



UP TO YOUTH ACTIVITY QUARTERLY PERFORMANCE REPORT

October 1, 2021, through December 31, 2021
Quarter 1, FY2022

SUBMITTED BY:	KHALDON ROUKIE, PROGRAM OFFICER
ACTIVITY NAME:	UP TO YOUTH
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CONTRACTOR NAME:	GLOBAL COMMUNITIES
USAID ACTIVITY OFFICE:	OFFICE OF ECONOMIC GROWTH (EG)
COR:	MERITA TELIQI
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ACRONYMS

AAR	After action review
AWP	Annual work plan
CAM	Community Asset Mapping
CEED	Center for Entrepreneurship and Executive Development
CLA	Collaborating, learning and adapting
CO	Contracting Officer
COP	Chief of Party
COR	Contracting Officer's Representative
CSO	Civil society organization
CVE	Combating violent extremism
CTR	Click thru rate
DCOP	Deputy Chief of Party
DNH	Do No Harm
FGD	Focus Group Discussion
GBV	Gender-based violence
GOK	Government of Kosovo
LYAC	Local Youth Action Council
MEL	Monitoring, evaluation, and learning
MELP	Monitoring, Evaluation, and Learning Plan
MCYS	Ministry of Culture, Youth and Sports
MESTI	Ministry of Education, Science, Technology and Innovation
MOH	Ministry of Health
MOU	Memorandum of Understanding
NGO	Non-governmental organization
PEN	Peer Educators Network
PIRS	Performance Indicator Reference Sheet
PPE	Personal Protective Equipment
PVE	Preventing violent extremism
PYD	Positive Youth Development
RFQ	Request for Quotations
RMA	Rapid Market Assessment
SCF	Social Change Fund
SNA	Social Network Analysis
SE	School of Entrepreneurship
TNA	Training Needs Analysis
TOT	Training of trainers
U2Y	Up to Youth
USAID	United States Agency for International Development
USG	United States Government
VE	Violent extremism
YAB	Youth Advisory Board
YSN	Youth Support Network
YWD	Youth with disabilities

EXECUTIVE SUMMARY

Global Communities is pleased to present Up to Youth's Quarterly Performance Report covering the period from October 1, 2021, to December 31, 2021 (Quarter 1, FY 2022). Up to Youth is a five-year activity valued at \$8,937,089 and implemented by Global Communities in partnership with LINC LLC, and local organizations Peer Educators Network (PEN) and LENS. The goal of Up to Youth is to address youth vulnerable to social exclusion by mobilizing and engaging them in meaningful ways to effect positive change, thus increasing youth's resilience to social exclusion and, consequently, violent extremism.

It was a very busy quarter that included significant follow-up from the Pause and Reflect event held in September 2021, which set in motion about a dozen adaptations that staff have been managing (Please see Annex G). Simultaneously, we relaxed restrictions on in-person meetings as Kosovo emerged from its third COVID wave, and case counts, hospitalizations, and deaths decreased dramatically. Making hay while the sun shines, program staff engaged youth in all our communities and across all program elements. Highlights included:

Objective 1: Mobilizing youth to be positive forces for change:

- Implementation of dozens of Social Change Fund initiatives via which youth applied skills learned in Up to Youth training
- Wrap-up of the second YAB cohort and transitioning to cohort three
- Launch of engagement in 9 communities to recruit approximately 400 youth for a new cohort

Objective 2: Youth develop and demonstrate life/soft skills:

- Significant redesign of the training roadmap
- Increased engagement in entrepreneurship support
- Expansion of the internship program, particularly in private sector placements
- New partnerships with VentureUP and CEED to enrich workforce efforts

Objective 3 - Develop, build, and support resilience partners in fostering an environment for youth to engage in a positive and meaningful way:

- Significant redesign of the YSN model with a focus on formalization and coordination by a dedicated Youth Engagement & Support person in each municipality
- Engagement by YSNs in numerous Social Change Fund initiatives

SECTION I: UP TO YOUTH PURPOSE AND APPROACH

UP TO YOUTH OBJECTIVES

Global Communities, in partnership with LINC LLC, Peer Educators Network (PEN), Moonshot CVE, and LENS, referred to hereafter as Up to Youth, was awarded the USAID / Kosovo five-year Up to Youth activity (contract number 72016719C00003) on April 15, 2019. Through this contract, the Up to Youth activity will address youth vulnerable to social exclusion by mobilizing and engaging youth in meaningful ways to effect positive change.

Up to Youth works with youth 15 to 24 years old¹, divided into cohorts of 15 to 18 years old and 18 to 24 years old, targeting both in-school and out-of-school youth with age-appropriate activities. The activity emphasizes working with marginalized youth, particularly those underserved by current and

¹ Based on the current Ministry of Culture, Youth and Sports (MCYS) definition of youth.

past youth-focused initiatives, grappling with unaddressed stress and trauma, or vulnerable to developing risky behaviors. Vulnerability characteristics include extreme poverty, exposure to GBV and other violence, lack of employment, non-majority ethnic status, and trouble in school. The activity has also made concerted efforts to reach youth with disabilities (YWD), a group that has been historically excluded from education and community-based programming.

Up to Youth applies an evidence-based approach to youth learning, equipping youth with the skills they need to demonstrate agency in leading community asset mapping; analyzing data to identify youth-related challenges or priorities in their community; and working with other youth and local stakeholders to design and implement solutions such as advocacy campaigns, community initiatives, and social ventures. By empowering youth to use data and analysis, and to leverage and engage their support networks and government, youth vulnerable to social exclusion will make informed, effective contributions to their communities and amplify and strengthen their voice and ability to positively affect policies and services that strengthen youth resilience and allow them to effect positive change in meaningful ways. Up to Youth will meet the following interconnected and mutually reinforcing Objectives, which are grounded in a Positive Youth Development (PYD) approach:

- Objective 1: Mobilize Youth to be forces for positive change.
- Objective 2: Develop and demonstrate life/soft skills among youth.
- Objective 3: Develop, build, and support resilience partners in fostering an environment for youth to engage in a positive and meaningful way.

These objectives and their related results, outcomes and activities are further detailed in Annex A: Results Framework.

The Up to Youth activity will be implemented in nine municipalities, grouped into three geographic clusters. The approved municipalities and clusters include:

Table A: Up to Youth Clusters and Municipalities

Clusters	Municipalities
Cluster I	Hani i Elezit / Elez Han, Kaçanik / Kačanik, and Viti / Vitina
Cluster II	Mitrovicë Jugore / Južna Mitrovica, Skënderaj / Srbica, and Vushtrri / Vučitrn
Cluster III	Gjakovë / Đakovica, Istog/k, and Klinë/a

SECTION II: COVID-19 RESPONSE

In October, as Kosovo’s third COVID-19 wave abated, Up to Youth switched from online to in-person engagement. The team observed GoK regulations and protocols and paid close attention to guidance from the CDC, the WHO, and Global Communities’ home office. Masking and social distancing were scrupulously practiced with almost zero pushback from youth. They were simply happy to be able to engage in person.

The Up to Youth team approached a 100% vaccination rate among staff and surveyed youth in our communities on their rate of vaccination. Over 60% of youth were vaccinated with some variation across community and age groups. Younger youth in more isolated communities tend to be less vaccinated. To address this, and to give youth a chance to apply what they’ve learned, we challenged cohorts to mount vaccination campaigns in their communities. Youth from all relevant project communities gathered data, completed their own analysis, and assembled campaigns to educate their fellow citizens. They appeared on TV, radio, and in the community working to drive better community responses to the pandemic.

The entire team *and our youth* remain vigilant and are engaged in the global fight against COVID-19 infection.

SECTION III: OBJECTIVE ACTIVITIES

OBJECTIVE ONE - MOBILIZE YOUTH TO BE A FORCE FOR POSITIVE CHANGE.

Under Objective I, Up to Youth will mobilize youth in activities that will 1) create an increased sense of responsibility among youth through contributions as part of the YAB and the Social Change Fund (SCF); 2) empower youth to lead participatory analyses of problems and their solutions through community asset mapping, dialogue with community stakeholders, and designing of initiatives to address youth priorities; and 3) allow youth to demonstrate leadership and engagement in democratic processes through meetings with government representatives and other stakeholders to discuss potential interventions and solutions addressing youth priorities.

RESULT I.1: YOUTH HAVE AN INCREASED SENSE OF RESPONSIBILITY

At the national level, the formation of the YAB, comprised of youth from across Kosovo, empowers youth to play a meaningful role in Up to Youth, contributing to its approach and methodologies. At the municipal level, opportunities for increased youth responsibility center around youth developing and implementing initiatives as part of the Social Change Fund (SCF), which allows youth to identify, analyze, and address challenges in their communities, thus demonstrating their increased sense of responsibility, agency, and capability.

YAB Cohort II

On December 11-12, Up to Youth held a sixth YAB meeting and “farewell gathering.” Fifteen youth, all fully vaccinated, attended (11 from Cohort Two and four from Cohort One). During the meeting, members from both cohorts exchanged lessons learned and discussed the differences between YAB service pre-COVID-19 versus during the pandemic. YAB members also began discussion of the need/opportunity to redesign the YAB for greater impact. Although youth raised and debated many issues, including inclusion, participation, governance, etc., they did not generate a final set of recommendations. Recognizing the complexity and importance of this question, the youth agreed to carry the debate forward into the first quarter of 2022, working online and including some new YAB members.

YAB Cohort III

On November 4, Up to Youth published a call for new YAB members on the Youth Lead platform, sharing it with stakeholders such as the Ministry for Culture Youth and Sports (MCYS), municipalities, civil society organizations (CSOs), and other youth organizations. Cohort II members were also engaged in various media platforms, including TV and radio, across Kosovo to promote the call and to share their experience as YAB members.

Over 100 youth, ages 15-24, applied for Cohort III. A committee consisting of Up to Youth’s Chief of Party, objective one’s team lead, a MCYS official for youth, and Up to Youth’s COR reviewed and scored the applications. The committee shortlisted 60 applicants (30 from each cohort) and invited them to a workshop to select new members, held on December 4-5. Almost 80% of invitees - 28 YY and 19 OY - attended. Invitees worked together for two days, becoming familiar with the Up to Youth program and history and learning about the role of the YAB. On day two, each cohort selected ten new YAB members (20 in total; 7 men/boys and 13 women/girls) who will commence their mandate in January 2022.

1.1.2 Social Change Fund (SCF)

The SCF plays a central role in providing youth with a sense of increased responsibility, while also co-investing in meaningful, youth-driven activities that allow them to exercise their leadership and skills (Results 2.1 and 2.2), building and developing partnerships with local stakeholders (Results 3.1 and 3.3), and demonstrating leadership within their communities (Result 1.3). Up to Youth envisions three separate types of initiatives: awareness-raising initiatives for younger youth, community priorities for older youth, and network-strengthening initiatives for the YSNs.

Up to Youth staff continued to mentor youth implementing initiatives in all nine partner municipalities. The program hosted approximately 80 meetings with stakeholders across all nine municipalities to coordinate implementation of activities, with 100 youth participating.

Illustrative examples of SCF activities and events

Cluster I (Hani I Elezit/Elez Han, Kaçanik/Kaçanik, Viti/Vitina):

- Youth developed promotional materials for a ‘Don’t Start! Stop and Save.’ initiative and led ten awareness-raising sessions with 122 youth to increase awareness of the risks and health consequences of smoking.
- Youth developed materials for a ‘Stop Bullying’ campaign. From October to December, youth held seven awareness-raising sessions with 102 youth on preventing bullying in high schools.
- Youth developed promotional materials for a ‘Together for Youth’ campaign. This initiative was to create a campaign and raise awareness on the importance of participating in youth programs for personal growth and a more developed community. During Global Volunteering Week, December 6-10, youth held five sessions with 70 youth to increase awareness of the importance of volunteering. .

Youth who led initiatives report increased self-confidence and motivation to continue engaging and contributing to the community.

“Leading anti-smoking sessions has been one of my best experiences. I have learned to socialize with youth, develop my critical thinking regarding issues faced by my community, and ways to address them, increased my self-confidence, and I feel that I have grown as a person. I was impressed with the interest and enthusiasm of youth to learn about smoking consequences, and I’m confident that the sessions will help them avoid risky behaviors such as smoking,” reported Erzë Haziri, a youth participant from Viti/Vitina.

Cluster II (Mitrovicë Jugore/Južna Mitrovica, Skenderaj/Srbica and Vushtrri/Vučitrn):

- The SCF leadership teams of Mitrovicë Jugore / Južna Mitrovica, Skenderaj / Srbica and Vushtrri / Vuçitrn and part of the Youth Support Network (YSN), in cooperation with organizations such as Handikos and Down Syndrome Kosova, held a three-day youth camp as part of their SCF initiative, “Engaged Youth; Empowered Youth.” Thirty youth (22 YWD) attended. The camp was designed to allow every participant an opportunity to express and contribute through recreational activities such as painting, Lego building, handmade card making, and designing their own advocacy campaign. Activity-based groups rotated, with each participant joining every group at some point during the camp to contribute.

The camp brought together rural youth with disabilities who had never been included in any similar social activity. Participants reported new friendships and an elevated sense of inclusion and activism, while parents were simply grateful to have their children included.

“It has been more than two years that my disabled sons never socialized or left the village, and we are so grateful for this event.” - Father of a participant

“My daughter rarely has the opportunity to engage with youth other than her peers of Down Syndrome Kosova, and we were so happy to see her excitement getting ready for camp.” - Mother of a participant.

Cluster III:

- Wheelchair basketball game in Gjakova/Đakovica, in which 17 youth participated (5 YWD). Three YSN members (Director of Municipal Department of Youth, Handikos and the Cycling Club) participated.
- YSN members helped organize and participated in recreational activities in Istog/Istok and Klina; 19 of the 31 youth participants were youth with disabilities. YSN members helped organize and participated.
- A multi-ethnic cultural exchange that included 50 youth of Albanian, Serbian, and Roma backgrounds. Youth visited important cultural spots in the Rugova valley, including the Deçan/Dečan Monastery, the Patriarchate of Peja/Peč, and Fshajt Bridge in Gjakovë/Đakovica. Youth also shared traditional food, music, and dancing.
- Trainings on “Coexistence and Equality” attended by 50 youth.
- A theater production to reduce school dropout rates gathered 70 participants, including youth, teachers, parents, institutions, etc. The activity was broadcast on local and national media.
- An awareness-raising campaign about rights for people with disabilities that included a TV program, a public service announcement, advancement across social media, and distribution of brochures.

Please refer to Annex F (SCF Implementation Schedule) for more about the implementation process for the SCF initiatives.

RESULT 1.2 YOUTH LED PARTICIPATORY ANALYSES OF PROBLEMS AND THEIR SOLUTIONS

Under Result 1.2 youth lead CAM activities in their communities, identifying youth-focused entities, existing youth-related services and networks, youth champions such as mayors or religious leaders and the services and support they offer youth, and examining the relative importance and quality of, *and* need for these services. Youth use the findings to define, analyze, and prioritize local youth challenges, as well as what potential solutions may be available to them by working with local stakeholders and tapping into community resources. This information is then used to create solutions implemented through awareness and advocacy campaigns, community priority initiatives, and network-strengthening initiatives under Result 1.1’s Social Change Fund.

1.2.1 Community Asset Mapping (CAM)

Nothing to report

1.2.2 Youth Led Participatory Analyses

Nothing to report

RESULT 1.3 YOUTH DEMONSTRATE LEADERSHIP AND ENGAGEMENT IN DEMOCRATIC PROCESSES

Up to Youth advises and coaches youth on effectively defining and communicating their priorities to municipal stakeholders to create local “buy-in” and encourages youth to participate in municipal decision-making processes, such as public budget meetings. Staff and mentors also coach youth to engage, where feasible, Local Youth Action Councils (LYACs) and Youth Centers to share priorities and elicit participation in their initiatives.

1.3.1 Youth Participation in Local Governance

Nothing to report

1.3.2 Leveraging Existing Government of Kosovo (GOK) Resources

During the implementation of SCF initiatives youth continue to use publicly-owned premises and office spaces for meetings and implementation.

Youth Outreach

From November 22 through the end of the quarter Up to Youth engaged youth, families, and institutions in nine partner municipalities. Youth within existing cohorts, high schools, youth-based organizations and CSO's launched an intensive outreach process that relied heavily on door-to-door outreach in remote/rural areas. Up to Youth distributed 872 application forms and received 554 new applications. Youth submitted their applications online through a google form/QR Code or via hard copy. The outreach, envisaged to be completed by December 21, was extended through January 17, 2022 to accommodate the need for additional outreach within Cluster I and with PWD organizations.

OBJECTIVE TWO: DEVELOP AND DEMONSTRATE LIFE/SOFT SKILLS AMONG YOUTH

Under Objective 2, Up to Youth equips youth with skills they need to engage meaningfully in their communities and participate in their municipal and/or national economy. Up to Youth: 1) develops youth assets such as critical thinking, teamwork, time management, problem solving, data collection, data analysis, gender and social inclusion, and other soft/life skills needed to create positive social change in their communities; and 2) provides entrepreneurship training and facilitates interactions with economic stakeholders to help youth understand, penetrate, and participate in the municipal and/or national economy.

RESULT 2.1 YOUTH CREATE POSITIVE SOCIAL CHANGE UTILIZING TARGETED LIFE/SOFT SKILLS GAINED

Up to Youth trains youth, building critical thinking, teamwork, time management, problem solving, media literacy, and other soft skills. The team works with youth in nine partner communities to determine existing skill levels, additional necessary skillsets, and new competencies that youth themselves prioritize for development. Up to Youth then works with two local subcontractors, PEN and LENS, to tailor their existing soft skills and entrepreneurship curricula to meet the needs of activity participants.

2.1.1 Youth Training Needs Analysis (TNA)

The Team changed the training cycle "roadmap" for both existing and new cohorts based on recommendations from our "Pause and Reflect." Rather than a four-year training program that includes 16 separate trainings, new youth cohorts will be able to complete a training program that includes six trainings while encompassing all of the subject matter. Youth evaluated and advised on the re-design. Up to Youth's COR is currently reviewing the new roadmaps.

2.1.2 Life / Soft Skills Trainings

Trainings in life skills continued as soon as COVID-19 infections dropped. From October through November, the Team held in-person and online trainings in decision making for 229 youth attendees. The curriculum provided participants with the necessary knowledge and opportunity to practice skills that help youth understand decisions and decision-making processes, define problems, and evaluate options using creative and critical thinking so they are able to make effective decisions. Youth continue to evaluate their experience with the training positively, specifically the topics, activities, and group work.

RESULT 2.2 YOUTH PENETRATE AND PARTICIPATE IN THE MUNICIPAL AND/OR NATIONAL ECONOMY USING TARGETED ECONOMIC SKILLS GAINED

Up to Youth follows a multi-pronged approach to support youth to participate in the local and/or national economy. Consistent with the PYD model, youth play an important role in the development and implementation of activities, participating in entrepreneurship to define their interests and priorities before building their skills in our School of Entrepreneurship. Activities also focus on building bridges between youth and economic stakeholders to define needs, gaps, and potential approaches. Up to Youth also emphasizes and provides referrals to existing employers, service providers, and vocational training institutes in order to leverage resources.

2.2.1 Economic Skills Training for Out-of-School Youth

During October, Up to Youth held the last School of Entrepreneurship (SE) for 2021. Although initially planned for August, the Program postponed the SE in observance of COVID-19 social distancing restrictions. A total of 13 youth (7 females, 6 males) successfully completed the SE. Five additional youth were confirmed for participation during August but withdrew due to scheduling conflicts with their university classes.

During the first day of the SE, participants attended a session on the basic concepts of entrepreneurship in order to broaden their understanding and encourage their active participation throughout the SE. Designed to equip youth with pertinent skills for the entrepreneurship world, the SE curriculum continued to present strategies, frameworks and information on business model development and drafting business plans. By the end of the SE, participants had transformed 11 business ideas into thoroughly analyzed, critiqued, and formalized business plans.



On November 24 and 25, 39 SE graduates attended a one-day StartUp Package workshop. The workshop covered four modules focusing on issues regarding business ideas, products, branding and identity, marketing strategies, and financial planning for start-ups. During the same day, participants also learned the application process for a business incubation program scheduled for November 24 to December 8. All SE graduates of 2020 and 2021 were eligible to apply. Of 30 applications, 21 teams were selected and invited to a Business Incubation Program launch event held on December 16. The program will be implemented in partnership with VentureUP aiming to provide technical support for SE graduates through a six-month program including mentoring, networking opportunities, and trainings covering customer discovery, customer development, differentiation, value proposition, marketing, segmentation, financial management, pitching, startup tools, team building, and legal business structure.

Up to Youth continued to inform youth of entrepreneurial opportunities, be they funding opportunities, trainings offered by other stakeholders, or chances to network with stakeholders or other entrepreneurs.

2.2.2 Up to Youth Internships

Internal Internships

The fourth round of the internships continued during this quarter, and all six interns have been working mainly with SCF initiatives. They will finish their work with Up to Youth by January 31, 2022.

Additionally, during October, another call for internships was shared with older youth cohorts, and two youth were engaged as interns as of November 15 to work directly with the Communication Specialist.

The Program informed OY cohorts of the fifth round of the internship opportunity in December, hosting an online meeting in order to explain the application procedure. The application is open until January 11, 2022, and Up to Youth will select interns and notify successful applicants by February 1, 2022.

Private Sector Internships

This quarter, 14 of 25 youth completed a six-month internship program through which Up to Youth aims to provide them with structured work opportunities in the private/public sector and NGOs. In the process, they gained resume-building and marketable job skills, in addition to real world work experience.

In order to evaluate the interns' performance, alongside effectiveness of their internships, Up to Youth conducted a survey in November with participating placement organizations. Of the 25 businesses contacted through email and phone messages, 18 responded. The survey inquired into employers' satisfaction with the interns' performance as well as the likelihood of extension of a job offer following completion of the internship.

Survey responses indicated a high degree of employer satisfaction with the interns' performance. When asked about satisfaction with the performance and adaptability of the youth in the workplace, 88% of employers responded positively. Employers reported a similar degree of satisfaction when asked if their intern is well prepared for the job market after completing their internship. Despite this, 55% of employers responded 'neutral' when asked if the same interns will have the chance to continue as full-time employees after the completion of the internship program. 39% responded positively that their interns could have the opportunity to continue as full-time employees. It should be noted that all businesses appreciate the importance of such programs and express a willingness to collaborate in the future. Up to Youth is currently preparing a training on improving youth's skills for the job application process in order to prepare them for the next round of internships, and this training will draw upon lessons learned from the first cohort of external internships.

On October 22, Up to Youth signed an MOU with the Center for Entrepreneurship and Executive Development (CEED) for placement of five youth in internships positions within the private sector. Twelve youth interviewed with various members of the CEED network, and six youth have acquired four-month internship contracts paid 25% by the placement organizations.

OBJECTIVE 3: DEVELOP, BUILD, AND SUPPORT RESILIENCE PARTNERS TO FOSTER AN ENVIRONMENT FOR YOUTH TO ENGAGE IN A POSITIVE AND MEANINGFUL WAY

Objective 3 identifies formal and informal actors who can serve as resilience partners, developing existing resilience networks and building new networks. The network-strengthening process will build on and feed back into other interventions of the activity. Up to Youth: 1) engages formal and informal actors as members of resilience networks, which will increase coordination and communication between partner youth and resilience actors in their communities working to support them; 2) develops municipal and/or national resilience networks through an SNA that will identify and engage

both formal and informal actors in partner communities in cluster-based YSNs; and 3) increases cooperation between youth and resilience networks resulting in meaningful youth engagement by engaging youth and local resilience actors in goal setting and action planning around the Social Change Fund of Result 1.1.

RESULT 3.1 FORMAL AND INFORMAL ACTORS ARE ENGAGED AS MEMBERS OF RESILIENCE NETWORKS

Under Result 3.1 Up to Youth will engage formal and informal actors in cluster based YSNs, which will be responsible for increasing coordination and communication between partner youth and the informal network of resilience partners working at the municipal and regional level to support them. The YSNs will be composed of youth leaders from among those enrolled in Up to Youth and representative resilience partners, youth stakeholders, and advocates, and will be engaged based on the results of the youth led SNAs of Result 3.2 and community asset mapping efforts of Result 1.2.

3.1.1 Youth Support Networks

The YSNs focused primarily on implementation of the SCF initiatives during this quarter. Up to Youth also organized municipal-based YSN meetings in all municipalities to discuss potential redesign of YSNs' governance, management, and service to youth.

A majority of participants in all nine municipalities believe that their YSN should continue to exist. They seek a means for more regular information sharing to update members on projects and progress. Most members support monthly municipal YSN meetings, supplemented by quarterly or semi-annual cluster meetings. YSN members called for the engagement of one person in their municipality to build and manage the YSN, leading to higher function and sustainability.

During these meetings, youth presented achievements in SCF initiatives and briefed members on the challenges and successes they'd experienced. The Team informed YSN members of the new youth outreach program, seeking help getting the application to interested youth.

Following the nine municipal meetings, Up to Youth organized cluster-based meetings in December (Cluster I – 15 participants, Cluster II – 13 participants, and Cluster III – 19 participants) to:

- Summarize discussions from the YSN municipal meetings;
- Discuss potential new YSN models including formalization;
- Finalize the list of new YSN proposed members and;
- Plan and provide recommendations for 2022.

Members agreed that during the next quarter they would focus on supporting SCF initiatives, reviewing YSN goals, and developing a new strategy and action plan for their networks. They also suggested a YSN conference to unite youth and stakeholders from all YSNs to share best practices and plan for the future.

3.1.2 Organizing National Level Coordination

Although originally scheduled to take place in previous reporting periods, no activities related to the organization of national level coordination meetings took place during this reporting period as well. The COP and COR are discussing the best way to move this activity forward.

3.1.3 Redirection Activities

No related activities took place during the reporting period.

RESULT 3.2 MUNICIPAL AND/OR NATIONAL RESILIENCE NETWORKS ARE DEVELOPED AND/OR CREATED

Up to Youth's Social Network Analysis (SNA) will be the foundation for efforts to form the YSNs and will lay the groundwork for other Objective 3 results, identifying which formal and informal actors can and should be engaged, and providing important information on relationships between youth stakeholders. In addition, the SNA will directly support Results 1.1 and 1.2, increasing youth's sense of responsibility and contributing to solutions to youth challenges, as well as Result 2.1 by building their soft and life skills.

3.2.1 Social Network Analysis (SNA)

No related activities took place during the reporting period.

RESULT 3.3 INCREASE IN COOPERATION BETWEEN YOUTH AND RESILIENCE NETWORKS THAT RESULT IN MEANINGFUL YOUTH ENGAGEMENT

Key to the success of the YSNs will be their ability to create engagement that both youth and resilience actors find meaningful, productive, and mutually beneficial. In order to create such a platform, both youth and resilience actors must first agree on the goals of the YSNs before discussing what activities would result in meaningful engagement.

3.3.1 YSN Goal Setting and Action Planning

Implementation of all nine municipal YSN initiatives continued, and YSN members provided in-kind assistance to youth, with a focus on:

- **Cluster I:** Raising youth's awareness of negative consequences of smoking and drug abuse;
- **Cluster II:** Engaging youth with disabilities in recreation and decision making; and
- **Cluster III:** Helping youth with career development and working for greater inclusion of people with disabilities.

In this regard, YSN members arranged meetings to plan and organize the activities in each Cluster.

SECTION IV: MEL OVERVIEW

YOUTH SELECTION

Up to Youth conducted outreach during this quarter. The MEL team provided support by processing the incoming data from applications received. A total of 376 applications were received and processed by December 24, 2021. The team further updated the list of youth participants from cohorts in order to account for youth who had withdrawn from the activity due to other engagements such as employment or studying for university, moving to municipalities where the Up to Youth training is not provided, emigration, etc. At the end of the quarter, Up to Youth had 479 youth participants.

COLLABORATING, LEARNING AND ADAPTING (CLA)

As part of its commitment to CLA, Up to Youth incorporates After Action Reviews (AARs) into each of its major activities, whether they are community events, workshops, or trainings. The team regularly reviews these AARs for broader lessons learned that could apply to Up to Youth. These lessons are captured in Annex B – Up to Youth Lessons Learned Tracker Q1 FY22. Up to Youth completed two AARs during the reporting period:

- 1) The School of Entrepreneurship III – The AAR reflected on the organization of the School of Entrepreneurship that Up to Youth organized in October 2021. The main identified lessons were: 1) in cases where COVID doesn't allow field visits for youth to face a real life business experience, alternative options shall be planned so youth are able to see a real-world business scenario; 2) try to have a higher number of applicants, thus allowing the SE organizing team the possibility to select the most interested and high-performing youth from the pool of applicants; and 3) give youth the possibility to revise their business plan frequently so that they are able to make improvements while they are acquiring more knowledge through the SE trainings.
- 2) SCF initiatives – The AAR reflected on the design, review, and implementation processes of the SCF initiatives. The main identified lessons were: 1) Up to Youth must revise and simplify the application form and annexes, and Up to Youth should provide guidance content that teaches youth how to complete the application process (videos, tutorials); and 2) there is a need to conduct more frequent meetings with SCF leaders, while simultaneously transferring more responsibility to these leaders.

At the previous quarter's Pause and Reflect, the Up to Youth team discussed the need to increase youth's responsibility and independence in implementing SCF initiatives. Some members of the team believe that youth would learn more if they had less staff supervision but more mentoring, thus increasing youth empowerment. By the same token, Up to Youth staff want to be careful not to overload youth, some of whom already support a large workload related to other Up to Youth activities, school, and family obligations. To better understand the situation, Up to Youth organized a focus group with 13 youth to gather information on 1) youth time commitment and perception of workload, 2) opportunities to be involved in extracurricular activities in their communities, and 3) youth interest in other activities.

The main lessons were: 1) Staff should be available for more frequent mentoring of SCF leaders, providing youth guidance on request, but also giving them space to take more responsibility for the initiatives, 2) The interest and availability of youth to participate in more activities proposed by Up to Youth varies greatly depending on the situation in which each youth finds himself/herself, making it nearly impossible to generalize what youth expect/desire in terms of time commitment, 3) Participants are very interested in participating in recreational activities, and 4) Up to Youth should share a calendar of future activities so that youth are better able to plan their participation.

Up to Youth conducted and processed the following surveys with participants from cohorts:

- 1) Pre- and post-surveys for the School of Entrepreneurship III held in October. The SE had 17 attendees; 13 completed the training and all of them said their knowledge and skills in entrepreneurship had improved;
- 2) Pre- and post-surveys for the decision-making trainings. The training had 229 participants; 200 completed the training, and 190 reported improvement in life/soft skills; and,
- 3) A quarterly report survey with 151 youth in order to obtain data for reporting indicator results.

SECTION V: REPORTS AND DELIVERABLES

Up to Youth submitted the below reports and deliverables to the COR and ACOR during the reporting period.

Quarterly Accrual Reports- One quarterly accrual report to USAID Kosovo.

Quarterly Performance Report - One quarterly performance report to USAID Kosovo.

Weekly Reports- Thirteen weekly reports.

ANNEX A – RESULTS FRAMEWORK

ANNEX B – LESSONS LEARNED TRACKER

ANNEX C – PERFORMANCE INDICATOR TRACKING TABLES

ANNEX D – RESULTS VS. PERFORMANCE INDICATORS

ANNEX E – AFTER ACTION REVIEWS

ANNEX F – SCF INITIATIVE IMPLEMENTATION SCHEDULE

ANNEX G – ADAPTATION TRACKER

ANNEX H – COMMUNICATIONS