




A FUTURE YOUTH WANT

2017 ANNUAL REPORT

international
youth
foundation®





Cover photo: Mikayla Sullivan—a 2017 **YouthActionNet**® Laureate Global Fellow—is making a difference in the world through the work she does with KinoSol, a company she co-founded to address the global problem of food waste. Using a solar food dehydrator, Mikayla and team are reducing post-harvest loss in a sustainable way that creates year-round food security for the families who need it most. Together with Laureate International Universities, IYF's YouthActionNet initiative helps young change-makers like Mikayla to shape the future with passion and purpose.

FACING UNCERTAINTY



Conversations about the future of work are complicated because employment connects with other complex themes such as technology, civic engagement, and gender. Youth figure at the center of this discussion, with millennials expected to become the majority of the workforce in just a few years. While the landscape will continue to change, a commitment to young people's present-day promise and future success has remained at the heart of the International Youth Foundation's (IYF's) work around the world since 1990.

Much has been written about the future of work, and not surprisingly, more questions than answers have emerged. How will advances in technology and automation impact global employment prospects? Which jobs will vanish, and which as-yet unimagined positions will arise? Which current cutting-edge skills will become obsolete, and which ones will become indispensable? Will discrimination in hiring, on-the-job treatment, and promotion persist or finally be relegated to the rubbish bin of history? What impact will our economic future have on other vital areas of life like health, security, and civic engagement?

Despite the uncertainty, young women and men remain enthusiastic to create the lives they desire and deserve. At IYF, we have witnessed how many are already well on the way to becoming the leaders, innovators, and change-makers the world so desperately needs. Young people have ideas to share about what they expect from laws and policies affecting their lives. They have creative insights about how to address the world's most significant issues—from improving educational access for low-income communities, to helping citizens with disabilities thrive, to combatting all-too-pervasive gender discrimination and inequity.

No one knows exactly what the future of work will hold, but one thing is clear: ***young people can, must, and will be at the center of it all.***



High school students have a voice in deciding on programmatic components of the **LEAPS** initiative. Created in partnership with BHP, the program works with and through local organizations in West Texas, South Texas, and Northwest Louisiana to equip the areas' young people with the skills and services needed to succeed in school, work, and life and to become more engaged members of their communities.



01

HEEDING YOUTH VOICE



Youth know where they want to go and what they need to get there.

Just as IYF is committed to ensuring our work incorporates and responds to young people's perspectives and lived experiences, it's important for those in positions of power—the leaders of organizations, corporations, and nations—to listen to young people.



During a **(Re)Connecting Youth (RCY)** learning exchange in Baltimore, Maryland, a local leader shares insight about how to engage young people on their own terms. In partnership with the Robert Wood Johnson Foundation, RCY was founded on the belief that knowledge sharing and learning have no borders.

Young people's vibrant optimism must be connected to the skills and opportunities they are given or can access to fulfill their hopes for the future.

– 2017 Global Youth Wellbeing Index

In 2017, in partnership with Hilton,

IYF published the Global Youth Wellbeing Index, the culmination of a study incorporating objective data from 30 countries with the perspectives and opinions of young people about the state of their own wellbeing.

Serving as a benchmark for seven of the 17 Sustainable Development Goals (SDGs) adopted by world leaders, the Index shows that—even when progress remains to be made at the country level—youth are overwhelmingly open-minded, optimistic, and enthusiastic about the future and their place in it.

The Index also functions as a call to action for those in positions of power. Youth envision—and expect—a future where they can secure the employment they want, and where women and men are accorded the same rights, opportunities, and respect. While the Index reveals heartening news, it's important not to squander the tremendous resource youth optimism and enthusiasm represent. Rather, we need to encourage and enable youth to tap into that potential and recognize their own agency.

The time is now for leaders to listen to, heed, and engage with young people in meaningful ways. The future depends on it.



89%

of youth in Index countries agree that women should have all the same rights as men.



75%

of youth surveyed feel they will be able to get the kind of job they want.



About 2 out of every 10 youth in Index countries are not working but want to be.



Two out of three youth surveyed feel their government does not care about their wants and needs.

Message to Baltimore Youth: “Make Your Voices Heard”



Ten youth from West Baltimore took their seats around a well-worn conference table at the Westside YO Center on a crisp winter morning. Over the next two hours, they shared their stories while learning about grassroots movements and fellow youth who are speaking out and standing up.

This is what bottom-up change looks like in its most embryonic form.

Joining at IYF’s invitation, youth leaders Lashon Amado from Boston, Shawnice Jackson from East Baltimore, Daniel Martinez from Mexico, and Luke Rodgers from the United Kingdom kick-started the conversation. All younger than 30, these four are advisors to **(Re)Connecting Youth**, an initiative that aims to identify global lessons that can be applied to meet the needs of disconnected youth in the United States.

The Baltimore youth began by candidly

reflecting on the challenges they face.

“There are so many abandoned homes, I don’t let my children go out and play,” said Novella Chase, 25, of her neighborhood’s windowless row houses with boarded up doors.

“In the summer there’s nothing to do but stand on the street corner,” echoed James Baytop, 19, who spoke to the need for more recreational opportunities for youth.

“It’s easier to get a gun in your hand than to fill out a job application,” added Mary Carter Johnson, a 27-year-old mother of three, pointing to the allure of firearms in a city plagued by drug-related violence.

Each described communities’ problems while expressing their desire to be part of the solution. Although these young people grew up many miles away from their international peers, their life experiences were surprisingly similar.

Daniel, 25, described his role in forming a citywide youth movement to combat the violence characterizing his hometown of Ciudad Juarez, considered the most dangerous place on earth from 2008 to 2012.

Luke, the 25-year-old founder of Foster Focus in the UK, shared his experience as someone who transitioned out of foster care, who now works to reform a system that too often stigmatizes the very youth it serves.

These young leaders related instantly to the challenges and aspirations of their hosts while sharing stories of resilience and positive youth-led change.

“The hood raised me. The hood made me. I’m not ashamed,” said Lashon, 29, of his formative years growing up in Boston. Now just months away from earning a master’s degree in sociology, he recounted

“
The hood
raised me.
The hood
made me. I’m
not ashamed.”

dropping out of school, spending time in jail, and dodging gunfire. Lashon says the love he received from staff at a youth program set him on a path to improve the lives of others who grew up like he did. He is now leading the effort through Opportunity Youth United (OYU) to amplify youth voices in the United States.

Lashon encouraged his Baltimore peers to be proactive in speaking out about the issues they care about. “If you want people to take you seriously, you need to learn about the system; you need to show up,” he urged, offering examples from registering to vote to speaking up at town hall meetings.

“We need to hold politicians accountable,” added Shawnice,

who works as a Post-High School Individual Support Manager through Thread, a local nonprofit.

One theme that surfaced throughout meeting was individual responsibility in nurturing a positive vision for the future. “You need to reshape your own narrative and help shape other people’s narratives,” emphasized Lashon, building on input he received from his (Re)Connecting Youth colleagues the night before.

Heads nodded as he spoke. “People dwell too much on the negative,” said Kiona Craddock, who hosts a local call-in radio show. “The more we focus on problems, they keep being problems.”

To channel the positive energy in the room, Lashon encouraged the Westside

youth to join OYU’s efforts to create a network of youth-led Community Action Teams in cities across the country, with Baltimore soon to join. The teams mobilize youth to take action, particularly when it comes to informing local and national policies impacting opportunity youth.

As the session came to a close, Luke scanned the room, making eye contact with the other 13 young people present. His closing words were: “People will be inspired by you, just as I’m inspired by you. Don’t wait for them to come to you. Make your voices heard.”

— Written by Sheila Kinkade,
(Re)Connecting Youth consultant

READ MORE ONLINE



Youth taking charge: Six young NGO workers with experience on the ground in Turkey share priorities for working with Syrian refugee youth.
www.iyfnet.org/blog/4-priorities-working-syrian-refugee-youth-turkey

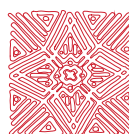


Challenging stereotypes: Meet two young leaders making important contributions to their communities not in spite of their youth, but because of it.
www.iyfnet.org/blog/dont-reduce-youth-peacebuilding-contributions-stereotypes



02

FUTURE-PROOF SKILLS



In the knowledge economy, technical skills have expiration dates, and smart machines perform job functions that once required human hands and minds. Critical thinking, creative problem-solving, and the ability to adapt to new situations are just a few of *the life skills that are timeless, transferable, and future-proof.*

Through the **New Employment Opportunities (NEO)** initiative, young men and women in the Dominican Republic receive life skills and market-driven training, and career guidance services. Led by the Inter-American Development Bank (IDB), through its Multilateral Investment Fund (MIF) and Labor Markets Unit in partnership with IYF, NEO has contributed to closing the workforce gap between youth preparedness and employer demand in 10 countries in Latin America and the Caribbean.



At an **Escolhas**-sponsored career fair, young women and men celebrate their successful completion of the program and receive career guidance to help them take the next step. **Escolhas**—meaning “choices” in Portuguese—is an initiative of IYF and Mozal that equips youth in Mozambique to thrive in a range of employment options.

OUR HISTORY OF LIFE SKILLS TRAINING

In 2004, IYF partnered with the GE Foundation to develop **Passport to Success**[®] (PTS), our flagship life and work readiness skills program. Noted for its adaptability and focus on experiential learning, PTS has evolved to meet the changing demands of the market and the needs of employer and employee alike. In 2013, IYF partnered with Hilton to develop a PTS curriculum specifically for the hospitality industry. After a successful pilot year, the program was expanded to benefit thousands of Hilton employees worldwide through a delivery system consisting of multiple options—in-person, online, and blended learning.

MEASURING LIFE SKILLS AND WORK READINESS

Employers want a means of measuring life skills and work readiness in their current and prospective employees to identify reskilling opportunities, and employees want a way to document and demonstrate their life skills competencies to current and future employers.

To satisfy this demand, IYF and partner ACT are developing a life skills and work readiness assessment based on the most relevant advances in the science of non-cognitive testing. Currently, ACT is revising the assessment based on findings from the recent pilot phase. When it is made available in the near future, the work readiness assessment will be compatible not only with IYF's Passport to Success, but also with a range of other life skills curricula on the market.

An impact evaluation of Passport to Success conducted in Chihuahua, Mexico, found that students who had participated in PTS demonstrated a

3.8%

increase in GPA.

The same study found that participation in Passport to Success is associated with a

32%

reduction in the average rate of dropouts between semesters.

How Youth are Exceeding Employer Expectations in Indonesia



Indonesia is home to a demographic *bonus*—a population of working age people exceeding that of children and the elderly—yet suffers from higher youth unemployment rates than most other countries in the broader Asia and Oceania region. As in other parts of the world, employers in the country report that valuable life skills like communication, problem solving, and critical thinking are often missing in prospective employees. Human resources representatives from one of three PT Philips Industries (Philips) in Batam recently conducted a recruitment visit to a vocational high school where an IYF local implementing partner was offering training and saw the impact of teaching life skills.

At the school, Indonesia Business Links (IBL) was facilitating activities for **EquipYouth** (EY). This global IYF

initiative, a partnership between IYF and Caterpillar’s philanthropic organization, the Caterpillar Foundation, provides market-relevant life and technical skills training, career counseling, and job placement support to low-income youth. In Indonesia, EY ended in late 2017 and focused on young people entering the industrial sector in West Java and Batam.

An industrial zone and part of the Indonesia-Malaysia-Thailand Growth Triangle (IMG-GT), Batam is home to companies who are encouraged by the government to hire locally but find it difficult to enlist youth with a strong work ethic and other crucial life skills, especially in comparison to migrant laborers who are perceived as more work ready. According to one HR Manager, “If we recruit youth from Batam for entry-level staff positions, we find that they still need to

be upgraded in term of their attitudes.”

The EY Program Officer jumped at the opportunity to establish a relationship with Philips, a company that has been manufacturing electronics and household appliances in the area since 1992 and has employed 2,500 local youth. She scheduled an appointment to explain the EY initiative and its effect on participating youth’s work readiness skills.

Pleasantly surprised to hear about the program’s emphasis on developing life skills, the lack of which Philips has identified as a key barrier to employing local young people, the recruiter

“These new recruits are different. We can see it, for instance, from their attendance rate and [lack of] absenteeism.”

agreed to hire 30 EY participants as either operators or technicians.

It did not take long for these young women and men to stand out. During the training period, the HR manager quickly noticed that EY recruits seemed more motivated, disciplined, communicative, and willing to learn than their peers. According to Tia, an HR Manager from Philips, “These new recruits are different. We can see it, for instance, from their attendance rate and [lack of] absenteeism.”

After only three months, the EY youth at Philips are earning a stable income

from a job that provides benefits and opportunity for growth; two have already been promoted to leadership positions. Tia from Philips says she hopes the EY project continues. If it does, she plans to recruit 200 more IYF-trained students.

— Written by Sarah Jonson,
Program Coordinator, Eurasia

READ MORE ONLINE



Partnering for progress: IYF's partnership with Hilton represents an important leap forward in life skills programming.
www.iyfnet.org/blog/how-our-partnership-hilton-spurred-innovation-scale-life-skills-programming



Gender and the workplace: Meet a 21-year-old Palestinian woman whose skills help her succeed in a traditionally male-dominated industry.
www.iyfnet.org/blog/shes-first-woman-vehicle-repair-company-palestine



At a **Zangar STEAM Fest** in Kazakhstan, young volunteers teach children about science through hands-on activities. In partnership with Chevron and the Akimat of the Atyrau Region, the Zangar initiative works with local implementing organizations to foster the science, technology, engineering, and math (STEM) and life skills of local young men and women.



03

CREATING OPPORTUNITIES FOR A FUTURE THAT WORKS



To succeed in an uncertain future, ***learning will become a lifelong endeavor.***

It will take place not only in traditional academic settings, but also in specialized technical and vocational training facilities, as part of on-the-job upskilling and reskilling programs, and in other contexts that meet the needs of employees and employers alike.




Dissa Syakina Ahdanisa, a 2017 **YouthActionNet**® Laureate Global Fellow, founded Fingertalk Enterprise to connect Deaf youth in Indonesia with employment opportunities. Dissa also launched Fingertalk Café where Deaf and hearing members of the community can gather, eat, learn, and spend time together in a safe and comfortable space. In partnership with Laureate International Universities, IYF started YouthActionNet to equip young social entrepreneurs like Dissa to turn their ideas into actions that make a difference in the world.

Of course, not all youth are afforded the same opportunities to succeed. Some young people lack access to quality education, market-relevant skills training, fundamental life skills, or mentorship and career guidance. Others face factors like cultural norms and prohibitive gender stereotypes that prevent them from following their interests and aptitudes.


In 2017, through a combination of new and continuing partnerships and initiatives, IYF worked to ensure that youth everywhere have the training, resources, support, and opportunities to transform the future they envision into reality.

As young people transition from school to career, they need to understand what jobs are available, what sectors are growing, what skills are in demand, and what paths are open to take. **New Employment Opportunities** (NEO)—an initiative led by the Inter-American Development Bank (IDB), through its Multilateral Investment Fund (MIF) and its Labor Markets Unit, and IYF—has been connecting young people with the services and information they need as they make this difficult transition. Creating alliances between 1,000 organizations and companies in 10 countries across Latin America and the Caribbean, NEO facilitates important conversations that ensure young people get the skills demanded by the market, and then find jobs where they can put those skills to work and earn a decent living.



Every young person around the world should be equipped with digital skills, which also teach creativity and critical thinking, and all of which are imperative for success in our rapidly changing workplace.

– Mary Snapp
Vice President,
Microsoft Philanthropies



Not only are young women using new technologies to leapfrog market and workplace barriers that in the past stood in their way, they are also shaping design and driving innovation in the field of technological development.

– Naadiya Moosajee
2009 YouthActionNet®
Laureate Global Fellow
& Co-Founder of WomEng

In 2017, IYF partnered with UNICEF’s Middle East and North African regional office and a host of other young development agencies to create the **Life Skills and Citizenship Education** (LSCE) initiative. LSCE includes an assessment of current life skills curricula in 15 countries across the region to determine reforms necessary to bridge a gap in life skills that employers and employees both identify as critical. The results of this assessment were used to create a Conceptual and Programmatic Framework. This work defines and explains life skills, and how they dovetail with civic education. Moreover, it outlines a holistic vision and strategies for reforming curricular content and teaching.

STEM is a rapidly growing field in Kazakhstan, and the **Zangar** initiative reaches young people there with hands-on learning and training in science, technology, engineering, and mathematics and complementary, work-relevant life skills. IYF developed the initiative in partnership with the Atyrau, Kazakhstan, regional government and Chevron, as part of their Atyrau Youth Development Initiative.

To date, the initiative has reached more than 3,600 young people with life skills training, and more than 2,400 with STEM training. In addition to working directly to benefit young people, the Zangar initiative aims to strengthen the capacity of local organizations and institutes, to foster trilateral partnerships between NGOs and stakeholders from the public and private sectors, and to create a sustainable ecosystem to magnify the youth-serving impact for many years to come. During 2017, these efforts were recognized by members of central and local government, including a visit to Atyrau Fabrication Laboratory by the Secretary of State of Kazakhstan.

YouthActionNet® Global Impact 2017

1,743

YOUNG SOCIAL ENTREPRENEURS
SUPPORTED IN
92 COUNTRIES

1.7M

LIVES IMPACTED
THROUGH IYF-SUPPORTED
YOUNG SOCIAL ENTREPRENEURS*

23

YOUTH LEADERSHIP
INSTITUTES
SUPPORTED

*2016 FIGURE USED AS MOST RECENT AVAILABLE

With partner BHP, IYF created the **Learning, Exploration, Aspiration, Preparation, Success** (LEAPS) initiative to work with local youth-serving entities such as middle and high schools, community colleges, and local non-profits to expand existing programming as well as bring new programming and services for teens in regions of Texas and Louisiana. Locally tailored programming includes soft skill training, career exposure and planning, on-the-job training, teen civic leadership, and mental health and wellness. By engaging and supporting communities to target needs and gaps they identify as critical to meeting their local goals, and strengthening the capacity and resources of local organizations, the initiative ensures that young men and women will benefit from LEAPS far into the future.

Many young people in Mozambique and Tanzania plan to pursue a mix of wage-earning jobs and entrepreneurship but frequently discover they are underprepared for both. **Via: Pathways to Work**, an initiative of IYF and the Mastercard Foundation, pairs market-relevant training geared towards technical and vocational careers and entrepreneurship with life skills training, career guidance, and job placement support. Not only has Via impacted the lives of thousands of participants, but the initiative has strengthened partner organizations' and institutions' capacity to provide future generations of young people with the training, services, and support they need to shine.

Knowing that young women often face gender-specific workplace challenges, IYF has adapted the *Descubre tu Vocación* curriculum to incorporate gender into the career guidance process. As students learn about themselves and their environments and create a professional development plan, they also develop a critical awareness of the role gender plays in the workplace—from analyzing gender stereotypes to understanding the benefits of a diverse workforce.

YouthActionNet®, an initiative of IYF and signature partner Laureate International Universities, connects young leaders and social entrepreneurs with resources to continue changing the world in amazing ways. Laureate Global Fellows receive 10 to 12 months of training, mentoring, networking, and funding opportunities from one of 23 local and national youth leadership institutes. Currently, there are 1,700-plus Fellows across more than 90 countries, impacting more than 1.7 million lives.

The 2017 class of Laureate Global Fellows are working to solve a range of societal issues, from assisting ethnically diverse youth in Sri Lanka who experienced trauma during the civil war to helping girls and young women in Poland speak out against gender discrimination. These young leaders are proof that, when given support and opportunities, youth can accomplish anything.

The (Re)Connecting Youth initiative, with support from the Robert Wood Johnson Foundation, is based on the belief that in the 21st century, organizations—not just individuals—must reimagine what it means to learn. Focusing on “opportunity youth”—a term referring to youth who aren’t in school, training, or employment, but who only need the right opportunity to tap into their potential—the initiative facilitates cross-border dialogues, knowledge sharing, and learning exchanges between youth development agencies in the United States (New Orleans and Baltimore) with peer organizations in Brazil and Mexico (Belo Horizonte and Tijuana, respectively). The experience led to important strategy insights for helping reconnect young people around the world with the resources they need to thrive.

IYF’s **Zimbabwe:Works (Z:W)** initiative, in partnership with DFID, USAID, and the Embassy of Sweden, provided work readiness training to nearly 29,000 young people in Zimbabwe. This training in technical and vocational skills, life skills, financial literacy, and business development prepared them to enter the workforce equipped, confident, and ready to thrive. Young women accounted for 61 percent of youth reached, and 73 percent of youth who received microloans through the program were women. IYF engaged 745 local private sector partners who offered participants internships that, in 80 percent of cases, resulted in full-time employment. Z:W also strengthened the capacity of local partners, laying a strong foundation for future success.

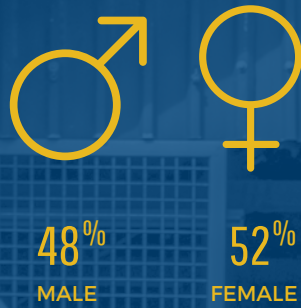
There are growing opportunities in the technical and vocational fields; however, employers report difficulty finding qualified candidates.

With support from USAID Mexico, the **Rutas** initiative reached over 90,000 youth to date in Chihuahua and Nuevo Leon. Rutas promoted structural reforms to better align Mexico’s system of technical high schools and the labor needs of the country’s most dynamic industries—from aerospace and IT to tourism and manufacturing. In addition to training in technical specialties, Rutas’ participants received life skills training with Passport to Success and career guidance via *Descubre tu Vocación*. Beyond Chihuahua and Nuevo Leon, the Rutas approach continues to be replicated in many other states of Mexico, amplifying the initiative’s system change impact.

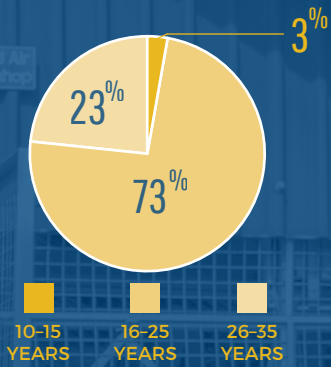
SNAPSHOT OF 2017 PARTICIPANTS

Since 1990, IYF has worked in over 100 countries, directly impacting 7.4 million young people and indirectly benefiting an additional 12 million. In 2017, with the help of global and local partners, those numbers continued to grow. As you'll see below, the youth we serve come from diverse backgrounds and circumstances, but they all possess the potential to shape the future with passion and purpose.

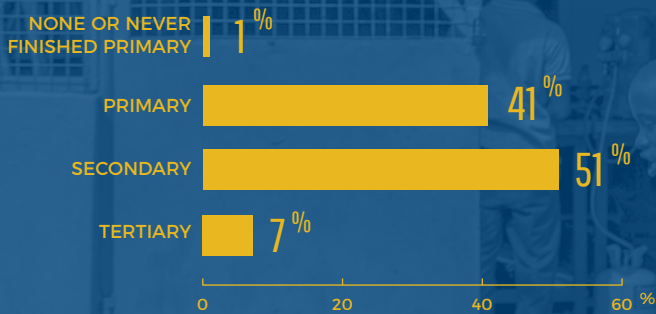
GENDER BREAKDOWN



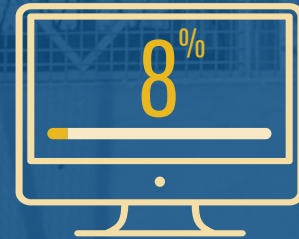
AGE RANGES



EDUCATION LEVEL



WORK STATUS OF YOUTH AT ENROLLMENT



HAD WORKED AT LEAST AN HOUR IN THE LAST WEEK

TYPE OF WORK AT ENROLLMENT*



* OF THOSE WORKING

For This STEM Student in Kazakhstan, Clean Energy from the Moon Isn't Sci-Fi



To the layperson, using a laser to beam energy from the moon to earth sounds like science fiction. For 18-year-old Akmoldir Dyussenbayeva, from Kazakhstan, the concept isn't just plausible—she has built a prototype to try to do it.

Akmoldir began researching the topic in April of 2015, before presenting and winning second place at a national science competition later that year. To help her move from thesis to prototype and compete at the next, highest level, Akmoldir joined the **Zangar** initiative, a partnership of IYF and Chevron. Zangar's main objectives are to create an environment that supports youth learning and to expand science, technology, and mathematics (STEM) education in the country.

When Akmoldir joined, she enrolled in Zangar's capstone program, which uses

the engineering design process to engage teams of students in cross-disciplinary activities that tackle real-world issues. While this learning takes place outside regular class time, it integrates standards from the school curriculum. Participants prepare a prototype that solves an existing problem, which is exactly the type of practical learning Akmoldir needed.

Her thesis centered on Helium-3, which has huge potential as a clean energy source. The moon is rich in this isotope, which theoretically could be mined and converted into a form of energy that could be transferred through space back to the earth. Akmoldir understood the theory behind what she was trying to do but lacked relevant hands-on experience.

"The capstone sessions were extremely helpful, because we not only covered technical aspects, but also learned a lot

about teamwork and stress management," says Akmoldir. "Moreover, the IYF team provided essential equipment, like the laser, and helped me with the calibration process."

During the sessions, Akmoldir became acquainted with the engineering design process, which helped systematize her approach and made her final goal clear and understandable. As she began to prototype and then calibrate the

The capstone sessions were extremely helpful ... we not only covered technical aspects, but also learned a lot about teamwork and stress management.

laser-emitting machine, she specifically learned the process of lens focusing. This new understanding helped her make the prototype more efficient, and Akmoldir improved it in time for the international competition of scientific research projects, in Russia.

More than a year of hard work paid off when Akmoldir's project, "Setting the Fusion of He-3 and Using a Laser for the Transmission of He-3-Derived Power

from the Moon to the Earth," won first prize. This achievement exempted her from secondary school graduation exams, and she received a full tuition scholarship to her choice of almost any university in Kazakhstan. Akmoldir is now taking engineering coursework at Nazarbayev University, in the capital city of Astana. She plans to pursue electrical engineering.

"I would like to thank everyone who helped me: my supervisor Gizat Imashev,

instructor Muflakov Tasbolat, my teacher Adyrova Ayzhamal, and everyone from Zangar that helped to construct the prototype and complete the project," says Akmoldir. "Thank you to all those who invested their time in me."

— Written by Nurzhan Amangossov,
Program Manager, Kazakhstan

READ MORE ONLINE



Invest in local partners: An implementing organization in Egypt explains the real and lasting value of IYF's emphasis on capacity strengthening. www.iyfnet.org/blog/egypt-real-example-power-capacity-strengthening



Seeing results: Learn how an IYF initiative trained more than 29,000 young people in Zimbabwe in entrepreneurship, work readiness, and life skills. www.iyfnet.org/blog/preparing-youth-zimbabwe-economic-opportunities



At this Via-supported Vocational Education and Training Authority (VETA) center in Dar es Salaam, Tanzania, students learn skills sought after in the fitter mechanics industry, including machine maintenance and the manufacturing of small machine parts. In partnership with Mastercard Foundation, IYF started **Via: Pathways to Work** to equip youth in Mozambique and Tanzania with market-relevant skills and to drive change in the technical and vocational education and training system.

MEET OUR NEW BOARD MEMBERS

Featuring leaders and change-makers from around the world, IYF's Board of Directors shares a commitment to helping young people everywhere succeed in work and life. In 2017, we gained two new board members whose extraordinary experiences, perspectives, and knowledge will contribute to advancing IYF's mission and vision. We proudly welcome them to the IYF family.

SHELDON SMITH



Sheldon Smith is the Founder and Executive Director of The Dovetail Project, an organization dedicated to equipping young African American fathers in Chicago with the skills, support, and opportunities they need to be “better fathers to their children and better men in their communities.” With over 330 graduates since 2009, The Dovetail Project is making a profound impact in the lives of families and communities while helping to change the negative narrative about young black men—especially fathers—in Chicago and elsewhere. A 2011 YouthActionNet® Laureate Global Fellow, Mr. Smith joined the IYF board in 2017.

“I am excited to support the next generation of youth leaders as a board member ... by bringing new and innovative ideas to engage and educate youth.”

UMRAN BEBA



Umrans Beba is Global Diversity, Engagement and Talent Officer at PepsiCo. She joined the company in 1994 in her native Turkey, and her prior roles include President of PepsiCo's Asia-Pacific Region and SVP and CHRO for PepsiCo Asia, Middle East, and North Africa. Committed to diversity and inclusion, she has led female talent development efforts for PepsiCo in dozens of countries. Ms. Beba received her MBA and a Bachelor of Science degree in industrial engineering from Turkey's Bogaziçi University. She joined the IYF board in 2017.

“My goal as a board member is to help advance IYF's mission of enabling young people to achieve their full potential and shape a future that holds great opportunities for all.”



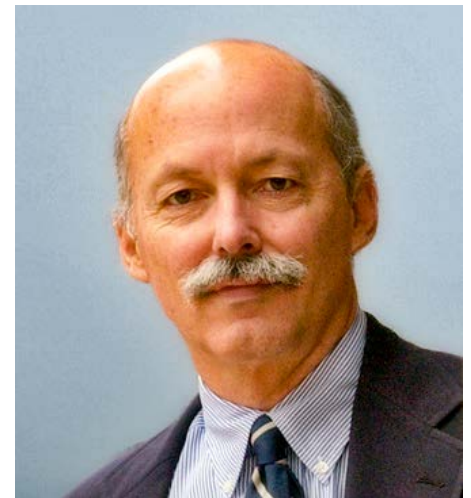
Young women in Guadalajara, Mexico, participate in a focus group as part of a needs assessment to provide insight into their expectations and challenges with respect to education, training, and employment. In partnership with the PepsiCo Foundation, **Pathways to Success—Guadalajara** will enable 20,000 young women to progress through school and be successful in the workforce.

We cannot know exactly what the labor landscape will look like in the future, but it's clear that our world—where quantum jumps in technology happen seemingly overnight, and market demands change almost as quickly—is not slowing down. From the assembly line floor to the office of the accountant, robots and smart machines are performing an increasingly complex range of tasks effectively and efficiently. So, what should we tell our young women and men about how best to prepare for the future of work?

We should emphasize the importance of lifelong learning. Graduating from high school, or college, or from a vocational and technical training program, is certainly worthwhile, but learning can't stop with the obtainment of any diploma, degree, or certificate. When they secure employment, young women and men must be ready and able to reimagine their roles and functions and to reskill when necessary. It's up to all of us—academic and training institutes, businesses, youth-serving organizations, and young people themselves—to ensure that opportunities for learning as a frequent, continuous endeavor are available and meet the real needs of young people.

In addition, we should remember that while machines can perform some functions well, perhaps even better than humans in certain cases, they can't do everything. The ability to encounter and respond to novel circumstances, to read the non-quantifiable nuances of a situation, to solve never before encountered problems with innovative thinking—this requires something that humans have, and machines don't, and likely never will: creativity.

In fact, it is our creative capacity that fosters the kind of grit and growth mindset needed to persevere in the face of challenges, to reinvent ourselves when the need arises, and to thrive in times of uncertainty. So, from the traditional academic setting, to training facilities, to on-the-job upskilling programs, providing avenues for young people to develop their creativity, and a host of other life skills like stress management, effective communication, and the ability to work on a team, will be critical.



The future is always uncertain, but young people are always up to the challenge. We see evidence of their innate agency all around us as young people are standing up for what they believe, making their voices heard, and taking action to make real change in the world.

Perhaps the most important thing we should tell young people about the future is that we are listening, we hear them, and we are ready to equip and support them to create a future they want, and a future the world needs.

Bill Reese

Chief Executive Officer

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We express our deep appreciation and thanks to the organizations and individuals—our global community of action—who support IYF and our youth development initiatives around the globe.

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Marcelo Campuzano Yaluk
Yourcause LLC Employee Giving
Diego Zamora

FINANCIALS

As of and for the period ended December 31, 2017.

STATEMENT OF FINANCIAL POSITION

ASSETS

Cash and investments	\$20,587,967
Grants and pledges receivable	6,425,804
Fixed assets	145,419
Other assets	825,159
Total Assets	\$27,984,349

LIABILITIES AND NET ASSETS

Liabilities

Grants payable	\$193,300
Deferred revenue	1,389,706
Other liabilities	1,634,657

Net Assets

Undesignated	1,478,391
Designated for reserve	5,942,329
Designated for endowment	3,422,971
Temporarily restricted	12,581,239
Permanently restricted	1,341,756

Total Liabilities and Net Assets **\$27,984,349**

STATEMENT OF ACTIVITIES

REVENUE

Grants and contributions	\$18,976,841
Investment income	1,345,115
Other income	92,088
Total Revenues	\$20,414,044

EXPENSES

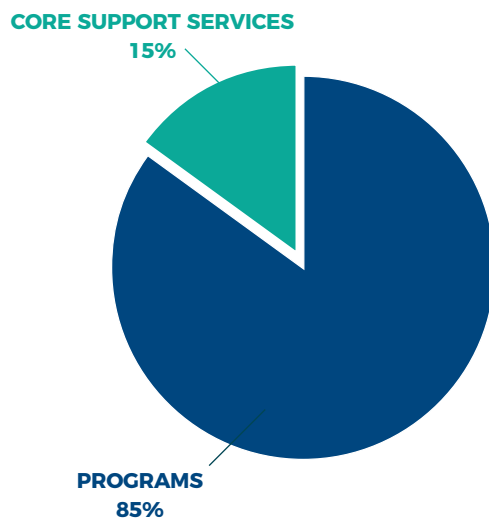
Programs	\$18,820,478
Core support services	3,193,903
Total Expenses	\$22,014,381

CHANGE IN NET ASSETS

Net assets, beginning of year	26,367,023
Net assets, end of year	\$24,766,686

RSM US LLP audited IYF's financial statements. The Statement of Financial Position and the Statement of Activities, which are summarized here, are part of these audited financial statements for the year ended December 31, 2017. The complete audited financial statements are available at www.iyfnet.org/annual-report-financials

ALLOCATION OF EXPENSES



GLOBAL NETWORK

Each of IYF's partner organizations shares our commitment to preparing young people to be healthy, productive, and engaged citizens.

ASIA & OCEANIA

AUSTRALIA

The Foundation for Young Australians

CHINA

BN Vocational School

China Foundation for Poverty Alleviation

China Youth Development Foundation

INDONESIA

Yayasan Indonesia Business Links

JAPAN

Japan Initiative for Youth Development

KAZAKHSTAN

Bolashak Engineering

Information Center

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Association of Social Entrepreneurs (ASE)

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Ayala Foundation

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Philippine Center for Population and Development

SINGAPORE

Talentpreneur Hub, Pte Ltd

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National Council of YMCAs of Korea

THAILAND

National Council for Children and Youth Development

EUROPE & CENTRAL ASIA

CZECH REPUBLIC

Nadace rozvoje občanské společnosti

FINLAND

Lasten ja nuorten säätiö

FRANCE

Apprentis d'Auteuil

GERMANY

Deutsche Kinder-und Jugendstiftung

HUNGARY

Demokratikus Ifjúságért Alapítvány

IRELAND

Irish Youth Foundation

ITALY

Understanding Children's Work

NETHERLANDS

Jantje Beton Nationaal Jeugd Fonds

POLAND

Polska Fundacja Dzieci i Młodzieży

PORTUGAL

Fundação da Juventude

ROMANIA

Fundatia Principesa Margareta a României

RUSSIA

Center for Corporate Cooperation Dialogue (CCCD)

New Perspectives Foundation

SLOVAKIA

Nadácia pre deti Slovenska

SPAIN

Fundación ESPLAI

Organización Iberoamericana de Juventud (OIJ)

Secretaría General Iberoamericana (SEGIB)

Universidad Europea

SWEDEN

King Gustaf V's 90th Anniversary Fund

TURKEY

Istanbul Bilgi University

Türkiye Egitim Gönüllüleri Vakfı

Yuva Derneği

Multeciler Derneği

Hayata Destek (Support to Life)

UNITED KINGDOM

National Children's Bureau

Youth Business International

SOUTH ASIA

BHUTAN

Bhutan Youth Development Fund

INDIA

Community Collective Society for Integrated Development (CCFID)

QUEST Alliance

Youthreach

PAKISTAN

ASK Development

FIDA

LATIN AMERICA & THE CARIBBEAN

ARGENTINA

Fundación Sustentabilidad, Educación, Solidaridad

BRAZIL

Centro Universitário do Norte (UniNorte)

Fundação Abrinq pelos Direitos das Crianças e do Adolescente

Instituto Aliança do Adolescente

Rede Cidadã

Universidade Anhembi Morumbi

Universidade Potiguar (UNP)

Universidade Salvador (UNIFACS)

CHILE

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Universidad Andrés Bello

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Etijah

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Nahdet El Mahrousa

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JDC Israel

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ANAPEC
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Beit Jala Vocational Training Center
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Bir Zeit University
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Halhoul Vocational Training Center
Hisham Hijjawi College of Technology
Injaz Palestine
Jenin Vocational Training Center
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Lutheran World Federation
Nablus Vocational Training Center
Palestine Information & Communications Technology Incubator
Palestine Polytechnic University
Palestinian Center for Youth Economic Empowerment (CYEE)
Partners for Sustainable Development (PSD)
Qalqiya Vocational Training Center
Sharek Youth Forum
TA'AWON for Conflict Resolution Institute
Tulkarem Engineering and Technical Vocational Training Center
Welfare Association
Yatta Vocational Training Center
Young Men's Christian Association
Young Women's Christian Association

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Glowork
King Khalid Foundation
King Salman Youth Center
Association de Développement Technologique
Association des Habitants El Mourouj2
Association des Tunisiens des Grandes Écoles (ATUGE)
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Department of Higher Education and Learning

EOH

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Ekurhuleni West College

False Bay College

Harambee Youth Employment Accelerator

Monash South Africa

Sedibeng College

St. Anthony's Education Centre

TANZANIA

Camfed Tanzania

Restless Development Tanzania

Tanzania Entrepreneurship and Competitiveness Centre (TECC)

The Morogoro Vocational Teacher's Training College (MVTTC)

VETA Dar es Salaam

VETA Dodoma

VETA Mtwara

UGANDA

Makerere University Business School (MUBS)

Restless Development Uganda

ZAMBIA

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ZIMBABWE

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International Youth Foundation

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