

# **Summary Report**

# **YES COUNTRY NETWORK COORDINATOR'S WORKSHOP**

**Nairobi, Kenya**

**September 11-12, 2006**

**Prepared by**

**Dr. Jennifer Wild and José M. deOlivares**

## **Summary Report**

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#### Introduction

The YES Country Network (YCN) Coordinator's Workshop was convened at the Law School on the outskirts of Nairobi, Kenya on the morning of September 11, 2006. The workshop was scheduled in conjunction with YES Kenya 2006. YES Kenya 2006 was the Third Global Youth Employment Summit to be held by the Youth Employment Summit (YES) Campaign since the campaign was launched in Alexandria, Egypt in 2002.

The YCN Coordinator's Workshop was facilitated by Dr. Jennifer Wild, President and CEO of Alternate Perspectives, Inc. (API) and José M. deOlivares, Executive Director of the Institute for the Mainstreaming of Marginalized Youth (IMMY). Both Dr. Wild and Mr. deOlivares have been involved with the YES Campaign since it was launched in 2002 and currently serve as International Advisors to the YES Campaign.

Several YES Regional Coordinators and YES Country Network (YCN) Coordinators from more than 50 countries participated in the workshop. The exact number of participants is not available since many participants arrived after the workshop began and many others had to leave the workshop on various occasions to deal with issues related to the arrival of delegations and Ministers from their countries.

Workshop participants were housed and fed at the Law School. This was a positive factor in that it enabled them to spend time together in a social setting outside of the workshop and it eliminated the need to travel to and from the workshop. However, there were many problems with room assignments, the lack of hot water and noise, which were a distraction.

The training space provided by the Law School was not what had been requested. The facilitators had requested a large room with the participants seated at round tables in order to encourage interaction and dialogue. The Law School did not have such space available and provided a small, auditorium style lecture hall instead. Fortunately, the facilitators were able to secure the use of break-out areas so that the small group discussion sessions of the workshop could be conducted.

The objectives for the workshop were:

- ❖ To build a common understanding of the goals and mission of the YES Campaign by sharing the State of the YES Campaign Report 2006;
- ❖ To get all the coordinators on the same page regarding the YES theory of change
- ❖ To promote peer learning and team build by sharing “what works”, “promising strategies”, and “effective practices”.
- ❖ To build a deeper understanding of the YES Kenya 2006 Agenda and learn about the key people coming to the Summit and how to get the maximum mileage from one’s participation
- ❖ To learn about new YES Campaign initiatives, which include Reporting, the YES Fund and the On-line Innovation Market Place

An agenda for the two days of the workshop was developed and appears as Exhibit A of this report. However, participants were informed at the very start of the workshop that the workshop was intended to meet their needs and that the agenda could be altered or modified at any time, as they saw fit. Participants took this notice seriously and, in fact, the agenda was changed considerably over the two-day period, as reflected in this report.

### Day One

The workshop began with a welcome, introductions, a review of the objectives and agenda, a review of norms for interacting during the workshop and the discussion referenced above regarding participants’ ability to adjust the agenda to ensure that the time spent together was productive and met their needs.

The facilitators then provided a PowerPoint presentation titled Truth to Power. The presentation was based on the principles that “Truth is in the eye of the beholder,” and “Power is given, not taken.” The presentation was intended to serve as a model that participants could use during the workshop (and beyond) to recognize and appreciate diversity, improve interpersonal communications and resolve differences in a respectful and productive manner. The PowerPoint presentation is available for downloading and use on the IMMY website – [www.maginalizedyouth.org](http://www.maginalizedyouth.org).

The next segment of the workshop was presented by Sarah Whitemore, the YES Global Partnership Coordinator. Sarah presented a summary of the State of the YES Campaign Report 2006, which she helped write. The report was to be released to the public at YES Kenya 2006 later in the week.

The report described the history, evolution and accomplishments of the YES Campaign and was particularly helpful to many of the YCN Coordinators who were new to their positions and to the YES Campaign.

Following a break, participants broke into small groups by region and were asked to answer the following questions:

1. Why is it important to be part of YES?
2. What does YES provide you that you could not get on your own?
3. What do you need from YES to help meet your objectives?
4. What could you do to strengthen the YES Campaign?

This exercise generated considerable discussion and the workshop agenda was adjusted to allow participants to continue working on their responses to the questions in their break-out groups until lunch.

The groups reconvened after lunch and each of the groups reported their answers to the 4 questions to the large group. Poonam Ahluwalia, Executive Director of the YES Campaign, was present for the report-outs. In general, all of the small groups felt that it was important to be part of YES; that YES did provide them with things that they couldn't get, or would have more difficulty getting, on their own; that there were many practical things that YES Headquarters, in particular, could do to help the YCN Coordinators meet their country objectives; and that there were also many practical things they, as YCN Coordinators, could do to help strengthen the YES Campaign as a global movement. The report-outs were quite thorough and extensive and generated further discussion among the large group. A detailed summary of all of the presentations appears as Exhibit B of this report.

The Strategies for Success session scheduled to follow the report-outs was postponed to the second day of the workshop, Poonam left the workshop to return to the Kenya International Conference Center (the site of YES Kenya 2006) and participants went on break.

Following the break, participants engaged in a dynamic, interactive, priority setting exercise called "35." The exercise involved placing ideas from the report-outs on cards, exchanging those cards three times, rating the ideas from 1 (low) to 7 (high), and then repeating the process a total of 5 times. The ideas receiving the most points would be the group's top priorities. The top priorities for the future of the YES Campaign that emerged from this exercise were, although not in any particular order:

- ❖ Capacity building for Regional Coordinators, YES Country Network Coordinators, and their projects.
- ❖ Funding and fund raising at the headquarters, country network and country network project level.
- ❖ Formalizing (institutionalizing) the structure of the YES Campaign at the global, regional and national levels.

The major point of discussion during this exercise was the issue of funding. Many of the participants felt that there was a major flaw in the YES Campaign design, which they characterized with the following statement, "How does a group of unemployed people advocate for the employment of others?" There were many opinions offered on whether or not Coordinators should be paid for their services to the YES Campaign and where those payments might come from. There was, however, strong agreement that YCN Coordinators should be compensated by YES Headquarters for out-of-pocket expenses incurred in the process of carrying out directions from YES Headquarters.

Following the discussion, participants unanimously accepted these priorities as the priorities for the future of the YES Campaign. The first day of the workshop concluded following this exercise.

## Day Two

During the evening of the first day, the facilitators met with Poonam at dinner. Poonam was very impressed with the report-outs she had witnessed at the workshop earlier in the day and asked if the coordinators could select 4 representatives to present a summary of the answers to each of the four questions during the first Plenary Session of YES Kenya 2006, which she was moderating and was titled YES Campaign Works.

The facilitators began the second day of the workshop by presenting participants with Poonam's invitation and outlining the possible advantages of accepting that invitation and the implications doing so would have on the workshop agenda.

Considerable discussion followed leading to consensus that having the YCN Coordinators' collective voice heard in the larger forum provided by the Plenary Session was a valuable opportunity that should not be passed up. The workshop agenda was revised to allow the entire morning for the selection of representatives to present at the Plenary Session and preparation of their remarks. Poonam was already scheduled to return to the workshop after lunch to talk about the YES Kenya 2006 Agenda and how to make the best use of the opportunities that would be provided, so that session was left intact. A presentation by Sarah Whittemore on new innovations being proposed by YES

Headquarters was moved to the slot following Poonam's presentation and the rest of the day was set aside to identify and discuss possible strategies for addressing the 3 priorities identified the previous day.

The participants selected the following individuals to represent them at the Plenary Session the next morning:

- ❖ Haythem Kamel, Egypt – Question #1
- ❖ Marina Salazar, Bolivia - Question #2
- ❖ Kenneth Thlaka, South Africa – Question #3
- ❖ Audrey Codera, Philippines – Question #4

Participants self-selected which presenter they wanted to work with and the presenters went off with those who volunteered to help them to prepare their comments. The entire group reconvened prior to lunch and the presenters rehearsed presenting their remarks and received feedback from the large group.

Following lunch, Poonam outlined the YES Kenya 2006 Agenda and shared her sense of the value of the various sessions being offered. It was apparent at the end of Poonam's presentation that events were beginning to overtake the workshop. There were numerous announcements by various YES Kenya 2006 staff about setting up exhibits, registration, logistics and other matters pertaining to the Summit that was starting the next day. A number of participants had to leave the workshop to deal with these matters.

Sarah then presented the innovations currently being considered by YES Headquarters, specifically – reporting requirements and formats, the Innovations Marketplace and the YES Fund. She asked for feedback on these innovations and that generated a lively discussion. Participants generally agreed that developing a template for them to use in reporting would be very helpful. There was mixed interest in the Innovations Marketplace. Those who had projects that produced marketable products liked the idea. However, most of the coordinators present did not have such projects in their networks and felt that there were already on-line outlets, like e-bay, available if they were needed. They did not feel the Innovations Marketplace was necessary and that limited YES Campaign resources could be better used elsewhere.

The proposed YES Fund stimulated the most discussion. There was great interest in the concept, however, there were many serious questions and concerns about where support for the fund would come from, how the fund would be used and the money distributed, and how the fund would be structured, governed and managed. The participants were especially concerned about who would make these decisions regarding the fund and were reluctant to give their

full support to the fund until these questions had been answered to their satisfaction.

The next session was supposed to focus on identifying and discussing possible strategies for addressing the priorities that were established the previous day. However, the pressing need to deal with registration and exhibit preparation for the following day became overwhelming and it was necessary to end the workshop earlier than planned. This abrupt ending to the workshop did not provide an opportunity to bring closure to the workshop or to receive feedback regarding the experience from participants. This may, however, have been a good thing, because the Regional Coordinators and YCN Coordinators who attended the workshop continued to interact and work together throughout the Summit as if the workshop had never ended. They were all present to support their representatives' presentations during the first Plenary Session, they socialized together during and after the Summit events and they frequently referred to one another as "my YES family." Many specific plans for continuing to work together were proposed and discussed, including a YES Campaign, mid-point conference for YES Campaign leaders in Alexandria, Egypt in 2007.

#### Facilitator's Recommendations

Dr. Wild and I were delighted to have the opportunity to work with such an intelligent, capable, caring and passionate group of young people. We are confident that they can take the YES Campaign to unimagined heights and make an enormous positive impact on youth employment in their countries and around the world. We believe that the workshop objectives were met and we offer the following recommendations to build on the success of the workshop and of the larger YES Kenya 2006 experience.

We also want to extend a special thank you to Gatecha Kamau, who worked tirelessly to support YES Kenya 2006, in general, and the YCN Coordinator's Workshop in particular. Whether it was a problem of getting hot water in the rooms, getting an LCD projector set up in the auditorium or getting a taxi to get back downtown, Gatecha, with his ever ready cell phone, was the person to call and the person who got it done. Thank you, Gatecha. There would have been no workshop without you.

In addition, we feel it is necessary to note that there were several meetings held by the YCN Coordinators during the two days of the workshop that were not part of the workshop agenda. It is our understanding that many important issues related to the future of the YES Campaign were discussed during these meetings. However, since we did not participate in these meetings, we do not feel it would be appropriate for us to comment on what we have been told was said.

#### Recommendation #1

The workshop participants, together with other YCN Coordinators who were unable to attend the workshop, should continue to work together on-line to complete the very important task we didn't get to – discussing and developing possible strategies for addressing the 3 priorities identified during the first day of the workshop. Dr. Wild and I would be happy to facilitate that process on-line if so desired by the participants.

#### Recommendation #2

Once a range of practical strategies have been identified, those strategies that would benefit from collaboration between different country networks, regions or levels of the YES Campaign, should be singled out and the effected parties should consider continuing to work together on-line to develop action plans to carry out these strategies. Again, Dr. Wild and I would be happy to facilitate the process if so desired.

#### Recommendation #3

The proposal put forward by Haythem Kamel of Egypt following the workshop, to hold a YES Campaign, mid-point conference for YES Campaign leaders in Alexandria, Egypt in 2007, should be given serious consideration by YES Headquarters. YES Kenya 2006 provided a forum for constructive dialogue and that dialogue raised many important issues relating to the future of the YES Campaign. The leadership of the YES Campaign really needs to set time aside to focus on these issues, forge an agreement on the future direction of the YES Campaign and develop plans to move the campaign forward. A planning committee should be formed, within the next several months, consisting of representatives from YES Headquarters, the YES Campaign Committee, YES International Advisors, YES Regional Coordinators and YES Country Network Coordinators. This committee should be tasked with developing a budget, a plan to raise funds to meet the budget and an inclusive process for developing the agenda, to possibly include specific capacity building workshops, for this mid-campaign leadership conference.

#### Recommendation #4

It appears that the title YES Country Network Coordinator is misleading. It suggests that these individuals coordinate a network of youth employment programs and/or projects in their countries. In fact, only a few of the YCN Coordinators actually do that. Most of the YCN Coordinators manage youth employment programs and/or youth employment related projects in their countries and have been selected by the YES Campaign to represent their

countries as part of the global YES Campaign network. Therefore, a more accurate title would be YES Global Network County Representatives.

It also appears that there is no stated process for selecting these representatives, nor is there a rationale for selecting only one program manager to represent an entire country. These inconsistencies have the potential of creating confusion, causing dissention and, in some instances, could be perceived by those outside the YES Campaign as a deliberate distortion of the scope of the campaign, which could undermine the campaign's credibility.

The issue of compensation for YCN Coordinators is also a legitimate and serious concern.

We recommend that these inconsistencies be discussed, addressed and resolved as soon as possible and, at the very least, be included as part of the agenda for the proposed YES leadership conference in Alexandria next year.

#### Recommendation #5

The priorities established by the workshop participants - capacity building, funding and institutionalization - were not just for country networks. They were, in the opinion of the workshop participants, what the priorities should be for the entire YES Campaign. We agree with the workshop participants and recommend that YES Headquarters formally acknowledge these priorities by distributing them to the entire YES Campaign network with a strong recommendation that they be used to guide operational planning and the use of resources at all levels of the YES Campaign during the next year (2007).

Respectfully submitted this 16th day of November, 2006.

José M. deOlivares and Dr. Jennifer Wild  
Workshop Facilitators

## **Exhibit A**

### *Building the Global Dream Team*

## **YES Country Network Coordinators Workshop**

**September 11- 12, 2006**

**Nairobi, Kenya**

#### Participants:

- ❖ 84 YES Country Network Coordinators

#### Facilitators:

- ❖ Dr. Jennifer Wild, President and CEO, Alternate Perspectives, Inc. (API)
- ❖ José M. de Olivares, Executive Director, Institute for the Mainstreaming of Marginalized Youth (IMMY)

#### Presenters:

- ❖ Coordinator or Chair, YES Kenya
- ❖ Sarah Whittemore, YES Global Partnership Coordinator
- ❖ Poonam Ahluwalia, YES Executive Director

#### Materials:

- ❖ All materials will be pre-developed by API and YES HQ

#### ***Objectives for Day One***

1. To build a common understanding of the goals and mission of the YES Campaign by sharing the State of the YES Campaign Report 2006;
2. To get all the coordinators on the same page regarding the YES theory of change
3. To promote peer learning and team build by sharing “what works”, “promising strategies”, and “effective practices”.

#### ***Objectives for Day Two***

1. To build a deeper understanding of the YES Kenya 2006 Agenda and learn about the key people coming to the Summit and how to get the maximum mileage from ones participation
2. To learn about new YES Campaign initiatives which include Reporting, YES Fund and the On-line Innovation Market Place

## **DETAILED AGENDA**

<b>Day/Time</b>	<b>Activity</b>	<b>Presenter</b>	<b>Resources Required</b>
<b>September 11 8:00 – 8:45</b>	<b>Welcome and Introductions</b>	<b>YES Kenya Coordinator</b>	<b>microphone</b>
<b>8:45 – 9:00</b>	<b>Presentation of:</b>	<b>Jennifer Wild</b>	<b>PPT slides</b>

	<ul style="list-style-type: none"> <li>✓ Agenda</li> <li>✓ Workshop Objectives</li> <li>✓ Norms for Working Together for 2-Days</li> </ul>	<b>José deOlivares</b>	
<b>9:00 – 9:45</b>	<b>State of the YES Campaign Report 2006</b> <ul style="list-style-type: none"> <li>✓ History</li> <li>✓ The Global Unemployment and Underemployment Problem</li> <li>✓ YES Theory of Change</li> <li>✓ YES integrity</li> <li>✓ Unifying themes of YES networks</li> <li>✓ YES Model</li> <li>✓ “The Way Forward” for YES</li> </ul>	<b>Sarah Whittemore</b>	<b>PowerPoint Slides, microphone</b>
<b>9:45 – 10:15</b>	<b>Facilitated Dialogue from Previous Session</b>	<b>Jennifer Wild José deOlivares</b>	<b>None</b>
<b>10:15 – 10:45</b>	<b>Break</b>		
<b>10:45 – 11:00</b>	<b>Fine tuning the YES Model</b> <ul style="list-style-type: none"> <li>• Infrastructure and Network Capacity</li> <li>• Programs and Employment Creation</li> <li>• Partners and Funders</li> <li>• Future Initiatives (very brief)</li> </ul>	<b>Sarah Whittemore</b>	<b>PowerPoint Slides, microphone</b>
<b>11:00-11:30</b>	<b>Small Group Exercise: How your experience relates to the YES Campaign Report and the YES Model</b> <p>Participants will work in small groups to discuss their YES country network experience to determine how that experience relates to the YES Campaign Report and the YES Model</p>	<b>Jennifer Wild José deOlivares</b>	<b>Flipcharts for groups to record highlights of small group discussion</b>
<b>11:30 – 12:15</b>	<b>Random Report Outs Large Group Dialogue:</b> <p><i>Why is it important to have a common understanding of the YES Campaign mission, theory of change and objectives organization?</i></p>	<b>Jennifer Wild José deOlivares Sarah Whittemore</b>	<b>Template for dialogue provided; it is a discussion of ideas not taking of positions</b>
<b>12:15 – 1:45</b>	<b>Lunch</b>		
<b>1:45 – 3:00</b>	<b>Strategies for Success: How to make the YES model work in your</b>	<b>Sarah Whittemore,</b>	<b>Flip charts and markers at front of</b>

	<b>country network</b> <ul style="list-style-type: none"> <li>✓ Getting the right infrastructure</li> <li>✓ Utilizing existing resources</li> <li>✓ Managing Time</li> <li>✓ Attracting public support</li> <li>✓ Gaining Government support</li> <li>✓ Finding the right partners</li> <li>✓ Securing program funding</li> <li>✓ Communication within YES</li> <li>✓ “The YES Brand”</li> </ul>		room
<b>3:00 – 3:30</b>	<b>Break</b>		
<b>3:30 – 4:00</b>	<b>Priority Setting Exercise</b> A large group exercise called “35” will be used to highlight the Top 5 Opportunities <b>Very interactive</b>	<b>Jennifer Wild</b> <b>José deOlivares</b>	3 X 5 cards and pencils for recording
<b>4:00 – 4:30</b>	<b>Large Group Dialogue</b> The large group will deliberate on the Top 5 Opportunities using the following framework: <ol style="list-style-type: none"> <li>1. What does this opportunity present for YES?</li> <li>2. How can this opportunity become a reality?</li> <li>3. How can we ensure that all networks are benefiting equally and achieving these identified opportunities despite all of the differences between network contexts?</li> </ol>	<b>Jennifer Wild</b> <b>José deOlivares</b>	None
<b>Evening over dinner</b>	<ul style="list-style-type: none"> <li>• <b>Coordinators will have the opportunity to meet independently in groups to discuss common ideas, initiatives and challenges</b></li> <li>• <b>West African countries will meet to discuss WACSOFF-YES partnership</b></li> </ul>		
<b>Day/Time</b>	<b>Activity</b>	<b>Presenter</b>	<b>Resources Required</b>
September 12 8:30 – 8:45	Review of Yesterday Work Comments and Questions	<b>Jennifer Wild</b> <b>José deOlivares</b>	None
8:30 – 10:00	<b>2006 Summit Agenda</b> <b>Creating Markets... Unleashing Entrepreneurship</b>	<b>Poonam Ahluwalia and 2 or more YES Kenya speakers</b>	Panel table and chairs microphones

	<p>5 minute overview of Panel/Introduction of Members</p> <p><b>30 minutes</b>  <b>Poonam Ahluwalia</b> will begin the panel with an overview of the 2006 YES Summit agenda</p> <p><b>10 minutes</b> each (includes questions from participants)  Each YES Kenya Speaker will address one opportunity for creating markets and/or unleashing entrepreneurship and give ideas on where to go for resources, what others have done, etc.</p> <p><b>5 minute wrap up</b></p>	<p><b>Moderators:</b>  <b>Jennifer Wild</b>  <b>José deOlivares</b></p>	
<b>10:00 – 10:30</b>	<b>Break</b>		
<b>10:30 – 12:00</b>	<p><b>Innovative Thinking Exercise:</b>  <i>How can we BE to become more successful?</i></p> <p>Participants will work in small groups to understand the difference in being and doing and understand the principles behind causing transformation and develop an individual action plan  (Participants will have input into how their small group are formed)</p>	<p><b>Poonam Ahluwali</b>  <b>Jennifer Wild</b>  <b>José deOlivares</b></p>	<p><b>YES Design Principles and Breakdown to Breakthrough technology</b></p>
<b>12:00 – 1:30</b>	<b>Lunch</b>		
<b>1:30 – 2:30</b>	<p><b>New YES Initiatives: “The Way Forward”</b></p> <ul style="list-style-type: none"> <li>• Reporting and Monitoring</li> <li>• Knowledge Sharing and Best Practices</li> <li>• Why Monitoring will help all members of YES</li> <li>• Tutorial on Reporting</li> </ul> <p><b>Time for Dialogue</b></p>	<p><b>Sarah Whittemore</b></p>	<p><b>Microphones, PowerPoint Slides</b></p>
<b>2:30 – 3:00</b>	<b>Break</b>		
<b>3:00 – 4:30</b>	<p><b>New YES Initiatives (continued)</b></p> <ul style="list-style-type: none"> <li>• Innovation Marketplace <ul style="list-style-type: none"> <li>○ Creating a new e-market</li> </ul> </li> <li>• Global YES Fund <ul style="list-style-type: none"> <li>○ Structuring the Fund</li> <li>○ Timeframe</li> <li>○ Business Plan</li> </ul> </li> </ul>	<p><b>Sarah Whittemore</b>  <b>Jennifer Wild</b>  <b>José deOlivares</b></p>	<p><b>Microphones PowerPoint Slides</b></p>

	<ul style="list-style-type: none"> <li>○ competitions</li> <li>○ How YES youth apply for grants</li> </ul> <p><b>Dialogue</b></p>		
<b>4:30 – 5:00</b>	<b>Break</b>		
<b>5:00 – 7:00</b>	<ul style="list-style-type: none"> <li>• <b>Workshop Participant Dinner (with entertainment provided by host Network Kenya)</b></li> <li>• <b>Workshop Participant Certificate Presentation</b></li> </ul>	<b>TBD</b>	

## EXHIBIT B

### COORDINATORS FROM EASTERN EUROPE / EUROPE

YES Coordinators Workshop

September 11, 2006

1. Why is it important to be a part of YES?
  - Good goals and common vision
  - Information Exchange
  - Freedom to implement country projects
  - Social entrepreneurship
  
2. What does YES provide you that you could not get on your own?
  - Energy and motivation
  - International credibility - a recognized name
  - Contacts with national government, NGOs and private sector
  - New ideas for programs and advocacy work
  
3. What do you need from YES to help meet your objectives?
  - Share best practices but also share mistakes so that networks don't make the same mistakes, no need to "reinvent the wheel"
  - A formal letter of endorsement from YES HQ to give to potential partners/donors
  - Leadership training
  - Capacity building for coordinators
  - Better coordination, communication, organization
  - Institutionalization of best practices sharing through an on-line knowledge database
  - Sharing of what type of programs got funding
  - "info desk" at regional level
  - Database of funding organizations and what type of projects they are interested in funding
  - Raise public awareness about YES
  - On-line forum for discussion - a blog
  
4. What could you do to strengthen the YES campaign?
  - Define national and regional objectives
  - Develop our YES national networks
  - Increase media outreach (local and national)
  - Increase volunteer participation
  - Establish more partnerships with public and private sectors

- Organize coordinator meetings at regional level – especially for training

## COORDINATORS FROM WEST AFRICA

### YES Coordinators Workshop

September 11, 2006

#### 1. Why is it important to be a part of YES?

- YES provides a platform for addressing youth unemployment
- Youth employment is a critical issue
- Puts youth employment at the top of the public agenda
- Aggressive response to the MDGs
- Platform for advocacy
- YES model has multiple outcomes that reach beyond youth employment (ripple effect)
- Youth are not the problem, they are the solution
- Multi-stakeholder approach
- YES has the potential to increase social stability, avoid the social degradation of youth (direct youth energy into positive activities)

#### 2. What does YES provide you that you could not get on your own?

- International platform
- Knowledge bank – share best practices
- Provides inspiration, energy
- Linkages
- Provides credibility on a national level
- Increases access to the “powers that be”
- Sense of family, belonging, security

#### 3. What do you need from YES to help meet your objectives?

- YES HQ needs to be a facilitator of relationships
- Sustainability
- Minimum YNC allowance – identify “bare bones” admin costs
- Technical assistance
- Capacity building workshop
- Training – writing grant proposals, ICT, reporting, management, leadership training, understanding on to involve stakeholders, attracting the right partners
- HQ and Regional Coordinators can help identify funding opportunities
- Standard operating procedures
- Better communication
- **S.W.O.T. analysis**
- More support for regional consultations – define regions

4. What could you/we do to strengthen the YES campaign?

- Strengthen regional alliances
- Knowledge sharing
- Coordinators blog
- Better utilization of the strength found in GLOBAL network
- Virtual hub for the sharing of knowledge, tutorials, webinars
- **BETTER REPORTING**

COORDINATORS FROM SOUTHERN AFRICA

YES Coordinators Workshop

September 11, 2006

1. Why is it important to be a part of YES?

- Opportunity for networking
- Create platform to participate in youth employment issues
- YES global reputation – credibility
- Opportunity to learn from each other
- Tackle issues of national concern – employment creation
- Opportunity to influence national development on youth issues
- Recognition and appreciation of young people
- 

2. What does YES provide you that you could not get on your own?

- Credibility
- Information on youth (un)employment
- Links to other players interested in youth issues
- Creates a web of networks
- A strong voice for advocacy

3. What do you need from YES to help meet your objectives?

- SWOT Analysis
- Institutionalization of YES
- Capacity building for network coordinators
- Make each and every network sustainable – financial and technical support
- Give coordinators the skills to act on local funding opportunities (who should coordinators contact, how do you write a proposal etc...)
- Standard reporting structure
- Establish a regional entrepreneur fund
- Ensure accountability of YES networks and YES HQ
- Provide better coordination of activities between all YES players

4. What could you do to strengthen the YES campaign?

- Ensure legal coverage of networks
- Institutionalize country networks
- Conform to YES Campaign standards
- Improve partnerships for sustainability
- Engage and involve government agencies
- Improve regional network communication

COORDINATORS FROM MIDDLE EAST AND ASIA

YES Coordinators Workshop

September 11, 2006

1. Why is it important to be a part of YES?
2. What does YES provide you that you could not get on your own?
3. What do you need from YES to help meet your objectives?
4. What could you do to strengthen the YES campaign?

**This group decided to focus on providing tangible solutions at the country and global level to a series of issues they felt were important.**

<b>Problem/Issue</b>	<b>YCN</b>	<b>YES Campaign HQ</b>
I. Institutionalization of YCNs		
1. Independent legal entity	get the information on registration requirements & forge structures	Provide a letter to Government endorsing YES Coordinator, asking for government support to the YCN including info materials highlighting the works of the YCN in that country & what other governments are doing to support the YCNs in their countries
* Do networks require legalization or can they exist as a program?		
* Leads to partnerships with existing structures in country		
2. Within National Structure as a Program	get the information on registration requirements & forge structures	letter recognizing a coordinator
*fitted within a National Structure, focal person is YCN Coordinator		

## II. Funding

### 1. Administration

\*problem: projects falling in the hands of people not doing any actual work

- Office Equipment

Target the private sector

A YES HQ letter to gov't will provide credibility

- Office Materials/Supplies

Target the private sector

A YES HQ letter to gov't will provide credibility

### 2. YCN Funding

a. Coordinator's allowance

look for funding organizations and tailor programs to fit their mission & link other YCNs to that resources

Provide coordinator's allowance - each coordinator spends an average of USD400 each month for utilities and incidental expenses  
YES HQ needs to look/assist other YCNs in looking for the GAP in funding (20% of total project cost)

b. Support from YES Campaign (global level)

YCNs can look for GAP (overhead costs) when requesting for funding from private corporations (all donations have a monetary value, important to put a monetary value on office materials /equipment

c. Tax Exceptions

Several organizations in the US supporting programs in different countries would get a tax exception so perhaps target those organizations who may be more likely to give money

## III. Training

1. Capacity-building	look & share formats for project proposals, final report, EU Framework for monitoring & evaluation, financial report	YES MOU asking international partners & governments to include YCNs in their existing country-led training programs - at least 3 trainings for YCN YES provide funding when trainings need funding
a. project development & management	look & share models & methodologies	
b. proposal writing & aligning project w/ funding		
c. building partnerships		
d. ICT Training		
e. Monitoring & Evaluation		
IV. Restructuring of YES Campaign		
1. Regional Coordinators		Terms of reference for Regional Coordinators Executive Committee/point persons
2. YCN Coordination	Country Coordinators should provide assistance to other YCN according to their strengths. Also institutionalize country networks – create accountability	Better methods for accountability and attribution and national, regional and global level
3. Funding Issue = 15% of administrative program costs (overhead) which YCNs cannot explain to funders		

COORDINATORS FROM LATIN AMERICA  
 YES Coordinators Workshop  
 September 11, 2006

1. Why is it important to be a part of YES?

- YES provides a platform to be a part of implementing the Millennium Development Goals
- Encourages interaction with youth

2. What does YES provide to coordinators?

- International credibility
- Opportunity to embrace the 7Es framework
- Provides a social objective
- Encourages learning from each other
- Set challenges

3. What do you need from the YES Campaign?

- Guidelines, best practices
- Better guidance and support from YES HQ
- A measurement for determining whether or not we are accomplishing YES goals
- Performance indicators and Performance goals
- Measurable and quantifiable objectives at national and regional
- Capacity building for coordinators
- Institutionalization at all levels – global, regional and national
- Training materials for coordinators
- More support of funding initiatives from YES HQ (ex: letter of accreditation)
- Clarify the role of EDC
- Better utilization of partnerships
- Define roles and expectations of all YES players – country coordinators, regional coordinators, YES HQ
- Financial support for country and regional coordinators – a monthly allowance from YES HQ?
- Provide references for national and regional funding agencies – who YCNs should target for partnerships

4. What could we do to help YES?

- Coordinators can gain independent funding but they require support/guidance
- Knowledge sharing
- Better communication between YCNs and YES HQ
- Guidance on turning the voice of the youth into public policy
- Strategies for sustainability
- Sharing best practices and experiences
- Time, experience, “social balance”
- Add another “E” to represent Ethics