



GOVERNMENT OF SIERRA LEONE

Youth Agenda for Development
(YAD)



NATIONAL YOUTH COMMISSION

National Stadium Swimming Pool, Brookfields, Freetown

www.nationalyouthcommission.sl

Tel: +232-

Youth Agenda for Development

Background

Youth (people aged 15-35) account for 34 percent of Sierra Leoneans. The civil war that ended in 2002 disrupted the availability and quality of educational services, exposed many youth to violence from a very young age and created disincentives for young people to remain in school. As a result, members of this generation have less employable skills, are less prepared for the job market and face a more difficult transition to adulthood than either younger or older groups. The lack of productive employment for youth is not only an economic problem, but also represents a major political and security risk.

In December 2009, the Government of Sierra Leone established a National Youth Commission (NAYCOM) with the objective of empowering youth to develop their potential, creativity and skills for national development. NAYCOM is responsible for:

- ✓ implementing, coordinating and monitoring development programmes aimed at creating employment opportunities for youth;
- ✓ developing a comprehensive national youth development plan;
- ✓ collaborating with other government agencies and NGOs on youth skills training;
- ✓ addressing drug abuse by youth;
- ✓ disseminating information on services for youth and;
- ✓ coordinating the activities of youth groups and youth serving organisations.

The activities of NAYCOM are also grounded in the priorities set forth in the Agenda for Change (2008-2012), the government's poverty reduction strategy. Furthermore, the Government's youth interventions are supported by a coordinated joint response on the part of the Government and the key development partners active in youth employment in Sierra Leone.

Justification

One of the major risks to national stability and development identified in the Agenda for Change is youth unemployment. The youth constitute a vital component of the country's human resource capacity, capable of exerting profound impact on the socio-economic political and security needs of the country. Youth unemployment does not only contribute to current high levels of poverty, but also severely constrains the potential for the country's future development. Focusing employment creation efforts on youth can help reverse such a trend and spell the start of active and productive workforce participation as well as promote social integration.

Tackling youth unemployment requires cross cutting efforts. All government ministries, departments and agencies, the private sector and other non state actors need to come together to support the economic and social empowerment of the country's young people. Addressing these issues will require collaboration across ministries, agencies and nongovernmental partners. Collaboration can be possible through resource and information sharing. A lot has been learned through the implementation of recent and ongoing projects, notably the World Bank supported Youth Employment (YESP), the UNDP's Youth Employment and Empowerment Programme (YEPP), GIZ's Youth Employment Promotion Programme (EPP), MAFFS's Smallholder Commercialisation Programme (SCP).

Because the problem is huge in terms of the population target, NAYCOM has thought it fit that it is time to use these and other experiences to develop a new youth programme – the ***YOUTH AGENDA FOR DEVELOPMENT (YAD)***. This will usher in a new era of youth employment and empowerment programming in Sierra Leone, where all national policies are synergized to ensure youth receive exemplary and dynamic training that prepares them for current and future labour needs as well as self-employed entrepreneurs to take advantage of the growing commerce in the country.

Vision

Youth situated at the centre of the country's transformation with developed potential, creativity and skills that contributes to national development.

Mission

Increase the productive capacity of our youth for enhanced participation in development and governance at national, district and community levels.

Objectives

The main goal of this project is to provide immediate employment opportunities for young people and develop a medium and long term strategy for tackling youth unemployment in Sierra Leone. Broadly, the programme will have the following objectives:

- ◇ Increase awareness of career and educational opportunities among our youth
- ◇ Ensure career preparedness through improved youth literacy and basic skills (attitude, work and readiness)
- ◇ Connect youth with employment opportunities through stakeholder collaboration
- ◇ Promote the NAYCOM as a recognised and valued resource and information clearing house
- ◇ Ensure youth participation in key decision making structures at national, district and community levels
- ◇ Ensure youth participation in self reliant projects

Strategic Focus Areas

- I. Enhancing Youth Empowerment and Employment Opportunities
 - Skills for self employment and job market
- II. Encouraging Youth Participation in Governance
 - At chieftom, district and national level through CYs and DYCs
- III. Decentralise Institutional Support for Youth Development Programmes
 - Regional NYC offices
 - Youth Councils in LCs

IV. Capacity Building for Partners in Youth Development for Effective Implementation of Youth Programmes

- MDAs
- Youth Serving Agencies
- Youth Groups

Programme Areas

1. Policy and Institutional Development
2. Youth Trade Skills Scheme
3. Youth Enterprise and Entrepreneurship Scheme
4. Youth Engagement in Agriculture
5. Public Works Scheme – Youth Workers Brigade: Waste Management,
6. Youth Participation, Sensitization and Advocacy Scheme

OUTPUT 1: POLICY AND INSTITUTIONAL DEVELOPMENT

The institutional response to youth employment has faced a number of challenges. There is no single approach to create jobs or enable youths to be more employable. Thus the youth employment strategy does not neatly fit into any one simple model. This situation generally leads to inconsistent policies and the fragmentation of programme interventions.

The Ministry of Youth Employment and Sports and the National Youth Commission have been established to focus on the advancement and empowerment of youth to develop their potential, creativity and skills for national development. The main function of the Commission will be to bring coherence to the fragmented youth sector by coordinating and promoting all youth interventions across line ministries and youth organizations, and to act as an interface between the Government, development partners, NGOs and the private sector to increase the impact of all youth-orientated interventions.

Output strategy

This component will focus on providing support for the development of policies and strategies and to coordinate activities in specific technical areas as well as mobilising resources for youth employment interventions.

- Coordination of programmes managed by public and private implementers in the area of youth employment support to ensure synergies and prevent overlap;
- Provision of policy guidance to ministries, departments and agencies, local councils and other institutions active in the sector;
- Monitoring and evaluation of existing programs and setting up of systems to assist in the identification of beneficiaries.
- Set up mechanism and facilitate the establishment of a Special Youth Fund

Output 1.1: National Youth Policy development

Addressing the numerous youth challenges will require appropriate policy environment to create the enabling environment and ensure coordination and synergy. The project will assist in developing policy responses through systematic analytical work on youth policy, employment policy, labour laws, labour markets, skills certification, monitoring and evaluation of existing projects and setting up systems to assist in the identification of youth beneficiaries.

Output strategy

- Review of existing National Youth Policy of Sierra Leone 2003
- Assessment of employment and macroeconomic policies in relation to the employment of youth.
- Develop a relevant and realistic National Youth Development Plan
- Develop a Strategic Plan for NAYCOM - 2012-2018

Estimated Resources:

Timeframe:

Direct Beneficiaries:

Output 1.2: National Youth Service

In Sierra Leone, the establishment of a National Youth Service Scheme has not yet taken off the ground. A National Youth Service is an opportunity that the country can give to its youth to gain practical work experience by serving in programmes of development value to the country. The duration of the service is one year and would be offered to young people who have completed tertiary education (University, Polytechnic, and Vocational). It will be initially overseen by the National Youth Commission, which is responsible for mobilizing the funding required to run the scheme. The benefits are tremendous:

- Young people get their first professional work experience;
- They live and work in another part of the country thereby gaining an enhanced perspective of their own country;
- Through their work, they gain a practical understanding of the development challenges confronting their country;
- They develop links and contacts with employers that become important during job search;
- Provide trained manpower to supplement and improve existing levels of manpower in mainly the public sector;
- To provide personnel for rural development and community action;
- Instill sense of discipline, spirit of nation building and integration in youth
- Provide individual youth with:
 - o Re-orientation;
 - o Introduction to a vigorous work culture;
 - o Additional life skills;
 - o An awareness of national and social problems requiring attention.

Output Strategy

- Borrow and gainfully utilize the experience and skills of some African countries that have been involved in these programmes over the past years/decades - Nigeria, Ghana, Tanzania, Kenya and Botswana,
- Develop operational and legal framework for the establishment of the National Youth Service
- Pilot National Youth Service
- Document and disseminate lessons for expansion

Estimated Resources:

Timeframe :

Direct Beneficiaries:

Output 1.3: Special Youth Fund

Resource mobilization is a key challenge in promoting youth employment and empowerment activities. In his speech during the launch of NAYCOM on 25th November, 2011, H.E. The President Dr. Ernest Bai Koroma stated that:

“This is why my Government will establish a special funding mechanism to provide the requisite resources for the National Youth Commission to respond to the challenges. The Ministry of Finance and Economic Development, together with the Ministry of Youth Employment and Sports, the National Youth Commission and other relevant institutions will work out modalities to explore the possibility of appropriating resources from existing taxes or introducing innovative ways to raise funds that will form government's contribution to the fund.”

The Special Youth Fund represents part of the direct contribution from the government to the National Youth Commission. The operation of the fund will be guided by stipulated principles and conditions.

Objectives

1. To provide capacity support to youth organizations and youth-serving agencies involved in employment creation and related activities;
2. To build capacity of youth through education and training;
3. To facilitate the provision of capital and business development services for youth enterprises and youth-employing enterprises;
4. To establish youth business information centres and youth business incubators;
5. To raise awareness among youths on self employment through small and medium enterprise development.

The Ministry of Finance and Economic Development, in concert with the National Youth Commission and the Ministry of Youth Employment and Sports, will set up a special account for the purpose of funding activities that promotes youth development under the Youth Agenda for National Development. Specific details on the sources of taxation for the fund will be worked out.

In addition the fund will be open to contributions from development partners, private sector companies and institutions and the public. The Ministry of Finance and Economic Development will maintain separate records for the account. This account will be audited separately and annually. Procurement under the Fund will be done in accordance with government procurement procedures. The National Youth Commission will present quarterly estimates of expenditure.

Sources of funding

Implementing the YAND requires huge capital and there is need to go beyond the traditional sources of financing. Apart from budgetary allocations and funds from our development partners we need to build on what we have. The following could be examined to finance these projects;

- Evaluate all assets belonging to government that have not been put to use over the years with a view to requisitioning them for the National Youth Commission.
- 10% of road fund paid to Special Youth Fund

- 5% of GST
- 5% of vehicle licenses
- 10% of revenues accruing to NATCOM
- 20% of revenues accruing from lottery and gaming
- 10% Cooperate Social Responsibility of all private sector companies
- A percentage of surface rent in mining areas paid specifically for development of area by brigades involved in rural housing schemes
- Government contributing land where it is needed

Estimated Resources:

Timeframe :

Direct Beneficiaries:

OUTPUT 2: YOUTH TRADE SKILLS SCHEME

The large number of unemployable youths in urban areas of the 14 districts of Sierra Leone, necessitates the provision of trade skills to these young people as a major strategy of addressing massive unemployment. This component will facilitate the training of unskilled and/or uneducated youth in formal and non-formal institutions and workshops. It will comprise the recruitment of unskilled and untrained youths from mostly district urban areas and place them in informal/formal training workshops and institutes.

Output Objectives

1. To train youth for specified period (6-12 months) in targeted technical and vocational training institutions, master craftsmen, private sector production workshops/units, etc, with the aim of providing job opportunities as well as addressing the skills deficit in some growth sectors of the economy,
2. To launch in addition to formal skills training a national traditional apprenticeship and internship programme to encourage and support on-the-job training for youths and prospective employees;
3. To collaborate with the Ministry of Education, Youth and Sports, the National Council for Technical and Vocational Awards (NCTVA) and other stakeholders in developing an accreditation system for the trainees using the Obasanjo Centre as a centre of excellence.

Output 2.1: Trade Skills Training Scheme

This will entail the selection of unskilled youths from various districts and placed in various informal as well as formal training institutions. The selection will be done as follows:

- 100 youths selected from each of the following districts (Port Loko, Kambia, Koinadugu, Tonkolili, Kono, Kailahun, Bo, Pujehun, Bonthe and Moyamba).

- 200 youths selected from each of the three regional districts (Bombali, Kenema and Bo).
- 150 youths selected from the Western Area Rural District
- 400 youths selected in Western Area Urban District

Output Strategy

The modalities to be adopted in the implementation of the employment programmes (i.e. Vocational Skills Acquisition listed above as follows:

1. The Chief Olusegun Obasanjo Skills Acquisition Centre in Newton operate as a Centre of Excellence for the acquisition of skills as well as the accreditation of beneficiaries of the Trade Skills Scheme. Collaborative efforts of NAYCOM, MYES, MEST, UNDP and WARDC required.
2. Public Awareness and sensitization Campaigns. To ensure that the public is adequately informed and sensitized about government's mass employment generation efforts. Details of the campaigns which will be made through electronic and print media, religious centres, chiefdoms, and other local means will spell out details of the employment programs being put in place. These details include date and venue of counselling, registration, recruitment/selection, documentation etc in respect of each program. It will also specify qualifications, if any and target group for participation in each of the programs. The campaigns should run continuously for a period not less than 1 week.
3. Production of Training Materials including Registration forms. Appropriate forms will be designed and Produced for use during registration, documentation and monitoring of the program.
4. Recruitment of Trainers: As previously stated above, training is to be provided in the following areas:
 - Vocational Skills
 - Agricultural Skills
 - Entrepreneurial/Business Skills
 Trainers in these schemes will comprise of
 - (a) Master Craftsmen
 - (b) Formal Vocational Skills Centres.
 - (c) Relevant departments in appropriate educational institutions.
 - (d) Farm Estates / Centres
 - (e) Business training to be provided by experts
 The recruitment will take place in all the regions simultaneously for one (1) week.
5. Counselling: Unemployed persons would be counselled on available opportunities for self employment, trade preference, workshops ethics/conduct etc. The counselling will be carried out at designated centres (at least one in each region) for two (2) days.
6. Registration, selection, Recruitment and Documentation of prospective beneficiaries into the programs. Registration will be done immediately after counselling in the various regions for one (1) week. Selection/recruitment and documentation will take place in the office of the NAYCOM. Each beneficiary will have a file in the office;

the file will contain relevant information of the beneficiary and his/her performance progress report in the program.

7. Orientation: Every beneficiary must undergo an orientation program which will precede posting/placement in the training centres. Orientation which will take place in all the regions will last for 2 days in each centre.

Estimated Resources:

Timeframe :

Direct Beneficiaries: 2,050

Output 2.2: Youth Apprenticeship and Internship Scheme

The programme will also include the recruitment of trained youths that will be placed with mining and other private sector companies (especially mining and agriculture companies) and other government agencies for on-the-job training. This sub-component is called the Youth Apprenticeship Scheme. The trainees will be placed at minimum cost to the host institution. The programme will provide subsistence and transport allowances as well as uniforms for the trainees.

The scheme will also promote policy and activities aimed at providing the necessary enabling environment and support for students in tertiary institutions to secure internship attachment in various work places during holidays for job experience. The Ministry of Education, Science and Technology (MEST), the Ministry of Mines and Mineral Resources (MMMR) and other stakeholders will play a major role in steering the internship scheme.

Output 2.2.1 Career Advisory and Placement Centres

Career Advisory and Placement Service (CAPS) is one of the initiatives designed by UNDP to tackle the huge youth unemployment and under employment problem. CAPS is geared towards increasing the potentials of students to acquire jobs in study-related areas and to become high-performing employees. Services provided by the centres piloted at Njala University, Fourah Bay College and NAYCOM are towards increasing employment prospects of university graduates and alumni, improve pathways from universities to employers and decrease saturation of graduates in no/low growth jobs.

Service to whom?-The services targets; students entering the university- during their orientation sessions to guide them in choosing course areas that enhances their employability after graduation, students coming towards their graduation, young graduates, alumni, employers

Service provided by whom?-The services are financially supported by UNDP and provided by NAYCOM through the universities. Plans for the establishment of the new ones are to have the centres located in the regional offices of NAYCOM.

Where will the Service be based?-Currently the service is provided by Njala University, Fourah Bay College and NAYCOM. Plans for the immediate future are to extend these services to Makeni, Bo, Western Rural (Obasanjo Centre) and onto Kenema.

Output Strategy

Services shall be provided to the following categories of persons and in the following ways:

Services to Students

1. *Placement* – to place students in suitable internships and to refer qualified students and alumni for job vacancies
2. *Self-assessment* – to ascertain student abilities, interests, personality attributes, and values and to apply these factors in selecting appropriate majors and career fields
3. *Career exploration and exposure* – to facilitate examination of career fields and specific occupations with regards to job duties, working conditions, worker characteristics (abilities, personality attributes, and values), earnings, training requirements, and promotional opportunities.
4. *Labor market information* – to provide local (country and regional) information and projections as to job growth and demand thus enabling students to select training that will lead to *viable* employment opportunities (and decrease saturation of students in no/low growth fields)
5. *Employment tools* – to provide pragmatic skills in job search, job applications, CVs, and interviewing
6. *Employability tools* – to provide graduates and alumni an ‘edge’ in getting and keeping a job and growing on the job
7. *Self employment tools* – to impart entrepreneurship awareness and help graduates and alumni direct academic learning to self-employment opportunities
8. *Vocational guidance* – To assist students and alumni understand themselves in relation to career choice and work-life issues and to provide guidance in vocational planning
9. *Academic advising* – To guide students in selecting academic majors and coursework in line with their career goals
10. *Alumni special services* – to provide services catering to the needs and issues of alumni

Services to Employers

1. *Placement* – to interact with employers in placing suitable students in internships and to refer qualified graduates and alumni for job vacancies
2. *Job Fairs* – to facilitate employers’ participation in job fairs
3. *Corporate citizenship* – to help employers support university and community efforts to engage students in the world of work

Services to the Community

Career exposure – to provide age-appropriate career information to primary and secondary students to broaden world of work outlooks – while representing and promoting the university

Estimated Resources:

Timeframe :

Direct Beneficiaries:

Output 2.3: Urban Youth Skills Training

The Urban Youth Skills Training component is part of the World Bank Youth Employment Support Project (YESP). It will test approaches to support young individuals and youth groups who either have established businesses or are interested in pursuing business/employment opportunities through a package of technical assistance which will consist of technical training through apprenticeship schemes in the formal and informal sector, business development support and coaching, and other life skills. This component will support the following:

- (i) an intervention targeting urban youth with low levels of education;
- (ii) an intervention targeting urban youth with higher levels of education;

The interventions will be implemented by specialized NGOs, technical agencies and/or the private sector. Service providers will be selected based on their ability to scale up their existing programs or to introduce innovative training approaches based on proposals which reflect the Government's development priorities.

Output Strategy

The component will be implemented by specialized NGOs, technical agencies and private sector (artisans, workshops, small businesses) contracted by the IPAU to provide training and employment support services. Youth advocacy groups will take part in monitoring project activities. Bi-lateral institutions may be identified to provide training services in specialized areas.

- (i) At least 60% of beneficiaries will be employed or self-employed in the field of training six months after receiving support;
- (ii) There will be a statistically significant difference in terms of employment of beneficiaries compared to a control group; and
- (iii) The completion rate for beneficiaries in selected interventions will be at least 85%.
- (iv) Each proposal should serve a minimum of 2,500 and a maximum of 5,000 beneficiaries over 24 months. The training and employment support package will be provided in two rounds. The duration of each round is at most 12 months
- (v) The component will target young men and women ages 15-35, who are not currently in school.

Estimated Resources:

Timeframe:

Direct Beneficiaries:

OUTPUT 3.0: YOUTH ENTERPRISE AND ENTREPRENEURSHIP SCHEME

Output 3.1.1: Youth Business Groups

The development of livelihood opportunities through facilitating the establishment and sustenance of small businesses by young people is a key strategy of government in promoting youth employment; the youth business groups' scheme proposes to work with:

1. Youths who have already shown some business interest, have some business experience and have organized themselves into associations, to help them strengthen their businesses.
2. Youths with marketable talents but without business experience

Beneficiaries will also be assisted to embark on entrepreneurship, as opposed to waiting for someone to give them a job.

For the first group, the business associations will be identified, consulted and potential for growth and expansion of their businesses assessed. The scheme will also consider businesses in upstream and downstream of agriculture, so as to promote food security and agricultural exports. There will be linkages with the Smallholder Commercialization Programme of the Ministry of Agriculture, Forestry and Food Security.

This scheme will benefit:

- About 5,000 youths
- Youth with practical/artisanal skills
- Unskilled youth
- Youth with basic education
- Small mixed groups of skilled and unskilled

Output strategy

The youth business group scheme will focus on promoting entrepreneurship training, growth and development of more and better small and medium enterprises/industries, support enterprise growth and skills development and training for employability as key sources of potential areas for job creation for youths. The scheme will support the nurturing and sustainability of the small and medium sized youth enterprises through appropriate entrepreneurship training in business. At the upstream, these areas include support for developing and mainstreaming entrepreneurship culture, knowledge and training in the educational curricula of business management institutions, technical and vocational education training (TVET) institutions. At the downstream, training in the development of business plan, grant/credit facilitation and management and access to financing, financial management, product design and development, market and consumer survey/research, etc.

Estimated Resources:

Timeframe :

Direct Beneficiaries:

Output 3.1.2: Business Development Services (BDS)

Business Development Services (BDS) is a new service that will enable youth to have access to practical support to start-up and manage their businesses. Business development services are central to the development and growth of private enterprises, from small firms to global corporations. BDS cover a range of services that businesses require across their value chain. A youth business is defined in Sierra Leone to be a business that is owned and managed by youth (s) between 18 and 35 years. With the assistance of the UNDP and other partners (e.g. GIZ), it is envisioned that the BDS will be operational in all the districts of Sierra Leone.

The BDS strategy and business plan for **NAYCOM** is based on three main strategic thrusts:

- 1. Supply:** Building the quality of service and reach of BDS providers specifically focused on the needs of youth owned SMEs in Sierra Leone. This will entail a mix of hands-on and classroom-based skill building, as well as active marketing of BDS providers.
- 2. Demand:** Raising the awareness to youth owned SMEs of the benefits of BDS, and building their willingness to pay for services that can lead to increased firm-level profits. This will entail a mix of cost-sharing as well as active education about the bottom-line relevance of BDS.
- 3. Supply-demand nexus:** Cultivating both BDS supply and demand through practical demonstration of the benefits of BDS. This will entail implementing a number of project-led BDS initiatives, executed by BDS providers for youth SME clients.

Output strategy

- Establish 5 Business Development Services (BDS) Centres
- BDS service provided in 4 cities and western rural
- Facilitate the creation of new MSEs and scaling-up existing ones, especially in the transport (Okada) and entertainment (music) industries;
- Support Business Development Service (BDS) for young entrepreneurs and enterprises.
- Establish Career Advice and Placement Services (CAPS) in educational institutions to facilitate job internships and shadowing involving the selection of academic courses, career exploration, employability workshops, recruitment and job placement, and job and career fairs.
- Open to all youth who would like to become self employed; or start a business; or strengthen their existing business

Who will provide the service?

The service provider will be an organization that has a proven track record in providing a BDS service in Sierra Leone or country with very similar economic and development situation as Sierra Leone; organized and run BDS training of youth; uses a manual to guide the training and mentoring; has a structure of project staff with experience in BDS service provision; experience in working in the geographical area of the service centre

What will the Service Provide?

- Train the selected youths on the basic components of starting and running a business
- *Teach youth who are already in income generating activities how to save and to gain access to credit*
- Facilitate information sessions with youth who are interested in starting a business on what types of business would be profitable in their location
- Provide mentoring support to the selected youth businesses

Estimated Resources:

Timeframe :

Direct Beneficiaries: 250

Output 3.2: Youth Trade Fair and Exhibition

Many young people are involved in creative and productive activities. Some of these endeavours can be more rewarding if there are opportunities for marketing locally as well as internationally. The aim of the program is to expose young people who have SMEs that are operational but requires additional boost to make the difference. The thrust is to organise an exhibition with the aim of showcasing the level of youth entrepreneur in Sierra Leone. Exhibition should involve various products, videos, tools and lectures from expert in the field of business.

Young people will be supported to exhibit their products and talents in the various stands and stalls that will be constructed. It will be a national programme with the participation of youth entrepreneurs from all over the country. The Trade Fair will also inspired thousands of young people in and out-of-school to develop the spirit of business and entrepreneurship.

Output strategy

- ❖ Develop detailed programme for Trade Fair and Exhibition
- ❖ Identify and register youth businesses and business groups
- ❖ Involve private sector institutions (Chamber of Commerce, SLIEPA, etc)
- ❖ Integrate music and entertainment industry
- ❖ Presidential Award for Youth Excellence

Estimated Resources:

Timeframe :

Direct Beneficiaries:

OUTPUT 4: YOUTH ENGAGEMENT IN AGRICULTURE

Output 4.1 Youth Farm Settlements Scheme

The Youth Farm Settlement scheme will focus on the establishment of youth farm settlements in mainly rural areas close to the city or urban town for vegetable production, piggery and poultry, and food processing activities. Around the nucleus of vegetables gardening and food processing, many other gainful activities will sprout and be supported.

Skills training and literacy will be an integral component of the training package and these will include carpentry, pot and stove making and repair, petty trading, masonry, cart operation, motor bike and small generator repairs, basket and mat making, cane furniture production, artisan training and watch repair etc.

The youths will be a mix of urban and rural, whether from the project location area or elsewhere. They will be involved from the stage of construction of their own lodgings right up to management. Settlements will be equipped with basic facilities for leisure and recreation such as playing grounds, sports equipment, a generator, video and TV set. Although this is a rural activity, such basic facilities and the security provided by the project will attract young people and start reducing congestion in the big towns.

Settlements will be closely linked to host communities, both working together in community development, governance and labour intensive activities such as road construction, land clearing, anti corruption and health campaigns and major repairs, (public works) to exchange good will and common understanding. The scheme will be run in collaboration with the Ministry of Agriculture, Forestry and Food Security, the Smallholder Commercialization Programme (SCP) and other stakeholders in the agriculture sector.

Output Strategy

- Western Area and the regional and district urban towns (Freetown, Bo, Kono, Makeni, Port Loko and Kenema, etc)
- 2,500 Beneficiaries
- Youth living in depressed communities in urban settings
- Unskilled and unemployed youth (male and female)
- Skilled but not employed
- Physically challenged youth
- Participants will be selected competitively from among a number of willing cohorts in the city or urban towns.
- 20% of the participants will come from the rural host community for their buy-in to support the project.

Duration

- Each group of trainees will spend a minimum of six months and a maximum of one year at the settlement (depending on the type of skills required)

Estimated Resources:

Timeframe :

Direct Beneficiaries:

Output 4.2: Rural Youth Livelihoods

This component will test approaches to support young individuals and youth groups who either have established agriculture-related businesses or are interested in pursuing business/employment opportunities in the agric sector through a package of technical assistance which will consist of technical training through apprenticeship schemes in the formal and informal sector, business development support and coaching, and other life skills. This component will support an intervention targeting rural youth (all levels of education).

The intervention will be implemented by specialized NGOs, technical agencies and/or the private sector. Service providers will be selected based on their ability to scale up their existing programs or to introduce innovative training approaches based on proposals which reflect the Government's development priorities.

Output Strategy

The component will be implemented by specialized NGOs, technical agencies and private sector (artisans, workshops, small businesses) contracted by the IPAU to provide training and employment support services. Youth advocacy groups will take part in monitoring project activities. Bi-lateral institutions may be identified to provide training services in specialized areas.

- (i) At least 60% of beneficiaries will be employed or self-employed in the field of training six months after receiving support;
- (ii) There will be a statistically significant difference in terms of employment of beneficiaries compared to a control group;
- (iii) The completion rate for beneficiaries in selected interventions will be at least 85%.
- (iv) Minimum of 2,500 and a maximum of 5,000 beneficiaries over 24 months. The training and employment support package will be provided in two rounds. The duration of each round is at most 12 months
- (v) The component will target young men and women ages 15-35, who are not currently in school.

Estimated Resources:

Timeframe:

Direct Beneficiaries:

OUTPUT 5: PUBLIC WORKS SCHEME

This deals with the engagement of youth in areas such as waste management, maintenance and rehabilitation of roads and culverts, beautification of roundabouts, squares, etc in major towns. The population is highly concentrated in urban areas causing poor health and sanitary conditions. Public works scheme has the following advantages:

- programme is easy to set up
- clear and visible
- engages large numbers of youth in activities that will sustain their livelihoods
- make youth environmentally conscious and concern for neighbourhood sanitation

Output 5.1: Youth Workers Brigade: Private Waste Management:

This involves youth employment promotion through private waste management. The programme will adopt a door-to-door collection system covering its costs by subscription fees from community clients. It will also assist public authorities in cleaning their cities on contractual basis.

Output Objectives

- (i) Promote sustainable waste management system in the Freetown Municipality through public private partnerships
- (ii) Create sustainable job opportunities for skilled and unskilled youths
- (iii) Build awareness and participation of residents of Freetown in waste management processes

Output Strategy

Although much effort have been made in getting Freetown free from garbage, youths and other municipal workers engaged in the cleaning exercise suffer a lot of drudgery in the process in addition to the high running cost incurred. This project aims at using a private sector approach in the management of waste (residential, industrial, institutional and commercial). This will entail the introduction and use of the appropriate means of transport (Tricycles- motorized and manual). It is expected that this will reduce the cost of collection and disposal, ease the drudgery involved in the process and provide livelihoods for youth engaged in the exercise.

The National Youth Commission (NAYCOM) will partner with the SAYENOR Industries Ltd. to provide motorized and manual tricycles to each of the sub-zones on soft loan basis. The company, with the guarantee and initial advance payment of NAYCOM will supply agreed quantities of the two types of tricycles (motorised and non-motorised) which will then be handed over to the brigades on the basis of signed agreements and schedule of re-payment. NAYCOM will be responsible for part payment of the tricycles as subsidy to the brigades. Each brigade will operate a savings bank account in a designated bank for which payments by clients will be deposited. Brigade workers will be remunerated form proceeds of payments by clients and a percentage saved for monthly re-payments for the tricycles.

- Sign agreement with SAYENOR Industries Ltd for the supply of motorised and non-motorised tricycles

- Identify and constitute Youth groups into 48 youth workers brigades (**1,200 youths**) to be engaged in Waste management in Freetown - phase 1. Each zone will constitute a YOUTH WORKERS BRIGADE comprising of 25 youths (23 workers, 1 Supervisor and 1 Sales/Finance Officer)
- Identify and constitute Youth groups into youth workers brigades (minimum of 10 brigades in 3 regional cities (**750 youths**) and 5 in 10 other districts cities (**1,250 youths**) in other districts –phase 2
- Provide training for constituted youth workers brigades in marketing and waste management
- Sign MOU with Youth Workers Brigades for the re-payment of tricycles and the proper utilization of inputs
- Provide inputs (tool, equipment, materials, etc) for Youth workers brigades
- Establish bank accounts for brigades for the purpose of financial management and accountability
- Develop sensitization materials and launch sensitization campaign

Inputs

1. Motorised and non motorised tricycles
2. Wheel barrows
3. Dust Bins (different sizes)
4. Rakes, shovels
5. Protective gears (hand gloves, nose mask)
6. Boots, Rain gears
7. Brooms
8. First Aid Kits

The cost for the tricycles and bins will be recovered by cash payments from the various youth workers brigades through weekly and monthly payments to designated NAYCOM bank account .The other tool kits remain with the brigades for continuity of cleaning activities.

Zonal Demarcation (128 Zones)

Freetown will be demarcated into 48 zones.

Makeni, Kenema and Bo will each be demarcated into 10 zones = 30 zones

Western Rural, Port Loko, Kambia, Koinadugu, Tonkolili, Kono, Kailahun, Pujehun, Bonthé and Moyamba will be demarcated into 5 zones each = 50 zones

Criteria for Youth Group/ Youth selection

1. Youth group must be registered with the National Youth Commission or relevant Local Council
2. Must be engaged in waste management activities in their Communities
3. Must have an operational base and express willingness

Estimated Resources:

Timeframe :

Direct Beneficiaries: 3,200

Output 5.2: Cash for Work (CfW)

The Cash for Work project is a component of the World Bank Youth Employment Support Project (YESP). It will be implemented by NaCSA, working in close collaboration with the Sierra Leone Roads Authority, the Ministry of Agriculture, other technical ministries, the National Youth Commission, and the ILO. The communities, through Community Oversight Committees and local councils will be involved in the implementation and monitoring of project activities. In particular, youth councils and youth representatives are expected to be active in the selection of cash for works projects and monitoring of work sites.

The CfW program is a labor intensive public works program which provides short term employment to young people in rural, peri-urban, and urban areas through construction and rehabilitation of key economic infrastructure and other priority public works.

Output Strategy

Individual contractors (Youth Organizations/Groups, Local Artisans) will implement small projects identified and/or confirmed with communities, councils and other partners with close supervision from appropriate government agencies (such as SLRA and MAFS), and SOCEP/NaCSA field staff. Local youth representatives will help monitor project selection and implementation.

Selection of Communities

1. Allocation of resources among Districts by population of poor people
2. Calculation of relative poverty index at ward level
3. Sensitization of communities in poorest wards and submission of LOIs by interested communities
4. Selection and notification of communities

Selection of Sub-projects

1. Identification of sub-projects and formation of COCs
2. Preparation of Project Application Forms (PAFs) and budgets, and Environmental and Social Screening Form (ESSF)
3. Selection of sub-project proposals
4. Issuance of a Certificate of Approval and notification to COCs

Contractor Selection

1. Preparation of short list from pool of known qualified contractors
2. Selection of contractors in Quarters I and II
Selection of contractors in Quarters III to VIII

Beneficiary Targeting

1. Determination of method for selection—lottery, “first come first served,” or rotation
2. Notification of potential beneficiaries about project, wage, selection criteria, and reporting time/date
3. Prospective beneficiaries report to worksite and those who are willing to work for project wage and meet selection criteria (age, proximity to site, one beneficiary per household) are selected based on agreed method from a pool of eligible individuals. In case of limited demand, beneficiaries will be selected on a first come first serve basis

Estimated Resources:

Timeframe :

Direct Beneficiaries:

OUTPUT 6.0: YOUTH PARTICIPATION, SENSITIZATION AND ADVOCACY

Output 6.1: District and Chiefdom Youth Councils

The National Youth Policy of 2003 highlighted a number of strategic areas as priorities. One of them is Youth Participation. It is crucial that our young men and women all over the country are made to enjoy their right to contribute to and participate in national development but especially in those aspects that concern them directly as a distinct social category. However, participation entails responsibilities. It is more effective if rooted in knowledge about issues, practices and procedures, especially those that have to do with governance and the democratic process.

The District Youth Councils (DYCs) and Chiefdom Youth Councils (CYCs) structures were proposed in the National Youth Policy as concrete expression of youth participation. The DYCs/CYCs creates an opportunity for the best potential leaders among our young men and women even at chiefdom level to emerge through a process of practical training in governance and democratic engagement. The DYCs will also play a peace consolidation role by channelling the energies of our youth towards activities and realities such as choosing good leaders, using persuasion instead of coercion, learning how to cope with losing and live with winning, how to behave while holding public office, and recognising gender.

The DYCs/CYCs shall compose of representatives of the Chiefdom Youth Councils and Youth Organizations respectively. These structures will play a major role in youth affairs in the country. Specifically their tasks will be:

1. to identify major youth concerns, needs and opportunities in their chiefdom or district,
2. to identify projects/programmes that can be recommended for funding and support,
3. to promote collaboration and co-operation among youth organisations operating within the district,
4. to plan develop and implement projects and programmes that are beneficial to young people,
5. to collect, collate and compile data pertaining to youth in the chiefdom and district.
6. to liaise with Government and other agencies on district and national issues and promote the interest of the youth of the chiefdom and district.

In terms of structure, the DYC is composed of a General Assembly and an Executive Body. The General Assembly of the DYC shall comprise five (5) youth representatives per chiefdom (i.e. CYCs) in the district elected democratically every 3 years by the youth groups and clubs/associations in the chiefdom. The Western Rural district is divided into two zones

and the western urban district divided into three zones. Older, active youth helpers can be co-opted as patrons with advisory functions. The Assembly shall meet once every six (6) months to assess the work of the executive and make recommendations. Meetings may be held rotationally from chieftdom to chieftdom if convenient and the assembly shall elect an executive body to run the affairs of the DYC.

The executive shall comprise of a Chairman, Vice Chairman, Secretary, Assistant Secretary, Project Officer, Financial Secretary and PRO. The following are the functions of the executive committee of the DYC:

- The executive shall put into effect all the objects of DYC stated above
- Executive members are elected for a period of three (3) years and serve for a maximum of two terms
- The executive may decide to co-opt representatives of youth serving agencies operation within the district or any other persons considered apt to play an important role in youth affairs in the district.
- The executive shall meet at least once every three (3) months
- Seven members including five core members shall constitute a quorum for executive meetings and decisions will be taken by simple majority

Five executive members, selected by majority decision shall represent the district at the Regional Youth conference and the National Youth Conference

Estimated Resources:

Timeframe:

Direct Beneficiaries: 1,078 (149 chieftdoms, 5 zones and 14 districts)

Output 6.2: Life Skills – SRH, HIV/AIDS and Drug Abuse

Unemployment remains the most important challenge the youth of Sierra Leone are facing today. However, there are other important challenges to be tackled. Some of these include high illiteracy rates, early involvement into sexual activity, early pregnancy, STIs, HIV/AIDS, drug abuse, etc.

Statistics show that illiteracy rates among women aged 15-49 is 66% and men aged 15-49 is 48%. The 2008 SLDHS stated that contraceptive prevalence rate (CPR) is only 7%. Data also show that knowledge of prevention, transmission and rejecting major misconception about HIV/AIDS among 15-24 year olds was 23.7% for males and 32.9% for females.

There is need therefore to address the sexual and reproductive health needs of our adolescents and youth. The aim of this output is to improve the sexual and reproductive health of adolescents and young people. This will be done in with the support of UNFPA and in collaboration with MYES, MEST, MOHS, NGOs and Youth Organizations.

Output Strategy

- Comprehensive sexuality education for in and out of school adolescents and young people
- Training of service providers for adolescents and youth-friendly services
- Create an enabling environment for youth potential maximization and capacity enhancement
- Demand creation for uptake of HIV prevention services and service provision
- Equipping of health facilities for the provision of adolescents and youth friendly services
- Sensitize and advocate for the reduction in drug use and information on the effects of drug abuse

Estimated Resources:

Timeframe :

Direct Beneficiaries:

IMPLEMENTATION ARRANGEMENTS

The gravity of the problem, coupled with the expanse of the proposed programme will require special institutional support to ensure success. The National Youth Commission will need the concerted effort of all ministries, agencies, development partners and non-governmental organizations. This will mean ensuring that existing structures are coordinated and enhanced for the smooth implementation of the programme. In addition the National Youth Commission will need to be reinforced to lead the programme. The following structure is proposed:

The Programme Advisory Committee

- a) A Programme Advisory Committee will be established to provide strategic guidance and make decisions on policy issues on the conceptualization and implementation of the programme. It will be chaired by the Minister of Youth Employment and Sports and Deputised by the Chairman of the Board of Directors of the National Youth Commission. The Commissioner of the National Youth Commission will serve as Coordinator and Secretary to the Committee. A core group of ministries and agencies will constitute the steering committee. This include the Ministries of Finance and Economic Development; Trade and Industry; Agriculture and Food Security; Labour, Employment and Industrial Relations; and Works and Technical Maintenance; Lands, Housing and Country Planning, Mines and Mineral Resources and the National Commission for Social Action (NaCSA), the Strategy and Policy Unit of State House;
- b) A consultative meeting of the National Youth Commission, donor agencies (i.e. World Bank) and the UN Country Team will be convened periodically to discuss the cooperation and convergence and agree on major issues of orientation.

Programme Management Team

The Programme Management Team will comprise of the entire staff of the National Youth Commission headed by the Commissioner of the National Youth Commission. It will have among others, the following responsibilities:

- Ensure technical viability and quality control of the individual projects
- Set up guidelines for project formulation
- Monitor the overall effectiveness of the programme
- Provide overall day to day supervision of the programme
- Map out the practical details of implementation
- Identify and liaise with ground operatives for successful implementation
- Work out and effect a monitoring and evaluation system for proper appraisal of the programme by the Steering Committee
- Collect, collate and preserve useful information on lessons learnt during implementation and general administration of the programme

- Prepare and provide regular progress reports for the attention and use of the Steering Committee
- Carry out other activities relevant to the successful implementation of the programme.

At the same time the secretariat will prepare guidelines for the local committees, which will include Local Councils and Chiefdom/District Youth Councils representatives

Monitoring and Reporting

The National Youth Commission inherited a monitoring and evaluation framework from the Youth Employment Secretariat that was developed by an international advisor recruited by the UNDP. The indicators have been revised by the commission to reflect current needs and realities. This framework has been adopted by the World Bank Youth Employment Support Project (YESP). It details indicators, defines database entries and synchronises reports and statistics on youth employment and employability training.

Reporting:

The National Youth Commission will prepare consolidated narrative progress. There will be periodic reviews by the Advisory Committee. The National Youth Commission will prepare and circulate to relevant parties, at least two weeks in advance, a brief descriptive half-yearly progress report.

Evaluation and audit

Evaluation: The programme will be reviewed once a year in accordance with Government of Sierra Leone procedures and policy guidance. A consolidated M&E framework will be prepared by the National Youth Commission at the beginning of the programme. The Programme will also be subject to evaluation to assess its relevance, effectiveness, efficacy and efficiency in addressing youth employment. The lessons learned from this exercise will help improve programme performance.

Audit: Consistent with current practice, audits of the programme will be conducted in accordance with Government of Sierra Leone internal and/or external auditing procedures.