- Musical instruments
- Camera

Space
- Halls

Other
- Adverts
- Flyers
- Finance
Initiative 1: Self Reflection Workshop

Self-Reflection Workshop (SRW) is a YMCA initiative under our “Power Space” programme, primarily targeted at young people between 15-25. It is a day workshop platform that will engage young people in self-introspection for the purposes of self-discovery/awareness, affirmation of skills/talent and getting linked to mentor and coaches for further mentoring and coaching. This initiative shall be spearheaded by YMCA volunteers, staff, and management. The SRW is will bring us closer to achieving our vision of developing the young people for the African Renaissance.

Activity 1: Planning Team
Form a planning team to identify and invite people who will help with planning. Assign roles and responsibilities (2 weeks).

Activity 2: Work Plan
Prepare a work plan in a document that clearly details all the processes that leads to a successful workshop by end of November.

Activity 3: Source for Funding
Prepare a budget. Write sponsorship letters to prospective sponsors by end of December.

What is required to implement this initiative?

People
- Resource persons

Technology
- Projectors
- PA system

Space
- Halls

Other
- Chairs and tables
- Refreshments
**Initiative 2: Mentorship Programme**

The Mentorship Programme links youth to experts and professionals relevant to their needs and personal development. A mentor will be matched with each youth to help him/her develop through counselling, advice, and other personal interactions. The mentors will develop an enduring long-term relationship with their mentees thereby giving them direct access to relevant ideas and instructions at each level of their development.

---

### Activity 1: Identify Key Players

Identify experts and professionals willing to mentor youth and contact them. Identify youth that need mentorship (1 month).

### Activity 2: Introductions

Match mentors to youth, and then introduce the mentors to their mentees (3 months).

### Activity 3: Follow up and Evaluation

Follow up on the mentorship relationship every quarter. Get evaluations from mentors and mentees (continuous).

---

**What is required to implement this initiative?**

**People**
- Expert professionals

**Technology**
- Phone
- Computer
- Skype/emails

**Space**
- Halls

**Other**
- Finance
Initiative 2: Counselling Programme

This initiative is designed to support young people in growing to be healthier and well-rounded individuals.

Activity 1: Engagement
Meet with the individual to understand the issues (one week).

Activity 2: Select the style
Select the style of counselling and talking points (one week).

Activity 3: Logistics
Select date and venue of counselling (one week).

What is required to implement this initiative?

People
- Counselors

Technology
- Computer
- Internet capabilities

Space
- Halls

Other
- Finance
Initiative 1: Apprenticeship or Internship Programme

Apprenticeship is a method of on-the-job training (OJT). In this approach, experts and volunteers create the platform for youth to engage themselves in vocational skills training programmes like carpentry, gara-tie-dyeing, soap making, and auto mechanic engineering. This initiative is to increase the number of skilled youth to fill in the labour demand, thereby reducing unemployment and increasing contribution of youth in economic growth and development of their nations.

Activity 1: Planning Team
Identify and invite young people or people who will help with planning and assign roles and responsibilities (3 weeks).

Activity 2: Prepare Work Plan
Draft the detail of the entire process that will lead to a successful apprenticeship training (3 weeks).

Activity 3: Source for funding
Prepare budget and write letters of sponsorship. Circulate partnerships with NGOs, private institutions and the Government (3 months).

What is required to implement this initiative?

People
- Experts
- Volunteers

Technology
- Equipment

Space
- Training centers

Other
**Initiative 2: Personal Development Training Sessions**

Our training sessions are designed to empower young people by building their capacity around personal development and social skills. Our instructors ensure that the young people are exposed and informed about the issues surrounding these skills in order for them to be empowered, efficient, and effective. These sessions will allow beneficiaries to be innovative, creative, and to be critical in their thinking.

<table>
<thead>
<tr>
<th>Activity 1: Design the Curriculum</th>
<th>Activity 2: Recruitment of Resource Person</th>
<th>Activity 3: Identify Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Put together the activities and topics which will be the result of the needs analysis relevant to the training (6 months).</td>
<td>Interview and recruit resource persons. Identify resource people that are relevant to the training and then conduct interviews with them (1 month).</td>
<td>Identify the young people needing the training (1 month).</td>
</tr>
</tbody>
</table>

What is required to implement this initiative?

**People**
- Coaches
- Instructors

**Technology**
- Projectors
- Flip-charts
- Laptops
- Projectors

**Space**
- YMCA Hall
- Gym, pitch

**Other**
- Finance
Initiative 3: Developing Proposals and Business Plans

Exposing young people to proposal and business plans development for the main purpose of building applicable proposal and business plan development skills that will be used to express their creative business ideas in a form that will attract partnerships, help them access funding opportunities, and guide them in making their ideas a reality. The workshop will be facilitated by both development and financial consultants.

**Activity 1: Form Planning Committee**
Constitute a planning committee (staff and consultants) with assigned roles for developing a budget, sourcing for funding, and developing details of workshop activities (2 months).

**Activity 2: Logistics and Planning**
Identify and contact facilitator/consultants, secure venues and advertise to attract participants (2 months).

**Activity 3: Planning committee**
Execution of workshop through setting up of the venue, public address systems, projections, and the conduction of workshop sessions. Evaluate and report on session.

What is required to implement this initiative?

- **People**
  - Experts

- **Technology**
  - Projectors

- **Space**
  - Hall

- **Other**
Initiative 1: Jobs & Career Fair

The Job and Career Fair is a week-long annual event that will bring together successful career personalities to explore young high school graduates, skilled young people, and University graduates to the advantage of different career paths which will enable them to make informed career choices. This process will happen annually.

Activity 1: Planning committee
Identify planning committee by bringing together young people from different backgrounds to design a sketch of the activities (1 week).

Activity 2: Gather Feedback
Meet with planning committee to gather feedback about preparation (1 day).

Activity 3: Review and Implement
Approve concept note from planning committee, review and accept the plan for implementation (1 week).

What is required to implement this initiative?

People
- Staff
- Volunteers
- Business stakeholders

Technology
- PA system
- Cameras
- Phones
- Projectors

Space
- Field
- Hall

Other
- Tables
- Tents
- Fliers
Initiative 2: Exhibition of Skills

*Summary of this initiative has not yet been identified

**Activity 1: Set Up Planning Team**

Bring together YMCS staff, volunteers and relevant stakeholders. Plan a date, venue, and structure of the exhibition (2-3 months).

**Activity 2: Publicity**

Advertise through social media and print electronic media (2-3 months).

**Activity 3: Execute**

Identify and invite young people with creative works products and inventions to come and exhibit them.

What is required to implement this initiative?

**People**
- Youth
- YMCA staff
- Volunteers

**Technology**
- Cameras
- Projectors

**Space**
- Gym

**Other**
Initiative 3: Online Information Platform

Developing an online information platform for young people to link-up with job offers, adverts, capacity building activities, internship, apprenticeship and any details of opportunities available that will promote their empowerment. We presently have a Web Developer volunteering to develop the platform and manage it. We are in need of a good computer system, internet access, database of opportunities, offers and adverts from organizations and institutions to sustain the platform.

Activity 1: Plan the Team
Constitute a planning team (staff and consultants) with assigned roles for developing a concept, securing funding and required resources (2 months).

Activity 2: Develop the Platform
Develop the platform, source for required data and information, and make it public (2 months).

Activity 3: Source and Update
Source for more information, data, and get feedback and update the platform (daily and continuous).

What is required to implement this initiative?

People
- Web administrators

Technology
- Computers
- Wifi

Space
- Office space

Other
- Finance
YMCA REGION: SOUTHERN AFRICA
Initiatives to implement PowerSpace
STAGE 1: ENGAGING YOUTH THROUGH APPEALING ACTIVITIES

YMCA REGION: SOUTHERN AFRICA

Initiative 1: Edu-tainment Campaign

Our current youth are very creative, fun, and vibrant. Therefore, the YMCA edu-tainment campaign will aim to reach out to young people through a combination of information and entertainment to get them engaged in the PowerSpace. The content will include the value of being part of YMCA programs.

Activity 1: Planning meeting
Hold a planning meeting with staff and volunteers (1 month)

Activity 2: Develop campaign strategy
Come up with a plan that will attract the right target and through the desired models. (2 months)

Activity 3: Execute strategy with partners
(1 month)

What is required to implement this initiative?

People
• Volunteers
• Members
• Relevant stakeholders
• Staff

Technology
• Audio equipment
• Cameras
• Wifi
• Computers

Space
• Hall/conference center
• Office space

Other
• Financial resources
• IEC materials
• Youth engagement strategy
**Initiative 2: Youth camps**

Youth love fun and interaction. Therefore, YMCA camps will build self esteem and allow youth to interact with each other in a fun way while creating friendships. Camps will also enable young people to be creative.

**Initiative 3: Sport for youth**

Sport is unifying factor that cuts across all boundaries. To overcome the increase of obesity and get youth healthily, get them away from technology and promote team building and friendships. This will engage young people to work together to showcase their talent while aiming to achieve a goal.
Initiative 1: Workshops

Workshops are a way to get youth together in one space and talk about their ability to effectively communicate with each other and develop skills to uncover their competitive advantage, finding sources of low cost innovations and pinpoint their differentiators and learning, expanding their knowledge base.

**Activity 1: Planning committee**
A representation of the various departments within the YMCA and youth centers to assign roles and responsibilities for implementation within a week.

**Activity 1: Develop Youth self awareness strategy**
(1 month)

**Activity 2: Content development**
(1 month)

**Activity 3: Identify facilitators and trainers**
(2 months)

What is required to implement this initiative?

**People**
- Professionals
- Youth in the community
- Staff
- Community members

**Technology**
- Audio equipment
- Stationery
- Projectors

**Space**
- Hall
- Office space

**Other**
- Advertising, flyers etc.
- IEC materials
- Training manuals and handouts
**Initiative 1: Internships**

Youth currently cannot get employment because they lack work experience. Internships will provide an opportunity to have hands on work experience in the workplace, as well as develop self esteem and confidence in their ability to deliver.

**Activity 1:** Conduct a skill audit

(1 month)

**Activity 2:** Create Internship TOR

(1 month)

**Activity 3:** Advertise internship

(1 month)

What is required to implement this initiative?

**People**
- Volunteers
- Community members
- Workplaces

**Technology**
- Computers

**Space**
- None

**Other**
- Financial resources
Initiative 2: Trainings

Many young people are not able to afford their school fees, some dropped out of school. The YMCA provides opportunities to young people to build their capacity and discover themselves YMCA will engage youth in career guidance and create opportunities for young people.
Initiative 1: Develop networks

YMCA will create a platform on which young people will engage with different stakeholders and different experts. These networks will also help young people to pursue their ambitions.

**Activity 1: Develop network strategy**
(2 months)

**Activity 2: Develop a database**
(2 months)

**Activity 3: Share the database with stakeholders**
*Timelines not specified

What is required to implement this initiative?

**People**
- Stakeholders
- Professionals
- Members
- Staff

**Technology**
- Computers
- Social media and websites

**Space**
None

**Other**
- IEC materials
### Group 1: Western Africa (French)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initiative 1: Sports Events</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 1: Introduce the Initiative</td>
<td>Activity 2: Planning Session</td>
<td>Activity 3: Produce the tools</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Initiative 2: Art Shows</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 1: Introduce the Initiative</td>
<td>Activity 2: Planning Session</td>
<td>Activity 3: Produce the tools</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Initiative 1: Focus Groups</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 1: Build the team</td>
<td>Activity 2: Develop Content</td>
<td>Activity 3: Advertise</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiative 1: Focus Groups</td>
<td>Initiative 1: Building skills programs</td>
<td>Initiative 2: Finding funding for youth projects</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td>--------------------------------------</td>
<td>-----------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 3: Advertise</td>
<td>Activity 1: Finding the space</td>
<td>Activity 1: Finding the funds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Activity 2: Create the curriculum</td>
<td>Activity 2: Create partnerships</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Activity 3: Present proposals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oct 2018</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oct 2018</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiative 2: Finding funding for youth projects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 3: Present proposals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Group 2: East and Central Africa

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initiative 1: Innovation and industrial labs</strong></td>
<td><strong>Activity 1: Needs study</strong></td>
<td><strong>Activity 2: Present findings</strong></td>
<td><strong>Activity 3: Funding &amp; purchasing of equipment</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Group 2: East and Central Africa

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initiative 1: Innovation and industrial labs</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 3: Funding &amp; purchasing of equipment</td>
<td></td>
<td></td>
<td>Activity 1: Assignments</td>
<td>Activity 2: Vetting and Partnering</td>
<td>Activity 3: Assign Youth and Evaluate Progress</td>
</tr>
<tr>
<td><strong>Initiative 2: Career Expos</strong></td>
<td></td>
<td></td>
<td>Activity 1: Conduct research</td>
<td>Activity 2: Publicity</td>
<td>Activity 3: Mobilization and Logistics</td>
</tr>
<tr>
<td><strong>Initiative 1: Assignments</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 3: Assign Youth and Evaluate Progress</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Initiative 2: Career Expos</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 1: Conduct research</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 2: Publicity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity 3: Mobilization and Logistics</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Group 3: Western Africa (English)

<table>
<thead>
<tr>
<th>Initiative 1: Inter-school football competition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity 1:</strong> Planning committee</td>
</tr>
<tr>
<td><strong>Activity 2:</strong> mobilization</td>
</tr>
<tr>
<td><strong>Activity 3:</strong> Media publicity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiative 2: Youth leadership camp</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity 1:</strong> Planning committee</td>
</tr>
<tr>
<td><strong>Activity 2:</strong> Budgeting</td>
</tr>
<tr>
<td><strong>Activity 3:</strong> Advertisement</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiative 2: Youth talent show</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity 1:</strong> Planning committee</td>
</tr>
<tr>
<td><strong>Activity 2:</strong> Budgeting</td>
</tr>
<tr>
<td><strong>Activity 3:</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiative 2: Self reflection workshop</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity 1:</strong> Planning team</td>
</tr>
<tr>
<td><strong>Activity 2:</strong> Work plan</td>
</tr>
<tr>
<td><strong>Activity 3:</strong> Follow up and evaluation</td>
</tr>
</tbody>
</table>
### Initiative 1: Apprenticeship or Internship Programme

<table>
<thead>
<tr>
<th>Activity 1: Planning Team</th>
<th>Activity 2: Prepare work plan</th>
<th>Activity 3: Source for funds</th>
</tr>
</thead>
</table>

### Initiative 2: Personal Development Training Sessions

- **Activity 1:** Design the curriculum
- **Activity 2:** Recruitment of Resource Person
- **Activity 3:** Identify Beneficiaries
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Initiative 1: Edu-tainment campaign</strong></td>
<td><strong>Activity 2: Develop campaign strategy</strong></td>
<td><strong>Activity 3: Execution</strong></td>
<td><strong>Initiative 1: Workshops</strong></td>
<td><strong>Activity 1: Develop strategy</strong></td>
<td><strong>Activity 2: Content development</strong></td>
</tr>
<tr>
<td>Activity 1: Planning meeting</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Group 4: Southern Africa
## Group 4: Southern Africa

### Initiative 1: Workshops
- **Activity 3:** Identify facilitators and trainers

### Initiative 1: Internships
- **Activity 1:** Conduct skill audit
- **Activity 2:** Create internship TOR
- **Activity 3:** Advertise internships

### Initiative 1: Networks
- **Activity 1:** Develop strategy
- **Activity 2:** Develop database
- **Activity 3:** Share database with stakeholders