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YOUTH FOR THE FUTURE Quarterly Report

July 1, 2014 to September 30, 2014



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I. Executive Summary

As the Youth for the Future's final year comes to an end, activities from July to September 2014 focused on wrapping up final program deliverables under the FY 2014 work plan as part of Y4F's sustainability objectives and no cost extension. While most core activities have been completed under the program's *Community Youth Hubs* and *Transitions to Work* models, planned activities to support public sector scale and sustainability through the VTC, as well as activities to support the job placement and follow up of youth continued through the quarter.

In addition, IYF carried out several strategic events with key governmental stakeholders to highlight key program learnings and build momentum for Y4F's sustainability and policy level initiatives. These events included the official launch of the Youth Strategies Local Coordination Committees in Irbid and Zarqa under the auspices of the Ministry of Interior and Governor of Directorate Affairs, and the Youth Transportation Policy event to highlight key findings from Y4F's study on transportation barriers to youth employment. USAID also began work on the final evaluation of the program which is being carried out through MSI.

Finally, planning got underway to prepare for Y4F's program and operational closeout. As the program draws to an end, close-out plans were put in place for four core program areas – technical work, communications and outreach, monitoring and evaluation, and finance and administration. In addition, 7 program staff were phased out as part of Y4F's staff phase out plan leaving a small team of technical and operational staff to manage the close out of the project. These plans were officially submitted to USAID for approval and can be found in the annexes of this report (*Annex G: Y4F Project Close-out Plan*).

As Y4F's year comes to an end, IYF is pleased to report that the program has met or exceeded all but two performance indicators under the program's Results Framework. Major program results and highlights include:

- 14,553 youth have benefitted directly from Y4F's interventions and replicated youth models; 7,775 of these youth have been reached through Y4F's core youth training intervention. Another 6,778 youth have been reached from replicated or expanded Y4F models and programs through national and community partners reflecting the significant scaling impact of Y4F's models
- 44% of youth graduates have been placed in jobs, with over 50% placement rates under Y4F's sector specific training models for the hospitality and facility maintenance industries
- \$15,341,892 in financial and in-kind resources have been leveraged to support program activities
- Nearly 900 youth workers have been trained in how to deliver effective youth services in the areas of life skills, employability, civic engagement, as well as a range of other technical and program areas. Expanding the cadre of qualified youth workers and community trainers has been a major strategy of the program to build and sustain networks of quality youth services
- 73 new or expanded youth friend services available in Y4F targeted communities
- Over 200 (94%) employers rate Y4F youth as meeting company's needs

In the upcoming quarter, all activities will focus operational close-out to prepare for the official ending of the program on December 21, 2014. This includes disposition of the program's inventory, uploading key publications and documents to the DEC system and the close out of all service provider contracts under the program. On the program side, the Y4F team will wrap up work on the compiling of Y4F's learning materials and publications, as well as the PTS and career guidance consultancies in relation to partner capacity building activities. IYF will also organize the program's closing event in coordination with USAID. Formal notification of Y4F's closure will also be shared with the program's core governmental partners including the Ministry of Social Development, the Ministry of Labor, the Higher Council of Youth and the Vocational Training Corporation. IYF also expects to provide the necessary support to MSI and the USAID final evaluation of the program which has been underway since September. Finally, final M&E data collection and tabulations, and close-out of the program's M&E files and systems will be carried out in November.

II. Cross-Cutting Components

Cross Cutting Areas	Results
Monitoring and Evaluation	<ul style="list-style-type: none"> Continued tracking and follow up of program graduates Assistance to MSI team in final evaluation
Communications	<ul style="list-style-type: none"> Official launch event held for the Irbid and Zarqa Local Coordination Committees Transportation Barriers to Youth Unemployment Policy Event in partnership with MOL
Grants and Contracts	<ul style="list-style-type: none"> 9 out of 9 CBO grants officially closed out

A. Monitoring and Evaluation

Y4F's monitoring and evaluation activities this quarter focused on the final data collection of all forms and tools from partners, as well as the continued tracking of program graduates, which will be continued through October 31, 2014. After October 31, IYF will provide projections for job placement and retention rates for those youth who, according to their date of exit from the program, should still be tracked.

Furthermore, IYF continued to work with the ILO to finalize the youth job retention study report after receiving the updated version from the consultant. Finally, the M&E team provided needed data and assistance to the MSI team as it began the program's final evaluation this past quarter. This included meetings with the evaluation team, providing the team access to the M&E online system, and extraction of specific data points as requested. Final close-out of all program M&E data and shipping of M&E files to IYF's headquarters in compliance with IYF close-out policies will be conducted in the upcoming quarter.

B. Communications

Events

Two key events to support Y4F's sustainability objectives took place this quarter. On August 14, an event to launch the Local Coordination Committees (LCCs) in Irbid and Zarqa was held at the Landmark Hotel. The event was hosted by the Ministry of Interior and represented by the Governor of Development Affairs Directorate, H.E. Dr. Raed Al Adwan. More than 100 key stakeholders attended the event. Local Coordination Committee members presented their local strategies and the key activities they have planned. At the end of the event, the Irbid and Zarqa LCC youth development strategies were distributed to participants. Representatives of USAID programs and other international donors who were invited to attend the event were encouraged to explore future collaboration with the LCCs to support them in expanding and sustaining their efforts and achieving their development targets.

On August 18, an event to officially launch Y4F's transportation study, *Transport Services and their Impact on Youth Employment and Development in Jordan* was held at the Sheraton Hotel. The event was sponsored by the Ministry of Labor under the patronage of the MOL's Secretary General H.E. Hamada Abu Nejme to build momentum for a major learning outcome from the Y4F Program that transportation challenges constitute a major employment barrier for disadvantaged youth. Ms. Allyson

Wainer, Director of Basic Education at USAID, attended the event. The Y4F team presented the main findings of the transportation study, as well as an animated film illustrating the transportation challenges impacting young Jordanians, especially females. All participants received copies of the study and video.

Publications

During this quarter, Y4F worked on finalizing and packaging all training manuals and learning materials in order to have them readily accessible for any partners who aim to sustain the programs. A success story was produced this quarter about a young woman named Hawwa who led a successful I-SERVE project in Ma’an called “With Dialogue, We Rise and Progress.” The success story, *Youth Trained in Leadership Skills Teaches Violence Prevention*, can be found in the annexes of this report.

Social Media

Finally, the Y4F program continues to receive popular support. Currently, the Youth for the Future Facebook page has more than 53,000 likes.

C. Grants and Contracts

As indicated in last quarter’s report, the grant closeout process for eight of the nine CBO partners in Mafraq, Zarqa, Ruseifeh, East Amman, the Jordan Valley, and Southern Shouneh is complete. The remaining CBO, Prince Talal Bin Mohammed Housing Association, submitted their final report and paperwork at this quarter and IYF has since closed their grant.

III. Model 1: Successful Transitions to Work

Transitions to Work	
Key Elements	Results
Public Sector Scale and Sustainability	<ul style="list-style-type: none"> • PTS Coaching Training held in August for VTC staff • 13 VTC PTS trainers and 5 coaches certified • PTS management manual handed over to VTC
Sector-Specific Employment Models	<ul style="list-style-type: none"> • 194 youth employed through hospitality, retail and facility maintenance training programs
Career Guidance	<ul style="list-style-type: none"> • Follow-up workshop for program partners conducted to share updated <i>My Career My Future</i> career guidance toolkit

A. Public Sector Scale and Sustainability

Activities with the MOL and National Employment Portal “Foras.jo” closed last quarter. Please refer to Q3 quarterly report for the final updates.

Vocational Training Corporation (VTC) Life Skills Activities

Over the last year, Y4F has built the capacity of VTC trainers based in its SIYAHA hospitality centers, Reform Centers, and Models Centers of Excellence to provide effective life skills training through the PTS program. During the quarter, IYF completed its FY 2014 target of enrolling 1200 youth in PTS trainings through the Y4F- VTC partnership reaching 1,443 youth and reaching over 1700 youth overall 1700

youth. In addition, 13 trainers from the Siyaha hospitality centers and Malaysian reform centers have been certified. Another ten are undergoing coaching from the Change Management Unit's (CMU) life skills coaches to become certified. The Models Centers of Excellence showed less commitment to implementing PTS. Consequently, their trainers still require coaching from the CMU's life skills coaches, who will be following up with these trainers during the VTC fall 2014 semester.

During the quarter, the Y4F technical team continued to engage the VTC's Change Management Unit to support the sustainability of Passport to Success (PTS) training activities. The upcoming fall semester is the first time the CMU is organizing and overseeing its own PTS trainings. Last quarter, we reported that H.E. Majed Habashneh, VTC Secretary General, appointed eight key personnel to the CMU to support life skills activities. In the current quarter, the Secretary General selected one overall manager to lead the CMU PTS team and the quality assurance efforts in coordination with the various vocational centers. In order to prepare the VTC unit for this new stage, a number of key activities took place during the quarter to continue to build the unit's capacity. Following the PTS TOT for the CMU staff in June to familiarize them with the PTS curriculum and methodology, Y4F worked closely with the CMU to handover all curriculum and teaching materials, as well as key management documents including monitoring and evaluation forms, guidelines for PTS implementation, pledge forms, training inventory forms, checklists to implement trainings, as well as templates of training schedules and training and coaching sheets.

In addition, in August, six CMU staff received a Coaching Training in order to be certified as coaches to oversee the quality implementation of the PTS trainings that will start in October 2014. Five of the participants have been certified as coaches and will be responsible for providing coaching support this fall.

B. Sector Specific Employment Models

Last quarter, we reported the completion of several rounds of sector specific trainings under Y4F's retail, hospitality and facility maintenance employment models. This quarter focused on post-training job placement support, follow-up and retention for youth, resulting in 194 youth being employed during the quarter. The sector specific approach to employing out of school youth that have not passed their Tawjihi continues to show strong employment outcomes, validating the effectiveness of this model to equip highly vulnerable youth with marketable and relevant skills that help them make the transition to the world of work and provide them with viable job opportunities that offer a path to career advancement. Job placement rates for youth graduating from the sector specific training programs have either met or exceeded the program target rate of 40%, including 52% in hospitality sector, 41% in retail sector, and 51% employed in facility maintenance jobs. During the quarter, Y4F and its training providers continued to work on linking their graduates with different employment opportunities with employers such as Cozmo, Gharim Restaurant, and Anabtwai Sweets.

Notwithstanding the effectiveness of the sector specific approach in providing quality training with good employment and career prospects, Y4F and its training partners have struggled to sustain these models from a financial perspective due to the high cost of technical training component of the model. Y4F has worked closely with its core training partners all year – JHTEC, Al Quds College and Al Asalah – to identify fundraising opportunities and seek government avenues for support such as through the E-TVET Fund but these efforts take time. At the same time, as the Y4F program draws to a close and project funds are getting spent down, there have not been sufficient funds available from the program budget

to step in and help defray costs and support the ongoing enrollment of youth into these technical trainings. This has resulted in only 431 of 945 youth targeted for FY 2014 being trained under the retail, hospitality and facility maintenance models. As such, while Y4F program has established powerful partnership models between the public sector, private training companies and community based organizations to provide a window of access to high quality training and employment interventions for the first time to some of the most marginalized youth populations, a key reflection for Y4F and USAID going forward will be how to make quality training programs like these, that offer good, solid career paths and employment outcomes, more affordable for these populations.

C. Career Guidance

In August, Y4F provided a refresher workshop and trained program partners on the refined *My Career My Future* career guidance toolkit. Participants included staff from the VTC, MOL and CBOs. The workshop shared best practice recommendations for implementing career guidance based on the partner needs identified in the findings from the summary evaluation report completed earlier in the year, and walked participants through the amended career guidance manuals and tools. The workshop also provided an opportunity for practitioners to carry out career guidance sessions and brainstorm ways that the best practices discussed could be integrated into their current career guidance programs. The updated My Career My Future toolkit has been very well received by the partners and is undergoing a final round of copyedits. Y4F expects to hand over the toolkit to program partners for their long term use by November.

IV. Model 2: Sustainable Community Youth Hubs

Community Youth Hubs	
Model Elements	Results
Community Youth Services and Referral Systems	<ul style="list-style-type: none"> • Irbid and Zarqa Youth Local Coordination Committees officially launched by Governor

A. Community Youth Services and Referral Systems

As the year draws to an end, Y4F has completed all outstanding deliverables under the Community Youth Hubs model. Pursuant to the MOUs that were signed by Y4F CBOs and private and public sector partners earlier this year, the CBOs continue their youth outreach, training and other community focused activities for at risk youth through the youth referral system that Y4F established in partnership with the VTC, MOL, HCY and other Y4F’s partners and service providers. As mentioned in the communications section of this report, a final major event to support these activities was held in August to officially launch the Local Coordinating Committees (LCCs) in Irbid and Zarqa and to build awareness for their 2014-2017 Strategic Plans. The event was hosted by the Ministry of Interior and represented by the Governor of Development Affairs Directorate, H.E. Dr. Raed Al Adwan with 100 participants in attendance. The LCC work plans and strategic plans were officially approved by the committee at the ceremony and were presented to local, USAID and other international donors. It should be noted that

building awareness for the community youth plans have provided a very nice platform for the CBOs and local partners to build new partnerships and open new doors for funding opportunities. Several new partnerships have been made between the Zarqa and Irbid CBOs and several UN agencies and international organizations.

Higher Council of Youth

While most activities with the HCY have been completed, last quarter we reported that IYF was communicating with the Youth Affairs Directorate to coordinate the implementation of a Parent Engagement TOT for 20 youth personnel in the directorate as a final activity with the HCY. The TOT did not take place due to HCY delays in getting back to Y4F about the TOT logistics and coordination, and because they realized there would be some budgetary constraints related to the cost of supporting accommodation of HCY staff participants coming the North and South to attend the training.

V. Policy

Policy	
Key Elements	Results
Transportation	<ul style="list-style-type: none"> Final Transportation Policy Workshop held to officially highlight findings of Y4F Transportation Study
MOSD supports for CBOs	<ul style="list-style-type: none"> Coordination meeting with FHI360 held to handover continuation of Y4F MOSD- CBO policy agenda

Most policy objectives and deliverables outlined under the 2014 work plan were completed in the first three quarters of the year and have been documented in past quarterly reports. Final activities to support youth policy reform continued in three main areas this quarter including: 1) advocacy work to support transportation barriers to youth employment, 2) the institutionalization of quality life skills programming through the VTC, and 3) follow up work with the MOSD to support policy measures to sustain youth development programs and services through the CBOs. For details on the integration of life skills programming into the VTC system, please refer to the *Transitions to Work* Section of this report. A description of the Transportation and MOSD policy work is provided below.

A. Transportation

This quarter, Y4F’s transportation study, *Transport Services and their Impact on Youth Employment and Development in Jordan*, was finalized and presented at an official event under the patronage of the Ministry of Labor completing all policy related workshops and activities under the Y4F program. This activity was the final deliverable under Y4F’s transportation policy component. The study was distributed to all partners in English and Arabic during the event and a short animation film was also produced and shared to visually present the transportation issues. MOL has committed to establishing a national committee to continue to oversee short and long terms recommendations to address transportation challenges that impact youth employability and employment and IYF is hopeful that more

momentum will be built to tackle this major barrier to youth unemployment. As the Y4F program comes to an end, IYF encourages USAID to work its implementing partners to continue efforts with the Ministry of Labor to address the transportation issue.

B. MOSD supports for CBOs

In order to sustain CBOs' focus on youth programs through Y4F, it is essential that the MOSD takes measures to ensure that CBOs are mandated to implement youth services. MOSD has grant schemes to support CBOs to implement their community development programs. Through these funds, Y4F has recommended that a set amount of funds be allocated on a yearly basis to support CBOs with the condition that a fixed percentage of their work supports youth services in order to impact a wider range of youth. Funds would be used to support parent engagement and youth outreach activities, as well as employability skills training programs now being offered through the CBOs (life skills, IT, etc.). To this end, Y4F worked through MOSD's Association's Registration Unit, to provide recommendations to amend / modify Article No. 22 of the Societies Act 51 of 2008, in order to ensure that CBOs are expected to include youth services as mandatory criteria in grant applications they submit to the MOSD. H.E. Dima Khleifat, Secretary General of the CBO Registry, encouraged this recommendation. As the program is coming to an end, Y4F handed over this policy area to FHI360 in order to continue these efforts through their works with CBOs. An official meeting was held between IYF/Y4F, FHI360, and USAID to hand over the policy.