



Young Africa Training and Consultancy

High impact solutions for your organisation



AN OVERVIEW

OUR THEORY OF CHANGE



Youth unemployment is one of the biggest crises of this era. Young Africa has over 18 years of experience in tackling youth unemployment and empowering youths in an integrated and self-sustainable way. Our model offers a high-impact solution with minimum sustainable investments. In 2017, our model was recognized by UNESCO-UNEVOC as one of the most promising TVET practices around the world. Since our inception in 1998, we have trained more than 33.000 young people in Zimbabwe, Mozambique and Namibia. More than 80% of them are (self-) employed.

Our holistic teaching method ensures student development at the level of heart, mind and hands. They become independent, they become the Ambassadors for Change in their own societies.

Self-reliance is very important to us and we strive for it in all levels of our organisation. We employ a local team who we transfer the training centre to within 5 years of the commencement of training. Financial independence

from external donors is reached through our innovative franchise model. In the last 18 years we have worked with numerous (international) organisations to tackle youth unemployment. We are happy to share our expertise with you. Read all about our training packages, consultancy services and monitoring and evaluation services in this folder.

TRAINING PACKAGES

1. The Full Package
2. Training of Trainers in Life Skills Education
3. YA's Franchise Model
4. Organisational Sustainability
5. Introduction to YA's Franchise model
6. Personal Effectiveness
7. Visionary Leadership

OTHER CONSULTANCY SERVICES

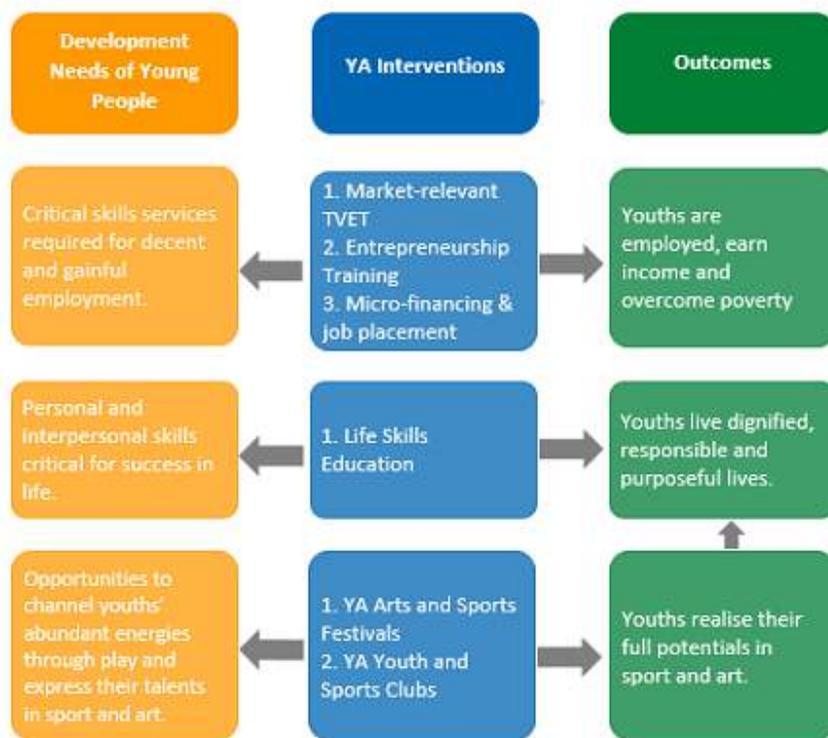
1. Monitoring and Evaluation Training
2. Tailor-made packages on the Young Africa franchise model and Integral Youth Empowerment

Please note that all our packages and consultancy services can be given on-site or digitally, can be tailor-made to meet the specific needs of your organisation, can be given in English, Portuguese, Dutch or Shona.

YOUNG AFRICA IN SHORT

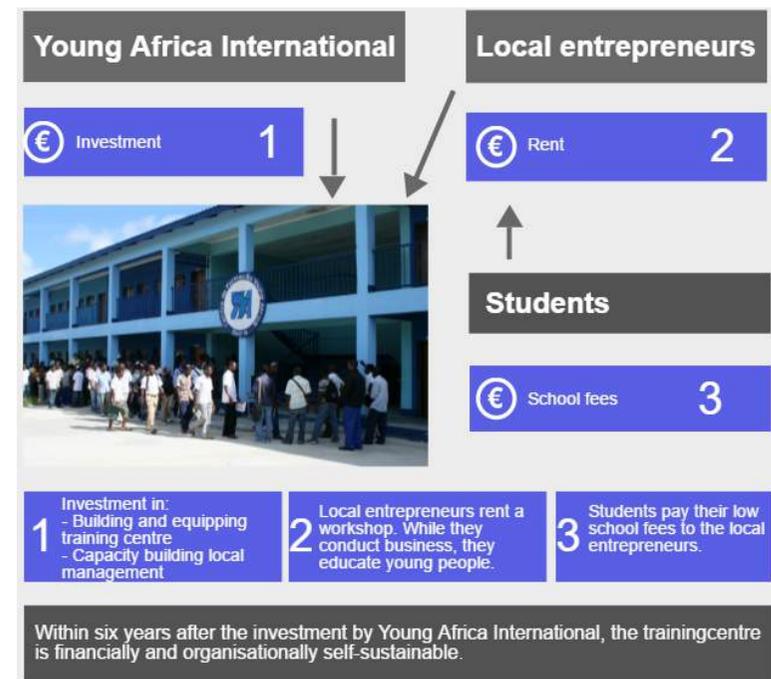
INTEGRAL APPROACH TO YOUTH EMPOWERMENT

Young Africa is convinced that challenges that confront youths in Africa are multi-dimensional and complex and thus require an integration of responses that address young people’s intellectual, economic, social, emotional and spiritual empowerment needs. Accordingly Young Africa’s Integral Youth Empowerment Programme is made up of vocational skills training in market-related technical and commercial trades, small enterprise development services, life skills education, inspirational morning assembly talks, academic coaching and promoting talents in art and sport. Through the student parliament, YA’s target group have a say in YA programmes, YA responds to all these needs.



FINANCIAL SELF-SUSTAINABILITY

The uniqueness of YA’s employability programming is in its highly innovative and sustainable franchise business model – owing to its ability to harness local resources for youth empowerment. The franchise model is an entrepreneurship promotion model. A YA centre is set up as a social enterprise which provides skills training through local entrepreneurs, who assume the responsibility to train young people to be entrepreneurs or to be skilled enough to be employed by entrepreneurs. Since conception, all the partners that have supported YA do so because they have confidence in YA’s franchise business model as an efficient solution to youth employability programming in Africa, where traditional approaches are generally failing, largely owing to their cost-ineffectiveness.

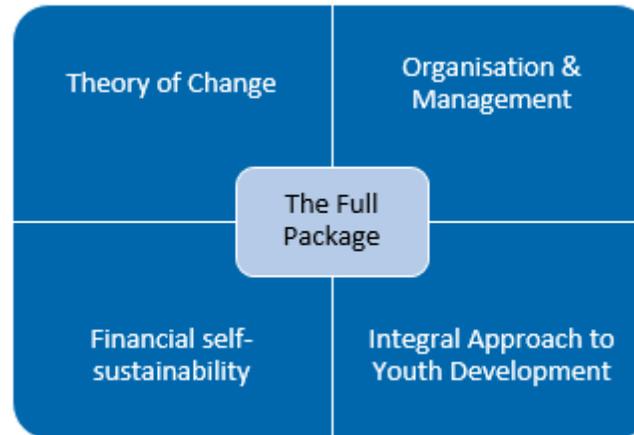


1. THE FULL PACKAGE

For (existing) organisations who want to set up their own Young Africa alike training centre

Do you want to increase the impact of your (youth empowerment) project and/or organisation?
Or do you want to start a project targeting youth unemployment anywhere in the world?

Young Africa makes its successful model for integral youth development available for replication. After completion of the 8 day's training, organisations can replicate the YA model in their own organisation and/or project. Organisations are also eligible for the Young Africa License.



After this training, organisations can apply for the License Package, for \$1.000 per year.

THE FULL PACKAGE COVERS:

Day 1: Orientation to the Young Africa Theory of Change and the Integral Approach for Youth Development.

Day 2: Orientation to the Young Africa franchise business model.

Day 3: Setting up and running a typical Young Africa Centre.

Day 4: Exchange learning sessions with key staff of YA model centre and franchisees.

Day 5 - 8: Life Skills Teachers Training (see page 5).

INCLUDED IN THE LICENSE PACKAGE:

- Young Africa quality mark, including use of respective logo and license name and bi-annual external audit on quality control.
- All teachers trained, become accredited.
- Access to Young Africa toolkits: Monitoring & Evaluation (including Student App for M&E and job promotion), teaching curricula, Blueprint (detailed description about YA method), Franchisee documents, Integral Approach (handbook). Student Life Skills workbooks can be purchased for \$3 each at the HUB in Harare.
- 10 hours of online technical support per year from YA to assist in implementation of the model and troubleshooting any challenges.

PRACTICALITIES

WHEN: At request

WHERE: Training is done at YA HUB in Harare, Zimbabwe, with visits to model centre YA Chitungwiza. Training can also be conducted at location of the receiving organisation

WHO SHOULD ATTEND:

YA recommends that at least 3 senior level management staff of an interested organization participate in this training
Maximum participants: 20

PRICE TRAINING: \$500 per day

PRICE LICENSE HOLDER: \$1000 per year

Fee excludes accommodation in Harare for participants travelling from outside Harare and Zimbabwe. Please note that these training packages are also available on-site with for \$500 a day plus travel costs for two trainers, with a maximum of 20 participants.

A's method recognized by UNESCO-UNEVOC as one of the Worlds most promising practices in TVET.



2. TRAINING PACKAGES

Training of Trainers in Life Skills Education

Are you a teacher of young people? Are you a youth leader or facilitator of youth focused community-based programmes? Do you want to truly empower young people as profoundly as possible? Life skills education forms an essential part in empowerment of young people; you play a role in making that happen.

Day 1: Welcome, Young Africa DNA, Life Skills Education experiences from participants, Introduction to Life Skills Methodology.

Day 2: Practice teaching/Peer facilitation of Life Skills lessons and peer review. Peer facilitation and review is based on the different life skills themes.

Day 3: Peer Facilitation on different life skills themes, Feedback on Peer Facilitation, Evaluation on Training.

Day 4: Field Visit to model centres for actual facilitation of life skills class for YA students. Evaluation of training and action planning.



Including accreditation for trained teachers!

Quotes from participants from the Training of Trainers in Life Skills Education, class 2017:

“The workshop was great, it was an eyeopener. It improved my teaching/facilitating skills.”

“Seeing the points in myself that have room for change. Feeling empowered to empower.”

Practicalities

Training of Trainers in Life Skills Education

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

BY WHO: Mahara Goteka, Raj A. Joseph and Dorien Beurskens

PRICE: \$200 per person, including meals, trainers' manual and student workbook.

Fees exclude accommodation in Harare for participants travelling from outside Harare and Zimbabwe.

Please note that this trainingpackage is also available on-site with for \$500 a day plus travel costs for two trainers, with a maximum of 20 participants.

2. TRAINING PACKAGES

YA's Franchise Model

Get to know the principles, management structures and functioning of Young Africa's franchise model. Evaluate together with the facilitators whether this model would be applicable to your organisation.

Day 1: History of YA, introduction to the YA DNA, vision, mission, values.

Day 2: The YA integral approach to youth development, the Franchise business model, Participatory management of a typical YA model centre.

Day 3: On-site visit to YA model centre, exchange learning sessions with management and key staff of YA model centre and franchisees.

Day 4: Question and answer session, evaluation and closure.

Quote from Henri Jansen, from the international NGO Woord en Daad, who followed a tailor-made training about, inter alia, YA's Franchise Model:

"The conversations with staff at the HUB and the training centre were the deciding factors for us to go ahead with adopting Young Africa's approach at our partner's training centre in Benin."

Organisational Sustainability

Do you want your work to continue? Do you want to be less dependent on donors? Learn from our model how your NGO can achieve financial and organisational sustainability.

In this one-day workshop you will get familiar with the key elements that can make your organisation sustainable. You will identify the strengths and weaknesses in the relevance of what you do and look at what in the eco-system works in your favour.

Introduction to YA's Franchise Model

Get a peak preview into the principles, management structures and functioning of Young Africa's franchise model. Evaluate together with the facilitators whether this model would be applicable to your organisation. This two-day programme is especially developed for smaller NGO's providing Technical Vocational Education and Training (TVET). The training helps NGO's to set up self-sustaining training units/departments.

Day 1: Input and interactive session on the franchise business model.

Day 2: In the morning a tour to YA Zimbabwe Centre and meetings with Franchisees and management. In the afternoon Question and Answer session and input from Facilitators.

Practicalities

YA's Franchise Model

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

BY WHO: Mahara Goteka, Raj A. Joseph and Dorien Beurskens

FOR WHO: at least 3 senior management staff of an organization interested in replicating the YA model

PRICE: \$500 per day as group total

Organisational Sustainability

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

BY WHOM: Dorien Beurskens

PRICE: \$200 per person, including meal and training materials

Introduction to YA's Franchise Model

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

BY WHOM: Dorien Beurskens

PRICE: \$100 per person, including meal and training materials

Fee excludes accommodation in Harare for participants travelling from outside Harare and Zimbabwe. Please note that these training packages are also available on-site with for \$500 a day plus travel costs for two trainers, with a maximum of 20 participants.

2. TRAINING PACKAGES

Personal Effectiveness

Would you like to enhance your personal power and be more effective in achieving your goals? This interactive seminar is based on Stephen Covey's famous book "Seven Habits of Highly Effective People".

In this one-day seminar the facilitator will offer you seven tools to become more pro-active, to grow in self-confidence, to create win-win situations, to live with objectives and to sharpen your mind. The programme is challenging at a personal level, but will give you many applicable insights.

Example of an activity Personal Effectiveness

A circle is made on the ground and each member of the group removes their right shoe and throws it into the circle randomly. Then, the group is split in two or three teams. Each group identifies and appoints the person to give instructions and the person to execute the instructions. The person executing the instructions will be blind folded with a cloth and the person giving the instructions is supposed to give his back to the circle. All communication from all group members can only go via the person giving the instructions. The goal of this assignment is to retrieve all shoes that belong to the group, following the instructions given by the instructor.

Visionary Leadership

Would you like to express more vision in your leadership? Be more convincing to your team? Manage more effectively? Learn how in this reflective seminar based on Robin Sharma's "Leadership Wisdom".

This seminar will take you one day but may change your view on yourself as a leader completely. In eight steps you will learn to give your team a new sense of purpose, to lead by heart, to guide your organisation through change, to strengthen your personal time management and to think outside the box. Input,

Quotes from participants from the Training Visionary Leadership, class 2016:

"What appealed to me was the visionary part of the leadership training. As ritual to improve upon I choose ritual 2, Manage by Mind, Lead by Heart (The Ritual of Human Relations). It is not difficult for me to make contact, to be open to people and to seduce them for the good cause, but I find it not so easy to manage all these contacts, to keep them warm and to feed them.

This is not something that comes naturally to me. So I want to work on that ritual. I have enjoyed the training. The know-how of the teacher was high and the talks were inspiring." (Participant from Botswana)

"The seminar for visionary leadership gave me the opportunity to be self-critical and analyse my weaknesses, not just this but it provided me with the tools necessary to counter my weaknesses and, potentially, turn them into strengths. I would consider myself strong in some areas, but there is definitely room for much improvement. This seminar ultimately gave me the tools." (Participant from Zambia)

Practicalities

Personal Effectiveness

WHEN : www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

WHAT: A mix between input, self-reflection, group work and exercises

BY WHOM: Dorien Beurskens

PRICE: \$200 per person, including meals, trainers' manual and student workbook

Visionary Leadership

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

WHAT: Theory, self-reflection and interactive exercises

BY WHOM: Dorien Beurskens

PRICE: \$200 per person, including meal and training materials

Fee excludes accommodation in Harare for participants travelling from outside Harare and Zimbabwe.

3. CONSULTANCY SERVICES

Monitoring and Evaluation training

Well-designed projects may fail to achieve their desired results owing to weak implementation capacities. Donors are increasingly demanding results-based project management. Accordingly, sound M&E is becoming important in the design and implementation of community development projects. We offer training to staff ceased with conducting project monitoring and evaluation with the aim of equipping them to develop M&E frameworks to guide their M&E work.

- Day 1:** Introduction to project design and management
- Day 2:** Introduction to M&E, Goals, objectives, indicators
- Day 3:** The logical/results framework
- Day 4:** Data collection, analysis
- Day 5:** Reporting

Tailor-made

The YA HUB is equipped to develop and deliver tailor-made curricula on a wide range of subjects. We have access to a large pool of experts to facilitate sessions, at any required level. Course developers are experienced in and passionate about business coaching, value-driven leadership, resilience building, personal profile development, cross-cultural communication, business ethics and much more

Capacity building packages contain consultancy and coaching on the Young Africa franchise model, on integral youth empowerment and any vocational training and youth-work related topics. Packages are developed according to your needs and our standards. These trainings are aimed at a standard quality level of education and other services delivered to youth.



Training of Trainers in Life Skills Education - Graduation 2017

Practicalities

Monitoring and Evaluation

WHEN: www.youngafrica.org/calendar

WHERE: Young Africa HUB, Harare, Zimbabwe

WHAT: The training combines theory and practice. Participants use real life work related scenarios to develop own M&E tools, frameworks and systems

BY WHO: Mahara Goteka

PRICE: \$200 per participant including meals

Tailor-Made

WHEN: In consultation

WHERE: At the Young Africa HUB or at the organisations' location

BY WHO: Depending on the needs

PRICE: \$200 p.p per day, maximum 10 participants.

Fee excludes accommodation in Harare for participants travelling from outside Harare and Zimbabwe.

Please note that these training packages are also available on-site with for \$500 day plus travel costs for two trainers, with a maximum of 20 participants.

4. OUR TEAM

Raj A. Joseph is co-founder and Executive Director of Young Africa. He is responsible for the development and logistical management of most of the YA training centres. He is a visionary and accomplished teacher.

Dorien Beurskens is co-founder and Executive Director of Young Africa. She is an expert in project design, institutional capacity building and youth empowerment. She is the author of the Young Africa Life Skills Methodology .

Mahara Goteka is Programme Officer of Young Africa International. He is specialised in education, community development, monitoring and evaluation, gender, disability inclusion and project management.

Karina McGinley is our Monitoring and Evaluation officer. She is specialised in monitoring and evaluation and project management.

Memory Munema is our administrative officer at the YA HUB.



Practicalities

Do you want to increase the impact of your organisation and/or project? Have a look at www.youngafrica.org/calendar for an overview of all training dates or contact the YA HUB to request a tailor made quotation.

YA HUB

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