

Professional Alliance for Development (PADet)

Profile and track records on youth livelihood program interventions

PADet is an indigenous civil society non-profit organization established in 1998 by a group of volunteer individuals from various fields of study. It envisions a transformed society where children, youth and women live better and more secure lives. Regarding its mission, PADet exists to support children, children and women in their effort to improve their wellbeing through participatory and sustainable development programs focusing on the promotion of sexual and reproductive health, HIV/AIDS prevention, care and support, child protection, women empowerment and promotion of food security and livelihood options.

The organization has implemented four major innovative and large projects to promote youth livelihood.

- 1- Youth in Action,
- 2- The other one was "POTENTIAL" implemented in partnership with Save the Children and USAID
- 3- The third initiative has been implemented in Benishangul Gumuz Region with VSO, a British based NGO
- 4- and the latest and fourth one is PReSERVE, which is planned to be implemented in Gaint and Waghmera zone in the Amhara region in partnership with the Food for Hungry International.

The Youth in Action initiative is built around a consortium that leverages global and national experience and expertise. It is well-rounded in addressing development areas of the youth livelihoods framework, including human capital, social capital, financial capital and physical capital.

Significant achievements of the project include the following:

- Social assets are experienced through personal relationships with others. Youth themselves acknowledged they learned how to handle people better and felt they had developed better relationships with their families. Parents increased their support towards their children due to improved communications and perception of positive life changes brought about by PADet's programs. As a result, targeted youth/women can get productive assets like lands and livestock from the local administrative offices and their parents; moreover, financial savings increase.
- The increase in foundational and transferable skills can improve socio-economic outcomes. In business training and diversification, youth report being engaged in multiple enterprises and working to supplement their income. After all the training and mentorship, the children were able to gain substantial revenue, which means that they could grow and diversify their business over time.
- We also found a few mentions that youth, especially males, had reduced risky behaviours, such as vandalism, drug consumption, and alcoholism, delayed marriage

(and presumably pregnancy). The tendency of migration is diminished due to youth exploring the existing potential and employment opportunities in their environment.

- The programs were initially intended to be gender-sensitive, ensuring equality in the participation of boys and girls or men and women in program activities.

II. The “POTENTIAL” project was implemented in partnership with Save the Children and USAID.

Save the Children Federation, Inc. (SC) and its partners the USAID, Education Development Center, Inc. (EDC), and three other local implementing partners, including Professional Alliance for Development/PADet, initiated a project “Promoting Opportunities through Training, Education, Transition Investment, and Livelihoods for Youth (POTENTIAL).”

Objective of the project: Unemployed and underemployed Ethiopian youth ages 15-29 in rural areas and towns attain the skills, knowledge, and social capital that lead to increased income and long-term economic self-sufficiency will be achieved by improving access for all Ethiopians to primary education, TVET, and practical work experiences and bringing together local stakeholders such as TVET institutions, private sector, youth, and government.

The project had been implemented in six woredas of eastern Gojam and Bahirdar zuria in the Amhara region, expected to reach over 7000 youths.

The project implementation strategies and approaches responded to unemployed and underemployed youths’ capacity needs, leveraged existing youth development activities, and improved the quality and accountability of local training and business service providers by ensuring existing entities work in concert.

Key outputs and outcomes of the project:

- ✓ By using targeted assessments, the project team ensured training and service providers that considered market relevance and target curricula and programs to emerging skills needs.
- ✓ The team offered tailored technical and life skills training to create more viable livelihood prospects by focusing on skills building.
- ✓ By expanding approaches and offerings in Work-Based Learning, including employer visits (including private entities), organized job-shadowing, short-term employment, and internships, both learners and employers benefit from training and supervisory support, leading to workforce-ready and employable youth with practical experience.
- ✓ By implementing through “Hubs,” the project has built Youth Service Provider Networks and provided a cost-effective approach to enhance support services access for remote communities and disadvantaged groups.

3. The third initiative was implemented in Benishangul Gumuz Region with VSO, a British-based INGO. PADet had initiated a youth livelihood initiative in selected woredas of Metekel zone in Benishangul Gumuz Region with the VSO, a British-based INGO, to improve the employability skill of 500 youths.

The 4th one is a new initiative planned to partner with Food for Hungry International.

PADet is one of the seven consortium members of the PReSERVE project led by the Food for the Hungry International (FH).

Geographic scope: Livelihood deepening woredas/targets

- South Gonder Zone: Laye Gayent and Tache Gayent
- Wagemera Zone: Sahila and Abergale

Youth targets (age 18 to 29 years old)

- The total number of targets is 24,045 children.
- Gender ratio: 50% of the targets are girls and young women

Targets sectoral engagement:

- Wage employment: 3,607
- On-Farm and off Farm: 18,755
- Non-Farm: 1,683

Training Streams:

- Soft skill training or foundational skill training, including PYD and Be Your Own Boss
- Complex skill training is divided into technical and vocational skill training
- Specialized skill training for off farming activities
- vocational skill training for non-farming activities and micro-enterprise

Youth livelihoods pathway: Follow youth livelihoods pathway up to seven months from training to graduation. During the incubation period, they identify their path. Then, mentoring and coaching, apprenticeship, market linkage, and access to financial services will be provided to targets in the second phase based on the youth employment and agency research findings.

What makes our youth livelihood initiative innovative

- ✓ **Engagement of youth:** target youths engaged in every part of the project, from target selection to final business engagement, since youth employment issues. Therefore, they must participate on their agenda for providing alternative interventions. Youth engagement plays a paramount role in ensuring interest-based actions and activities.
- ✓ **Community participation:** the community participated in youth employment creation. As a result of community involvement, many youths accessed communal land for animal fattening, vegetable and fruit production, etc.
- ✓ **Establish Youth Service Provider Networks:** youth service provider networks established to contribute to youth employment creation and securing livelihood. Private partners like MFIs, private business owners, youth associations work jointly on youth-focused activities. As a result, youths accessed financial services (loan, financial information, saving, advisory), work shades, material donation, mentoring services, business management and record-keeping skills.

- ✓ **Establishing Youth Economic and Social Groups (YES):** a group set by project participants in a maximum of 20 to enhance youth's experience sharing skills, develop mutual support, improve social interaction/bond between children, develop saving skills and financial management.
- ✓ **Precondition on soft skill:** Target youths became assertive. Build confidence to communicate with others. They got empowered. Helped to look at themselves, their surroundings and family opportunities and generally where they get resources/money. The soft skill included imparting foundational skills (literacy and numeracy for illiterate), Work ready, Positive youth development, Youth act, being your boss, Work-based learning through apprenticeship.
- ✓ **Tailored hard skills:** technical and vocational skills training through TVET and apprenticeship (with private operators) and other PADet vocational and technical training center platforms.

The Youth Livelihood Strategy also includes:

- **Integrated Programming**
Integration starts with foundational skills and supporting the livelihood development of youths, which positively benefit families and the community. The integration should consist of complementary services that build on each other.
- **Livelihoods & Linkages**
An integrated programming approach does not mean that one institution needs to do everything. We are linking with various institutions with expertise in the different components of a youth livelihood program.
- **Enabling Environment – Mentors and Cash Grants**
The livelihood programs have demonstrated a crucial role of mentors inspiring youth and supplying them technical knowledge they need. Experience in PADet program implementation clearly shows the importance of agricultural extension workers who are subject matter experts and providing the required technical knowledge.
- **Vocational Training & Apprenticeships**
Vocational and apprenticeship training was provided to targeted children considering interest, poverty context and pathway options of targeted youths.
- **Gender Programming**
Effective incorporation of gender mainstreaming and equality principles into programming requires thoughtful consideration and integration from the inception of a program based on a needs assessment, the identification of gender-specific indicators, and proper tools to measure progress achieved and document gender transformation.