AFRICA ALLIANCE OF YMCAs

2018 AT A GLANCE
What is the Africa we want?
What even is the African Renaissance?
Is Agenda 2063 based on youth reality?
What do youth think of this all...?

These are the answers the African Alliance of YMCAs will reveal this year. We are in our third year of our strategic plan which focuses heavily on youth empowerment, and a strong continental African YMCA movement to be a leading credible voice on youth issues. In operationalising the strategic plan, we have many initiatives at country and continental level. In this snapshot, we proudly bring you highlights of our key deliverables.
The Agenda 2063 aspiration on youth gave rise to our Africa we Want programme which while still continuing as a programme, is now part of our DNA on youth empowerment. As an overarching aspect of all we do, the Africa we Want covers:

**AFRICA WE WANT COVERS:**

- African Youth Fact Book
- African Youth Scenarios
- PowerSpaces
- Multi-country programmes
- Strengthening the movement for this future
AFRICAN YOUTH FACT BOOK

To be launched in the first quarter, the African Youth Fact Book constitutes extensive research and analysis on the status of youth in Africa. It draws on both primary and secondary sources to determine how various youth indicators have evolved over time generally between 2010 and 2060 depending on availability of data and what these indicators portend for the future of Africa. While led by the AAYMCA, the respondents and peer review groups involved many people from YMCA, as well as from our networks.

The topics covered in this publication include stats and implications for the future on:
- population trends / demographics;
- urbanisation and migration;
- health;
- education;
- employment;
- economic trends; and
- ICT.

A wealth of information for all sectors of society, the African Youth Fact Book will give Africans the opportunity to see that stats show the trend and that people can change trends if armed with knowledge.
Here is one of the facts and implications to show you what to expect:

**3 MILLION**
formal jobs created annually

**BUT**

**10-12 MILLION**
youth enter the workforce each year.

The pace of labour force growth (i.e. those in search of employment) outstrips the pace of job creation.

Africa must create high-productivity jobs at an average of about 12 million jobs per year – an extremely rapid and possibly unprecedented rate – to absorb the new entrants into the labour force.

Only 30% of youth in Africa were gainfully engaged in productive work (YMCA 2017 survey). Youth unemployment across sub-Saharan Africa is four times higher than the region’s aggregate unemployment level.

**AFRICAN YOUTH SCENARIOS**

The African Youth Scenarios Building phase will kick off in March this year. It brings together a group of youth from all around Africa to involve them in conversations on possible futures we could face, due to the youth trends unveiled in the African Youth Fact Book. Through guided facilitation, various representatives of youth will consider what future could lie ahead: the ideal, the pragmatic, the apocalyptic, the nirvana… They will consider and offer possible strategic interventions that countries could consider to avert negative outcomes and enhance the positive outcomes – for the Africa we want. And it is this Africa we want that will form the selected scenario/s.

So what... is the big question? The African Youth Fact Book and the Scenarios Building have never been done before at continental level. The findings could change the future of Africa! For this, youth must lead the way – now. Our engagement and advocacy will ensure that change takes place as the facts and trends and scenario/s will be picked up by communities, governments, the African Union... as many within our networks as well as new networks... and people will need to act to change our path. The African Renaissance will be within our grasp.
YOUTH MOBILISATION

We set a target to reach one million youth a year. A watershed meeting of YMCA leaders at all levels, developed a concept of the Y3.0, which is the type of African YMCA that reacts, responds, predicts and is proactive, changing with change around us.

Central to this was the PowerSpace, a youth-friendly space for young people to find community with each other, learn, grow, explore, initiate and connect to opportunities that benefit themselves and the drive towards the Africa we want.

After some experimentation and much research and consultation, this model guides us in 2018: Firstly, we make it attractive and marketable, in a youth-friendly way so youth want to join and stay at the PowerSpace. We then train on S2C as a philosophy, then do self-awareness, skills building and linking to opportunities. The entire time, we keep attracting and engaging youth, both within and outside the YMCA. Our aim, through everything we do, is to reach one million youth and the PowerSpaces are one realistic vehicle for this.

The PowerSpaces are being piloted in YMCAs in Kenya, South Africa, Madagascar, Senegal, Sierra Leone, Zimbabwe and the Gambia. They will be rolled out in the active 17 of our 20 national movements.

**ATTRACTING YOUTH THROUGH ENGAGING ACTIVITIES**
Activities which will engage the youth of the YMCA as well as those outside the YMCA. The PowerSpace is marketed as a fun and empowering space youth want to attend. For example, art, public speaking, sports or music activities.

**DEVELOPING SELF AWARENESS**
Through modules on identity, purpose and attitude, youth build dreams, aspirations and goals in life. In this way, the PowerSpace helps 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 to achieve this. Some skills are essential such as communications skills, some come from internships and others may be specific and niche skills.

**LINKING TO OPPORTUNITIES**
To fully achieve transformation, the PowerSpace will link youth with exciting and promising opportunities to fully realise their potential. These offerings are vast and offer anything from networking to career expos.
MULTI-COUNTRY PROGRAMMES

Africa we Want is mainstreamed into all multi-country programmes:

- Transformative Masculinity
- Civic Action
- Economic Renaissance
- Youth Justice

Based on the S2C philosophy, each of these programmes responds to needs that have been identified by specific and continual research for a decade into the crises youth face: social, moral, economic, political. These programmes are stand-alone but completely interlinked.

Each programme also engages in awareness raising, community mobilisation, networking and lobbying, and advocacy. The concept here is that instead of just dealing with the problem, we look at the root cause.

The PowerSpaces are new but are now central. They can arise from a programme – eg a group of young men/mixed sex group from the #RealManIs programme. They can give rise to new and unique initiatives – eg after being together for the Fact Book findings or the Youth Scenarios, groups could form around Africa we Want in general, or around technology. The PowerSpace enables youth to grow and develop and then begin to imagine and invest in community and continent.
#RealManIs

#Real Man is falls under the Transformative Masculinity initiative which creates respect, peace and harmony between young women and men as partners, due to high levels of gender-based violence and imbalances. #ARealManIs programme works specifically with young men around identity and personal change in order that they then work with young women as partners to bring about community change on gender norms and masculinity.

Partners: Zambia YMCA, Kenya YMCA and PAWA 254

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**2018 AIMS:**

- One research project
- Support to 60 gender change catalysts
- Reach 3 500 youth through sensitisation and training
- Engage and support 10 companies to develop and implement anti-sexual harassment policies
- Conduct 10 masculinity training sessions with HR staff
- Hold a Father’s Day campaign, with the aim of reaching 200 000 people online
- 16 Days of Activism campaign to reach 2,500 000 people online
- Partnerships with 10 radio stations
- Launch 6 safe PowerSpaces
- Partnerships with 12 community faith-based organisations and NGOs
The Because I Count programme concerns the YMCA reaching out to the ecumenical movement and to those of other faiths in order to foster diversity and peace, based on the rise of religious violence.

The Because I count programme is about engaging young people in interfaith dialogue that prevents the effects of religious marginalisation. The programme works primarily with Christian and Muslim youth to promote joint actions among youth of these two faiths on religious diversity, and countering violent extremism. This falls under Civic Action as it is about deliberate action for change now.

Partners: Kenya YMCA and an inter-faith working group comprising representatives from United Religions Initiative, Think Place Kenya, Technical University of Mombasa

**2018 AIMS:**

- Train 30 catalysts
- Reach 1,080 youth through sensitisation and training
- Hold 4 community outreach events
- Host an inter-faith dialogue conference
- One research project
- Conduct economic training for 200 youth
- Conduct 1 business clinic session in November
- 15 table banking groups formed
- Advocacy on countering violent extremism
YOUTH JUSTICE

Youth Justice is a programme run along multi levels as a response to the high numbers of youth in conflict with the law: raising awareness and intervention with youth in areas of high risk for violence and crime; rehabilitation in places of incarceration from literacy to personal development to vocational training; and reintegration with the family and into the community which also includes job placement and victim-offender dialogues.

Partner YMCAs: YMCAs of Senegal, Madagascar, Togo, South Africa

2018AIMS:

To introduce the PowerSpace as a key intervention methodology in the rehabilitation of ex-offenders

To use the PowerSpace as a methodology of intervention within the prison system in the countries served by the partner YMCAs

One research project
Youth exchanges within the entire African YMCA movement are prolific with mainly foreign youth or young professionals coming to Africa, and sometimes African youth or staff being placed in an overseas YMCA. These are mostly individual. The Young Advocates for Change is the first South-South African YMCA exchange. It is rooted in S2C and focuses on PowerSpaces at a local branch level as youth travel in pairs between countries and branches.

Partners: Y Global (Norway), South Africa YMCA, Kenya YMCA, Zimbabwe YMCA, Madagascar YMCA, and under the banner of the AAYMCA: Cameroun YMCA and Sierra Leone YMCA.

2018 AIMS:

- 24 youth on YAC exchange programme
- 15 PowerSpaces developed
- 1,500 youth reached through PowerSpace engagement
- 7 YAC graduate groups formed to add value to programmes and cultural diversity
- 7 teams established by YAC for African Youth Day events
#CAREER MANENOZ

#Career Manenoz is a flagship initiative of Economic Renaissance, which also includes economic empowerment, vocational training and entrepreneurship. The initiative secures local financial and in-kind support to hold an event and side-processes so young people interact with various professionals and organisations for skills-building in entrepreneurship, job preparedness and opportunities for further training and work placement. The ultimate goal is to establish a youth and employment ecosystem – a collaborative platform yielding youth economic attainment.

Partners: Senegal YMCA and Kenya YMCA for #Career Manenoz. All African YMCAs have elements of Economic Renaissance in their programmes.

2018 AIMS:

- 4 African YMCAs adopt #CareerManenoz as both a YMCA lifestyle, using the PowerSpace, and as a career expo annually.
- Within each national YMCA, local branches establish 5 partnerships for resource mobilisation and youth mobilisation impact in at least 4 African YMCAs implementing the initiative.
AFRICAN RENAISSANCE UNIVERSITY (ARU)

Born out of the need for empowered citizens initiating African solutions to African challenges, the ARU (in-formation) aims at preparing a generation of transformed leaders for the African Renaissance. In terms of locating the university in Kenya, the ARU main campus will be at YMCA Limuru Agricultural College (YLAC) and its technical wing at Shauri Moyo, National Training Institute (NTI). Currently, NTI and YLAC offer a wide range of proficiency, certificate and diploma courses. ARU will provide opportunity for the two institutes to scale up these initiatives to undergraduate education by creating a pathway that will connect the already existing college to the university. Students with the inclination and aptitude would further be upgraded from proficiency level of training to certificate, diploma and eventually degree certification.

2018 AIMS:

- Infrastructure development for a modern, unique and transformed campus
- First enrolment of students in September, 2018
- Students trained through NTI
STRENGTHENING THE MOVEMENT

The movement strengthening to support all this involves a multi-faceted yet integrated approach. Capacity building involves high level leadership, boards and specialised staffing, as well as staff exchanges and internships. A charter is being put in place to ensure standards of good repute for the African YMCA brand are upheld. Membership is a key factor as we move forwards to ensure youth are empowered through our various programmes and initiatives. The Economic Model requires sustainability that is based on diverse resourcing that focuses on the mission of the African YMCA movement.

2018 AIMS:

- Ensure generation of increased capacity for revenue and surplus income by 30% to support youth empowerment in at least 6 African YMCA’s by 2018
- Build the capacity of volunteers and staff at local level for comprehensive organisational Human Capital Development in at least 6 African YMCAs by 2018
- Establish and operationalise the YMCA 3.0 Prototype in 5 African YMCAs
- Roll out the charter system for 17 African YMCAs
- Improve and strengthen governance systems within the 17 African YMCAs
- Increase relevance and effectiveness of the 17 African YMCAs through impact-based community
THE OVERALL PICTURE

Good governance is central in everything and the AAYMCA has an active Executive Committee with sub-committee’s covering Finance, Governance and Corporate Identity. The head of Governance is the Youth Representative of the Board, showing our commitment to youth empowerment.

2018 AIMS:

- Ensure oversight for smooth-running of the AAYMCA on continual basis
- Hold 2 Executive Committee meetings
- Hold 2 meetings per sub-committee
- Develop a concept for the General Assembly in 2019
The year 2018 looks promising and exciting as we move closer towards getting youth in the driver’s seat of the African Renaissance, the Africa we Want.
We invite you to believe with us and act with us!