



## Trusting in Youth in Zimbabwe (TYZ)

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**Quarterly Narrative Report  
(July 1, 2013 to September 30, 2013)**

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## ***List of Acronyms***

AOR	Agreement Officer Representative
BHR	Buhera
BRDC	Buhera Rural District Council
CHT	Chitungwiza
COPAC	Constitutional Select Committee
DA	District Administrator
FGD	Focus Group Discussion
GNU	Government of National Unity
GPA	Global Political Agreement
GYBI	Generate Your Business Idea
ILO	International Labor Organization
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NPRC	National Peace and Reconciliation Commission
PA	Provincial Administrator
SADC	Southern Africa Development Community
TSU	Technical Support Unit
TYZ	Trusting Youth in Zimbabwe Project
USAID	United State Agency for International Development
YASC	Young Africa Skills Centre
YETT	Youth Empowerment and Transformation Trust

## 1.0 EXECUTIVE SUMMARY

While the political processes that were prevailing during the quarter under review slowed down program implementation, the demand for attaining the TYZ program goal of ensuring that ***Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives*** became even more apparent. Activity implementation continued amid the difficulties associated with maneuvering the politically sensitive environment.

Key activities implemented during the quarter under review contributed to the attainment of all three project objectives and we managed to reach a total of 167 youth (80 male and 87 female) with our interventions. The project continued to work with youth (young men and women) to improve their economic opportunities by conducting business training and market assessment to improve knowledge of the market dynamics which is essential to anyone who intends to participate in the market either informally or formally. We successfully conducted training on ISAL in Buhera (BHR) and this saw the formation of six savings and loans groups whose members are now benefiting from accessing finance from within their own community and addressing other issues of importance in their locality.

To enable young men and women to acquire practical skills in selected areas, we initiated the process of linking the youth to a Vocational Training Centre in CHT. To strengthen the capacity of youth to protect their communities, the project conducted peace building trainings in both BHR and Chitungwiza (CHT) whose expected result is to ensure that communities are better able to prevent conflicts from escalating. Government representatives from relevant ministries participated in these trainings as well. The process of preparing for the assessment of the feasibility of setting up an early warning system in Zimbabwe began this quarter. Selected youth completed the first phase of leadership and advocacy training. By participating in these civic education programs youth will acquire basic critical skills that will enable them to collaborate with peers and their local governments as they strive to protect their communities. Youth participation will result in them being more invested and hence less likely to engage in conflict in their societies.

There are still uncertainties related to the new political dispensation after the conclusion of the July elections. Together with partner YETT, Mercy Corps continues to monitor the situation on the ground and adopt strategies that ensure that program implementation is not jeopardized.

## 2.0 CONTEXTUAL ISSUES

The announcement of the polling date of July 31, 2013, saw intensification of campaigning by candidates representing all political parties that had registered to take part in the harmonized elections. A ZANU-PF government was elected amidst a number of irregularities cited by various quarters that include other political parties and international bodies. In spite of all the bickering, Robert Mugabe was inaugurated as the country's president for five terms on the 22<sup>nd</sup> of August 2013 to serve his 7<sup>th</sup> term as president of Zimbabwe. The swearing in of parliamentarians and senators took place on September 3, 2013; and the official opening of senate and the 8<sup>th</sup> session of the parliament of Zimbabwe and the appointment of cabinet took place on September 10, 2013. Compared to the 2008 elections, the 2013 elections were relatively peaceful, however a very high number of assisted voters in the rural areas (over 200,000), might be an indication that some voter intimidation could have taken place in the rural areas, during this election.

ZANU-PF, led by Robert G. Mugabe, won the July 31 election by 61% while other parties shared the remaining seats. With a two-thirds majority in parliament, it remains to be seen whether the ZANU-PF government will be able to operationalize key institutions like the National Peace and Reconciliation Commission (NPRC) which has a key role to play in developing a framework in which national peace building and reconciliation initiatives, such as the TYZ project, can be implemented. It also remains to be seen how much the newly appointed Minister of Youth, Honorable Francis Nhema, will be willing to work with stakeholders in the youth sector and engage them in achieving real youth empowerment and transformation.

## 3.0 Program Overview

### 3.1 The TYZ Program Goal and Objectives

The TYZ program was designed against the background of the violent 2008 elections in Zimbabwe. While at the time of the project design the environment was generally peaceful, there were fears of violence escalating in the lead-up to the elections that were tabled to take place in 2013. The guiding principle of this project is that ***if Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives they will be less likely to engage in violence.***

Mercy Corps is contributing to this goal through three interrelated objectives which are:

- 1) *Increase youth's ability to be resilient and plan for the long term by working together on livelihood's initiatives;*
- 2) *Strengthen capacity of youth, communities and local government to protect their communities; and*
- 3) *Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.*

In this project, Mercy Corps is addressing the risk factors that contribute to youth joining violent groups through helping the youth to use their assets to form positive social capital.

## A: Cumulative Progress Overview

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
<b>Goal: Zimbabwean youth are able to cooperate across lines of division to positively change their communities and improve their lives</b>					
# of people from 'at-risk' groups reached through USG-supported conflict mitigation activities. Disaggregated by: age and gender	<b>800</b>	<b>80</b>	<b>87</b>	<b>167</b>	<b>20.9</b>
	Age				
	18 -20	19	13	32	
	21 – 25	16	20	36	
	26 – 30	20	29	49	
	31 – 35	25	21	46	
Over 35	0	4	4		
% change in youth who report engaging in or approve of political violence. Disaggregated by: age and gender	Baseline value -30%	0	0	0	0%
<b>Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihoods initiatives</b>					
1.1.1 # of young persons completing USG-funded workforce development programs. Disaggregated by: age and gender	<b>800</b>	<b>80</b>	<b>87</b>	<b>167</b>	20.9
	Age				
	18-20	19	13	32	
	21-25	16	20	36	
	26-30	20	29	49	
	31-35	25	21	46	
Over 35	0	4	4		
1.2.1 # of new groups or initiatives created through USG funding dedicated to resolving conflict or the drivers of the conflict	16	n/a	n/a	6	37.5%
1.2.2 # of youth-led businesses started Disaggregated by: age and gender	50	0	0	0	0%
1.3.1 % change in # of youths demonstrating positive long-range 'personal planning' reaching beyond the duration of the program. Disaggregated by: age and gender	Baseline Value +40%	0	0	0	0%
1.3.2 % change in the # of youth who are able to save money. Disaggregated by: age and gender	Baseline Value +30%	0	0	0	0%
1.4.1 % change in number of youth achieving greater economic independence as a result of income generation activities. Disaggregated by: age and gender	Baseline value +30%	0	0	0	0%
1.4.2 % change in # of young people in target communities who feel they have something to lose if violence breaks out. Disaggregated by: age and gender	Baseline value +50%	0	0	0	0%

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
<b>Objective 2: Strengthen capacity of youth, communities and local government to protect their communities</b>					
2.1.1 # of USG programs supporting a conflict and/or fragility early warning system and/or response mechanism	1	n/a	n/a	1	100%
2.2.1 Number of people attending USG-assisted facilitated events that are geared toward strengthening understanding and mitigating conflict between groups Disaggregated by: age and gender	<b>400</b>	<b>57</b>	<b>51</b>	<b>108</b>	<b>27%</b>
	Age				
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
Over 35	0	3	3		
2.2.2 # of people trained in conflict mitigation/resolution skills with USG assistance. Disaggregated by: age and gender	<b>400</b>	<b>57</b>	<b>51</b>	<b>108</b>	<b>27%</b>
	Age				
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
Over 35	0	3	3		
2.3.1 # of peer to peer networks established	16	n/a	n/a	4	25%
2.3.2 % change of # of youth engaging in risky behaviors (drinking, drugs, transactional sex). Disaggregated by: age and gender	Baseline Value -40%	0	0	0	0%
<b>Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.</b>					
3.1.1 : # of youth who have completed USG-assisted civic education training programs	<b>400</b>	<b>57</b>	<b>51</b>	<b>108</b>	<b>27%</b>
	Age				
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
	31-35	17	10	27	
Over 35	0	3	3		
3.2.1 # of local mechanisms supported with USG assistance for citizens to engage with their sub-national government.	8	n/a	n/a	4	50%
3.2.2 # of community-based reconciliation projects completed with USG assistance	16	n/a	n/a	0	0%
3.3.1 # of youth involved in youth-led advocacy campaigns targeted towards policy and public investment decisions.	<b>400</b>	<b>57</b>	<b>51</b>	<b>108</b>	<b>27%</b>
	Age				
	18-20	13	7	20	
	21-25	13	15	28	
	26-30	14	16	30	
31-35	17	10	27		

Indicator	Overall Program Target	Achievements to date			% to date
		Male	Female	Total	
	Over 35	0	3	3	
3.4.1 % change in number youth who believe that they can contribute positively to the development of their communities. Disaggregated by: age and gender	Baseline Value +50%	0	0	0	0%

## **B: Program Interventions**

### **3.2 Program Progress – July to September 2013**

***Objective 1: Increase youth ability to be resilient and plan for the long term by working together on livelihood projects***

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#### **Summary Achievements**

- 113 youth (55 female and 58 male) received business skills training in three training sessions held in CHT and BHR respectively.
  - A youth led market assessment was conducted in both districts and an understanding of market dynamics established.
  - Six savings and loan groups formed after 53 youth (30 female and 23 male) were trained in the ISAL methodology in BHR.
  - 20 youth (12 female and 8 male) currently enrolled at Young Africa Skills Centre in different disciplines for a compressed skills development program.
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#### **Activity 1.1 Train youth in life, psychosocial, and business skills**

A total of 113 youth (55 female and 58 male) participated in training sessions that aimed at developing their life, business and psychosocial skills. The first training held focused on “Generate your Business Idea” while the last two were follow-up trainings where youth were imparted with practical skills of developing individual business plans. Mercy Corps adapted the ILO-developed “Generate Your Business Idea” training modules to address the needs of the youth in the project areas. The project team provided one on one mentoring as part of the training. Each draft business plan was assessed and youth were advised on the feasibility of their plans. Financial planning and controls, market planning and operational planning formed the core of the training. The appraisal of the business plans developed showed that there is need to continually review and assist the youth as they implement their proposed business plans.

**Table 2: Business Skills Training Participants**

AGE	Buhera			Chitungwiza			BOTH DISTRICTS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
18 -20	9	3	12	5	4	9	14	7	21
21 – 25	6	3	9	8	12	20	14	15	29
26 – 30	4	6	10	5	12	17	9	18	27
31-35	8	6	14	13	9	22	21	15	36
<b>Total</b>	<b>27</b>	<b>18</b>	<b>45</b>	<b>31</b>	<b>37</b>	<b>68</b>	<b>58</b>	<b>55</b>	<b>113</b>

### **Activity 1.2 Conduct youth-led market assessments for livelihood opportunities in Buhera and Chitungwiza**

Eighteen youth (9 female and 9 male) were trained in conducting a market assessment using tools developed with the assistance of Mercy Corps’ Technical Support Unit (TSU) for Economic and Market Development. The assessment team identified business sectors and put them in clusters. Data was collected by sub-teams focusing on manufacturing, service and public sectors. Various individuals representing themselves, organizations and institutions were interviewed in relation to opportunities and challenges that exist in the market with regards to formal employment and self-employment. The exercise predominantly collected qualitative data on the perception of potential employers and other employees about the potential of youth being employed in both the formal and informal sectors. Thirty youth participated in two focus group discussions to augment data collected in this exercise. Preliminary sharing of the results of the market assessment has been done at the business training sessions conducted as a way of triangulating the reliability collected data. The final results will assist the youth in making informed decisions about the business ventures to pursue.

Participating in the youth led assessment provided the market assessors an opportunity to interact with government officials, business leaders and other influential community members. “All my life I had never been in a bank office. Through market assessment, I got an opportunity to interview a bank manager. She took time to listen to me and answer the questions that I had. After the interview, I felt so much confident about myself,” commented Anna Bisent (age 30) of Chitungwiza.

### **Activity 1.3 Promote good savings practices and access to capital while increasing social cohesion among youth through development of Internal Savings and Loan groups (ISALs)**

A total of 53 youth (30 female and 23 male) were trained in ISAL methodology. Use of the skills gained will enable the youth to boost their savings while improving access to capital. Six savings groups were formed as a result of this training. By working together on raising the much-needed capital for their enterprises youth will also be able to assist each other in addressing social needs as they arise. The methodology also promotes group cohesion, a

necessary condition for peace building. A similar activity is planned for CHT in the upcoming quarter.

AGE	BUHERA		
	Male	Female	Total
18 -20	6	5	11
21 – 25	3	3	6
26 – 30	6	11	17
31-35	8	10	18
Above 35	0	1	1
<b>Total</b>	<b>23</b>	<b>30</b>	<b>53</b>

**Activity 1.4 Link young men and women to vocational training and government services to support youth led businesses**

Twenty youth (12 female and 8 male) were selected to participate in a compressed program offered by Young Africa Skills Centre in CHT. The program incorporates practical as well as life skills. While vocational training is one of the key activities of the program, in this instance the program took advantage of the offer that was extended to us by YASC who indicated that they had some open slots in selected courses which are carpentry, welding, dressmaking and hairdressing. Tuition was already covered by another agency working in the district and Mercy Corps was only required to assist with training materials for the youth. A more systematic way of working with YASC on vocational training which will enable more youth to access this service is being developed.

**Objective 2: Strengthen capacity of youth, communities and local government to protect their communities**

**Summary of Achievements**

- Two training tool kits on Youth Peace Building and Youth Advocacy developed
- 60 youth (27 female and 33 male) acquired peace building techniques
- Scope of work for a consultant to conduct the feasibility of setting up an EWER system in Zimbabwe developed

During the month of July 2013, YETT developed two tool kits to be used during the trainings that the organization will conduct under this project. These toolkits are: a) Youth Peace Building Training Toolkit, and b) Youth Advocacy Training Toolkit. The toolkits consist of a standard collection of concepts and techniques, which will be applied in implementing the peace building and advocacy trainings under this project. The usage of these toolkits in the planning and implementation of the youth capacity building trainings will greatly enhance the attainment of the expected outcomes and impact of these youth capacity building

trainings. The application and usage of the toolkits in the actual trainings will take into consideration differences in the socio-economic and political dynamics that prevail in the two project sites of BHR and CHT.

**Activity 2.1 Analyze Early Warning/Early Response (EWER) system in Zimbabwe to develop recommendations and pilot**

A number of discussions around this activity have been carried out between Mercy Corps and USAID. Mercy Corps is cautious of tackling head-on issues around politically motivated violence. As a compromise, the project intends to set up a system that provides early warning around community hazards and risks as they affect the youth. Such community monitoring mechanisms if functioning properly could be tapped into to address violence and tensions that might escalate in the communities. A consultant to analyze the feasibility of setting up an EWER system in Zimbabwe focusing on community hazards and risks has been identified and initial appointments set up on her behalf. The assessment will involve interviewing government and civil society actors involved in similar work in Zimbabwe. The assessment will also conduct FGDs with youth to establish a critical mass of information around the subject in question.

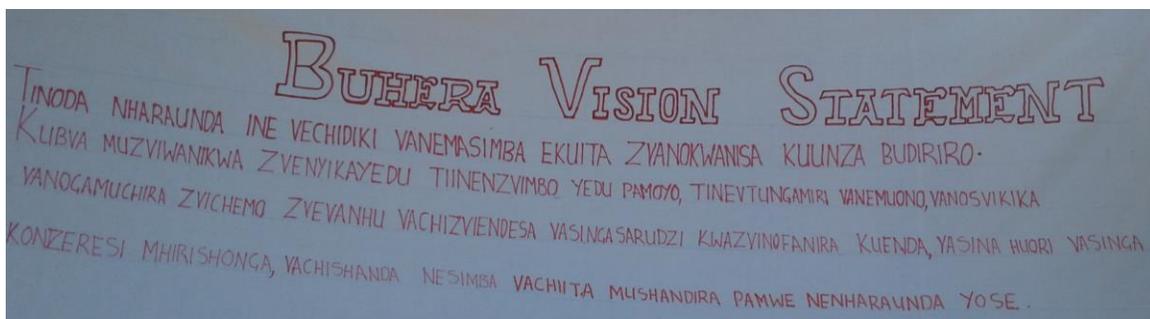
**Activity 2.2 Develop ward level EWER system with youth and the larger community**

A three-day Peace Ambassadors’ peace building training was conducted by YETT in the month of August 2013 in Buhera. The training was aimed at enabling participants to identify the causes, types and stages of conflicts which happen within their communities; equip participants with conflict and stakeholder mapping skills in their communities; and, equipping participants with knowledge and skills of how best they can respond to conflicts that occur within their communities. Sixty participants (33 males and 27 females) were trained this quarter bringing the total number of people trained as peace ambassadors since project inception to 108 (57 male and 51 female). Details of those trained during the quarter under review are shown in the Table 4 below.

<b>Table 4: Buhera Peace Ambassadors Training Participants</b>			
AGE	BUHERA		
	Male	Female	Total
18 -20	8	5	13
21 – 25	7	5	12
26 – 30	10	10	20
31-35	8	4	12
Above 35	0	3	3
<b>Total</b>	<b>33</b>	<b>27</b>	<b>60</b>

Using a participatory approach, the training facilitators took participants through the process of defining the term conflicts, conflict types, stages within a conflict, conflict mapping, gender and conflict and action planning. These stages were interfaced with several group work and report back sessions, plenary sessions, role-play sessions and team dynamics practical sessions. By the end of the training, participants had developed a vision statement of the BHR they want, action plans of the work they will do in their respective wards to build peace.

Youth from all four wards of BHR were able to come together to come up with a vision of a community they would want to see. The vision was informed by an in-depth understanding of the gendered dynamics of most violent conflicts, which participants identified and analyzed during the training.



*The Buhera Vision Statement created by youth from all four wards*

In essence the vision statement translates to *“We want a community with youth who are empowered to bring about development in our society, through responsible use of natural resources; putting our environment at heart; approachable leadership that listens to our concerns and acts upon them without discrimination and corruption; leaders who uphold peace and who are hard workers who also strive to unite all people in the community.”*

In addition to this vision statement, participants also developed joint action plans of the concrete steps they would want to take to help build and maintain peace within their communities. Some of the activities reflected in these plans include peace sports tournaments, use of theater to raise awareness of the negative effects of violence, and clean-up campaigns. The facilitators noted that action plans developed by BHR youth had a stronger civic engagement component compared to those developed by youths in CHT during a similar training. Factors that could be attributed to this difference are that the two trainings were held at different times one prior to the elections and the other just after the elections with the latter posing no threat to the electioneering activities.

### **Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them**

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#### **Summary of Achievements**

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- Leadership and advocacy training to develop youth leadership and communication
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- skills conducted for 82 youth (46 female and 36 male) in both CHT and BHR.
- Discussions on facilitating collaborations between youth and government to implement community service projects initiated in both districts.

### 3.1 Develop youth's leadership and communication skills through training and platforms for community and local government engagement

Two four-day youth leadership and advocacy training were held in CHT and BHR in the month of August 2013. The purpose of this training was to equip participants with knowledge and skills to enable them to build up their personal leadership and advocacy capacities. Participants were equipped with the basic skills of how to develop advocacy campaigns and how to engage with policy makers within their local community. The participants were also equipped with planning tools to use in developing advocacy campaigns. Under leadership training, the participants were helped to refine their understanding of the concept of leadership and were exposed to personal leadership skills such as time management, goal setting, defining a vision for one's life.

**Table 5: Leadership and Advocacy Training**

AGE	Buhera			Chitungwiza			BOTH DISTRICTS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
18 -20	4	5	9	4	4	8	8	9	17
21 - 25	3	8	11	5	9	14	8	17	25
26 - 30	4	9	13	3	7	10	7	16	23
31-35	7	3	10	6	1	7	13	4	17
<b>Total</b>	<b>18</b>	<b>25</b>	<b>43</b>	<b>18</b>	<b>21</b>	<b>39</b>	<b>36</b>	<b>46</b>	<b>82</b>

The leadership component of the training helped all 82 participants to put their life visions down on paper. They were equipped with knowledge and skills on developing goals based on their life vision and how to break down each goal into smaller action steps that they can work on daily. These are critical skills which participants will use in their everyday lives to improve their personal leadership capacities.

As an output of the advocacy part of the training, each of the eight wards in BHR and CHT identified an advocacy issue and developed an advocacy plan for that issue. YETT, in partnership with the Ministry of Youth and Mercy Corps, will work towards monitoring the progress in the implementation of these advocacy plans. YETT is in the process of developing a framework, which will inform how participants of these trainings will be supported to develop their own youth-led advocacy campaigns targeted towards government policy and public investment decisions at local and national level. This

framework will monitor and track how training participants are applying the advocacy skills that they learned during this training.

Six hundred t-shirts were printed in the month of September 2013. These t-shirts were produced in assorted colors and they have peace building messages that were developed in consultation with youth in BHR and CHT. These t-shirts are part of advocacy campaign materials which will be used in the two districts. These materials will aid in constructively engaging policy makers at both local and national government levels to address issues affecting the youth.

### **3.2 Consult with local government stakeholders on the value of youth engagement in local forums**

No meetings were held due to restrictions that were placed on NGOs before and immediately after the elections. In the forthcoming quarter the project team will resume consultations as soon as new government structures are in place.

### **3.3 Facilitate collaborations between youth and government to implement 16 community service projects to improve their communities**

To put to use the skills that have been acquired by the youth in various trainings conducted and inspire a sense of responsibility towards pertinent community issues amongst the youth, the project will support youth led community service projects. A simple application form was developed and shared with the youth from all eight wards that are participating in the project. Youth from these wards will hold local planning meetings where they will identify community priorities that they would like to address as part of youth community service. Projects will undergo environmental impact assessments as part of the appraisal process. Once approved, youth will be supported to implement selected projects.

## **4.0 Constraints and Challenges**

Both Mercy Corps and YETT together with other civil society actors were ordered to suspend field operations on the 11<sup>th</sup> of July. The youth-led market assessment which was scheduled to be conducted in July was the activity most affected by this disruption. The suspension was meant to ensure that there were “no interferences” in the political processes as they related to elections. At the time of suspension, indications were that the temporary ban will be lifted as soon as elections were over, but this was not the case on the ground especially in CHT where attempts of getting clearances for field activities proved futile until after presidential inauguration which took place on the 22<sup>nd</sup> of August. The case in BHR was different as we were allowed to resume activities after the elections, the only challenge faced was that we were not allowed to conduct meetings at the ward level and had to resort to bringing participants to a central point. This operational strategy, though it allowed us to meet our targets, proved more costly as we had to pay for participants travel costs to come to a central location.

## 5.0 Lessons Learned

Mercy Corps and YETT learned that continuous engagement with project stakeholders is crucial as it helps them to have a clear understanding of the project purpose. The project continued to engage with these stakeholders at the local level by participating in district coordinating meetings and sharing regular project updates. As a result of this continuous engagement, stakeholders understood the apolitical nature of the project and this resulted in minimal targeted project interferences by state security agents. However, blanket disruptions such as those imposed by the central government prior to the elections could not be circumvented as they were directives coming from higher offices.

## 6.0 PLANS FOR THE NEXT PERIOD: October – December 2013

October to December 2013 will be the fourth quarter of Year 1 of this project. Key activities to be implemented in the next quarter are indicated in the table below. Most of the activities were initiated in the previous quarters while a couple new ones will be introduced in the forthcoming quarter.

ACTIVITY	MONTH		
	9	10	11
<i>Objective 1: Increase youth's ability to be resilient and plan for the long term by working together on livelihood's initiatives.</i>			
1.1 Train youth in life skills, psychosocial, and business skills			
1.3 Promote good savings practices and access to capital while increasing social cohesion among youth through development of Internal Savings and Loan groups (ISALs).			
1.4 Link young men and women to vocational training and government services to support youth-led businesses			
1.5 Leverage local agricultural practices to teach youth agricultural skills and create space for dialogue			
1.6 Pair youth with mentors to strengthen their businesses			
<i>Objective 2: Strengthen capacity of youth, communities and local government to protect their communities</i>			
2.1 Analyze Early Warning/Early Response (EWER) system in Zimbabwe to develop recommendations and pilot.			
2.2 Establish community-level EWER mechanisms with youth and the larger community			
2.3 Establish youth networks to pull youth out of violence.			
<i>Objective 3: Increase youth ability to constructively engage their communities and government (both local and national) on issues that affect them.</i>			
3.1 Develop youth's leadership and communication skills through training and platforms for community and local government engagement.			
3.2 Consult with local government stakeholders on the value of youth engagement in local forums.			
3.3 Facilitate collaborations between youth and government to implement 16 community service projects to improve their communities			
3.4 Host exchanges between youth in urban and rural areas to develop a deeper understanding of the issues that affect youth in Zimbabwe.			
3.5 Conduct information campaigns around National Youth Policy and the National Healing Framework			