

**A
PROFILE
OF
YOUNG EDUCATED SAFE AND SKILLED
(Y.E.S.S)**



Prepared by
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Working to help the youth help themselves

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A. BACKGROUND

Young Educated Safe and Skilled (YESS) is an indigenous multi-dimensional volunteer based/ focused development organisation/Project managed mostly by young people, currently with 30 families and 100 orphans registered members. The main aim of the organization is to economically and physically empower youth especially young girls. The membership is voluntary, non-partisan, non-governmental and without any religious affiliation or physical ability of an individual. YESS supports 100 in literacy, health and economic development.

B. VISION

To promote participatory approach involving young people in all spheres of life to ensure sustainable social and economic development.

C. MISSION

To nurture young people to adopt nuances in sustainable skills with their full participation in all spheres (economically and socially) in their lives

D. GOALS

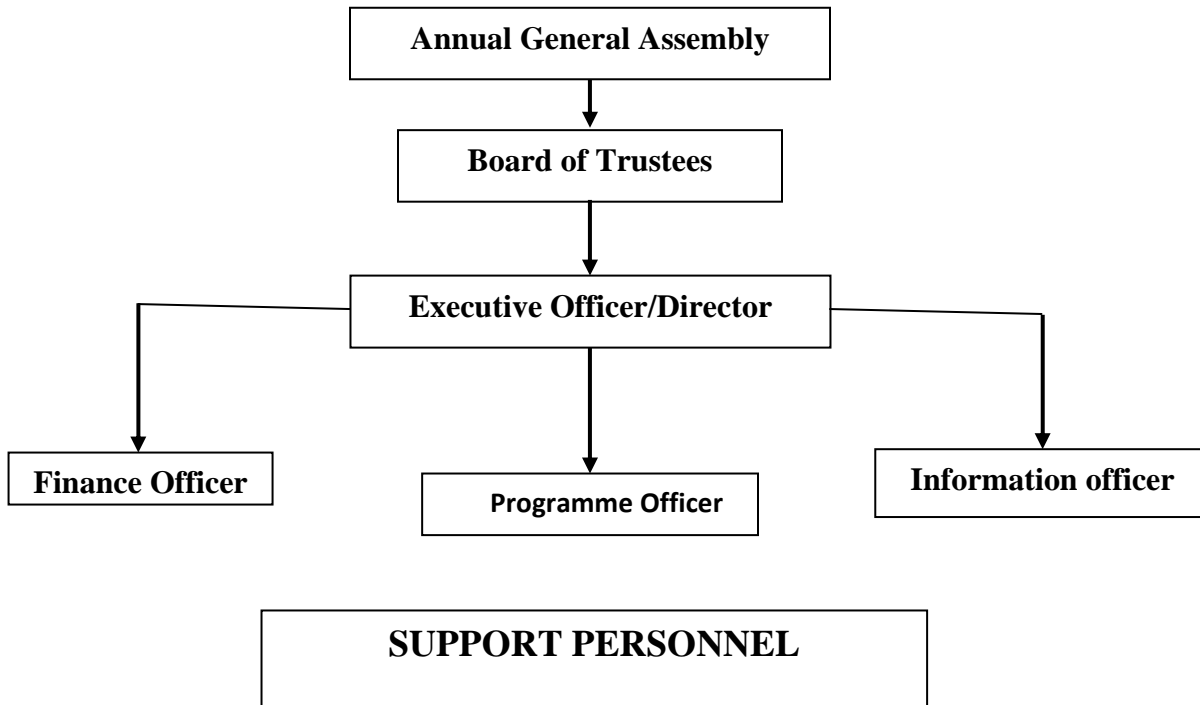
Empower young people physically and psychological through provision of Livelihood skills, Health education, Education/literacy services..

E. OBJECTIVES

1. Cultivate and perpetuate an interest in entrepreneurship, life skills and career development amongst young people by involving them in a range of sustainable activities.
2. Strengthen individuals understanding and awareness of their entitlements, rights and building their confidence to articulate these entitlements and rights as part of a participatory process.
3. To provide a forum for discussing Youth Issues and exchanging ideas, and promoting effective networking among grass root communities and other organizations.
4. Initiate and encourage scientific research, public awareness, dissemination of youth related issues.

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F. Directors and Management of YESS
Organization Chart



The Executive Committee formulates policies and has power over policy direction. The Board of Trustees is only an advisor to the organization. The Board of Trustees and the Executive Committee elect a Management Committee that manages the organization, through the Director and staff. The Management Committee meets monthly. The Board of Trustees and Executive Committee meeting are held on quarterly basis.

YESS ACHIEVEMENT SINCE INCEPTION

Since the inception of YESS, it has focused on planning and implementing Livelihood development, Health, Education/Literacy and research to establish the main factors affecting young people especially the girl child and their ability to develop solutions. The objective is to identify the primary issues to be addressed by YESS through community based participatory research. The issues were identified as:

Lack of access to an education (Literacy and financial)

- Lack of jobs within marginalized youth (lowly educated and slum dwellers)
- Poor economic status and low self esteem through inability to contribute to livelihood;
- Lack of funding for their initiatives;
- Lack of participation in policy making.

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- Lack of awareness in human rights.
- Lack of financial education.
- Lack of healthcare education services in relation to HIV/AIDS and reproductive health
- Lack of participation in election due to inaccessibility.

YESS has undertaken a number of activities to enable to assist its members. The following are some of YESS activities.

G. PEER GROUP EDUCATION

We have been carrying out Peer Group training of trainers, peer group education is now being offered to our beneficiaries and partner groups/organizations.

H. SMALL BUSINESS

Since inception of the group we have had an opportunity where our beneficiary's guardians have participated in different income generating projects as well as us carrying out financial literacy workshops with different implementation from lecturers to experience sharing. Our major aim is to partner with different organization, companies so as to create a platform for attaining experience.

I. AWARENESS CAMPAIGNS

Since 2010 a number of programmes on children's rights, literacy/education and HIV/AIDS campaigns have been carried out. Both with local organizations/groups and also school focused approach.

J. NETWORKING

YESS since its inception has successful network with local and national, regional and international organizations/groups.

K. BENEFICIARIES

It is estimated that more than ten thousand (10,000) people will benefit directly and indirectly i.e. members and their immediate families. As an institution, YESS has to grow to become strong. YESS has established a track record of professionalism and independence within the youth movement. It is seen as a trusted ally in the struggle of young people to create a conducive environment to support the fight of full inclusion and development of children, youth, with special emphasis to women and girls.

L. UNIQUENESS OF YESS

We have identified three ways in which YESS is unique in its work:-

- It has knowledge, skills, ability and infrastructure to deliver what it believes in.

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- The staff, Board of Trustees and Executive Committee is committed to the organization and have experiences into youth issues.
- It has clearly defined strategic and long-term plans.
- Integrated system of projects (Using life applicable things as an education tool)

M. YESS ENVIRONMENTAL ANALYSIS

STRENGTHS

- Good working relationship with government, CBOs and other regional and international stakeholders.
- The organization has maintained a gender balance in terms of staff recruitment. Out of three permanent staff, one is man and two are women. In terms of regional coverage.
- The organization is innovative and capable of making things happen, and able to take on challenges from CBO's and other stakeholders in a flexible manner depending on the environment.
- Networking - YESS is very good at networking with various stakeholders

WEAKNESSES

- Lack of appropriate technology to undertake its programmes.
- Limited financial base for its programmes.

OPPORTUNITIES

- The attention African and other continents are giving youth empowerment.
- Policy changes within the donor sectors where each sector has to consider youth empowerment in it work
- Sharing of information and ideas with other youth organizations and partners national, regional and internationally

THREATS

- Economic uncertainty experienced by the youth in the country
- The increasing HIV and AIDS prevalence within the country
- Declining government focus on youth solutions based system
- Theory based system of education
- Limited access to Antiretroviral drugs and information on HIV and AIDS young people

N. POLICY REVIEW AND DEVELOPMENT

Almost every country in Eastern, Southern and Central Africa has either a law or a policy on youth and HIV/AIDS. What has become clear is that these laws and policies have agonizingly fallen short of ensuring that the situation of young people is adequately addressed. YESS has already initiated plans for a comprehensive policy audit and review in the country. The objective being, to establish the weaknesses and strengths of such policies and create a foundation for the development or promulgation of better policies and laws for disabled people. This is to be done in conjunction with other groups/ organizations.

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O. ORGANISATIONAL DEVELOPMENT AND INTERNAL SYSTEMS

Most organizations of young people are weak because of poor internal systems and policies. YESS has over the years developed strong internal systems and policies to ensure transparency, accountability and member participation in organizational activities. These include inter alia:

Financial procedures.

- Constitutional reviews and amendments.
- Code of conduct regulating members, the leadership and staff.
- Staff terms and conditions of service (Personnel policy).
- Appraisal Guidelines.

P. NETWORKING WITH YOUTH FOCUSED ORGANISATIONS

The founding leaders of the youth movement are still young and their impact and functions are growing in strength how ever need more exposure. This strategic plan recognizes the need to implement programmes that will increase their knowledge, impact and network. Currently very few programmes meant for the development of the youths have been successful. YESS will work with organizations of young people to support the implementation of programmes from grassroots levels to regional levels in support of the youths to partake in the activities of the youth movement.

Q. THE MINORITY AND UNDERREPRESENTED

YESS will continue to work in support of other organizations such as women, children and disability organizations to ensure that they are integrated and lobby for effective representation and opportunities in society. So that they can grow to know issues of HIV/AIDS, abuse, human rights and be recognized as equals in the society

R. YESS ACTIVITIES

- Capacity building, good governance, leadership and management
- Influence advocacy and networking
- Literacy
- Information gathering and dissemination
- Community problem identification and solution development based research
- Monitoring, evaluation, impact assessment and learning
- Strategic planning, annual plans and Programme development
- Community education and awareness campaigns on children, youth and women rights.
- School HIV/AIDS, reproductive health awareness club.

S. YESS PRINCIPLES

- Humanity
- Youth/Child
- Impartiality
- Participatory
- Accountability

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PICTORIAL GALLERY



YOUTH AFTER A COUNSELLING CLASS



YOUNG LADY GRADUATING FROM SMALL BUSINESS COURSE



YOUTH IN A HOLIDAY CLASS



YOUNG LADIES IN THE TAILORING CLASS



YOUTH IN A COOKERY CLASS



YOUNG MALE LEADERS AFTER A DOMESTIC VIOLENCE WORKSHOP