

LISTEN UP!



A YOUTH-LED EXPLORATION OF LIVELIHOODS IN TANZANIA



EVENT BRIEF

JANUARY 2020



The International Youth Foundation® (IYF®) stands by, for, and with young people. Founded in 1990 through a generous grant from the W.K. Kellogg Foundation, IYF is a global nonprofit with programs directly benefiting 7.7 million young people and operations spanning 100 countries so far. Together with local community-based organizations and a network of corporate, foundation, and multilateral partners, we connect young people with opportunities to transform their lives. We believe that educated, employed, engaged young people possess the power to solve the world's toughest problems, and we focus our youth development efforts on three linked objectives: unlocking agency, driving economic opportunity, and making systems more inclusive. Our vision is to see young people inspired and equipped to realize the future they want. The International Youth Foundation: Transforming Lives, Together.

To learn more about the International Youth Foundation, please join us at iyfnet.org.

OVERVIEW



On 12 November 2019, over one hundred people convened in Dodoma for a one-day, youth-led exploration of livelihoods in Tanzania called Listen Up! The culmination of the Kiongozi Fellowship under the Youth Lead program, the day's agenda was led by the nine Kiongozi Fellows, showcasing a diversity of backgrounds, experience, and skill sets and modeling the principles of positive youth development (PYD) by engaging the Fellows as partners in the design and execution of the event.

Participants represented a broad range of stakeholders, including international non-governmental organizations (NGOs), community-based organizations (CBOs), disabled people's organizations (DPOs), educational institutions, government, private sector, and young people from a variety of backgrounds. Remote audiences were also engaged via social media using the hashtags #ListenUpTZ and #KiongoziFellows2019, with a total of 173 engagements and 6,984 impressions on Twitter.

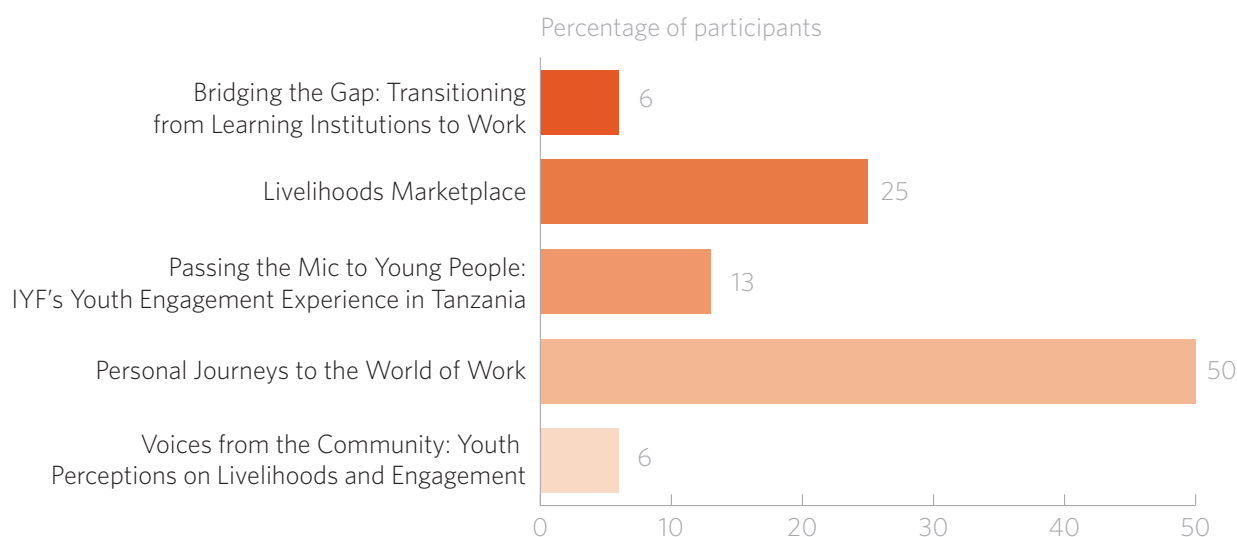
The Kiongozi Fellows engaged audience members using different formats and approaches, including live polling on flip charts, online polling using Poll Everywhere, small group discussions, a moderated discussion panel, storytelling, Q&A, a pair reflection activity, and an original short drama depicting how livelihoods programs can get youth engagement wrong. In addition to the Fellow-led activities, representatives from IYF, the Embassy of Ireland in Tanzania, and the Prime Minister's Office Ministry of Labor, Employment, Youth and People with Disabilities delivered remarks. Findings of two studies related to youth livelihoods were also presented: the Youth Lead survey conducted by International Youth Foundation with FXBT Health, and a study on the transition from vocational training to employment conducted by REPOA. The day concluded with a recognition and presentation of certificates to the Fellows.

REFLECTIONS & TAKEAWAYS

There are several interesting takeaways from the evaluations completed by participants after the event (n=60). The Livelihoods Marketplace and Personal Journeys to the World of Work sessions stood out as the most popular sessions of the day. Both of these sessions were interactive and provided opportunities for participants to engage with each other and the Fellows directly in open dialogue. Disaggregating session preferences by age and participant profile provides interesting insights into what various stakeholders enjoy about these types of convenings:

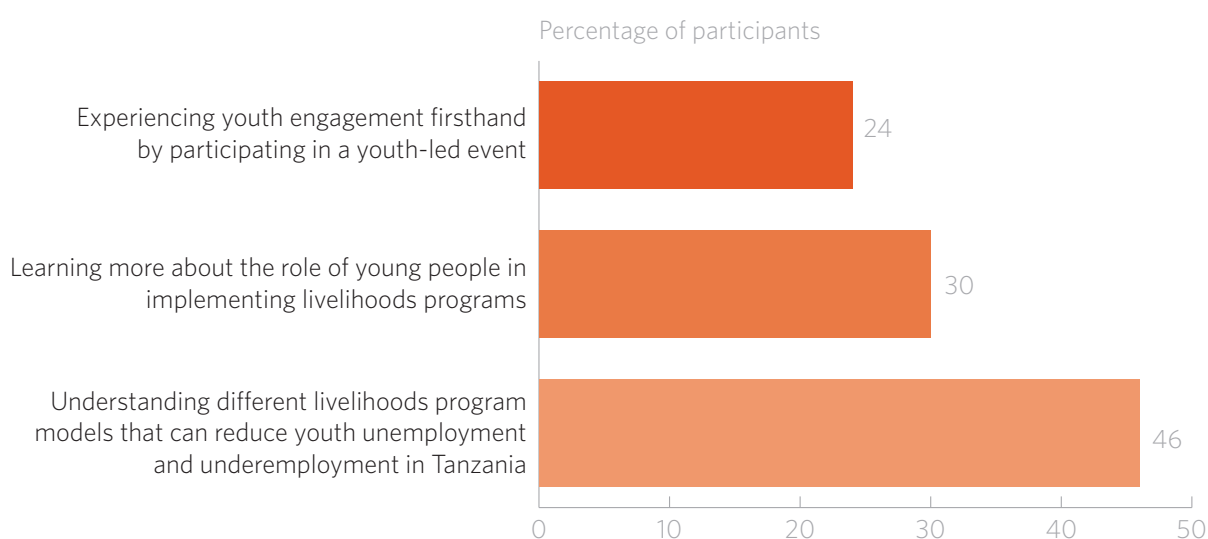
- » Adults (defined for this purpose as those above the age of 30 and working for an implementing partner or NGO) favored the Livelihoods Marketplace, which gave them the chance to listen to and learn from young people directly.
- » Youth (defined for this purpose as those between the ages of 18 and 29) preferred the Personal Journeys session, which suggests they liked discussing their goals and experiences with their peers and supportive adults.
- » Those representing the donor and government enjoyed the two research presentations, sessions that provide concise and actionable data and recommendations to support decision making.

WHICH SESSION OR ACTIVITY WAS YOUR FAVORITE?



The evaluations also showed that better understanding different livelihoods program models that can reduce youth unemployment and underemployment in Tanzania had the greatest impact on participants (as stated by 46% of those who completed evaluations). This was followed by learning more about the role of young people in livelihoods programs (30%) and experiencing youth engagement first-hand (24%). However, disaggregating these results by participant profile reveals that the biggest impact of this event for those who identified as, “a young person interested in personal and community development,” was experiencing youth engagement first-hand by participating in a youth-led event. This supports one of the principles of positive youth development IYF seeks to incorporate in all its programs—opportunities and platforms for youth to contribute and lead.

WHICH FEATURE OF THE “LISTEN UP! TZ” EVENT HAD THE BIGGEST IMPACT ON YOU?

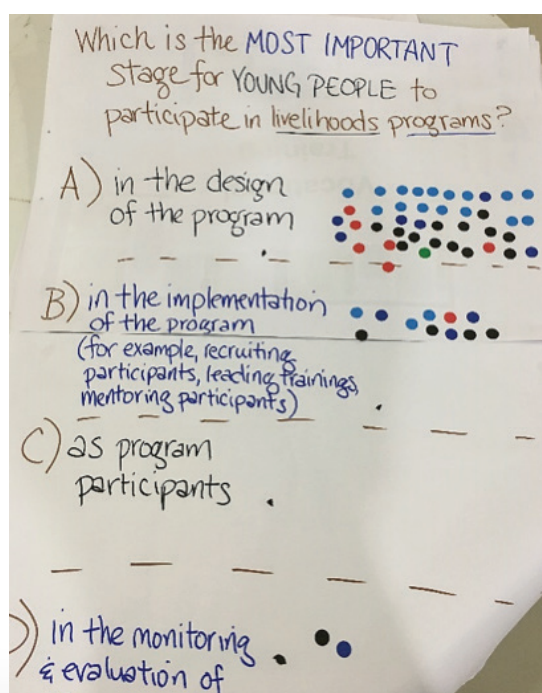
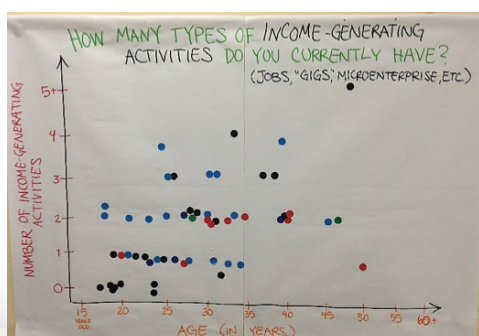
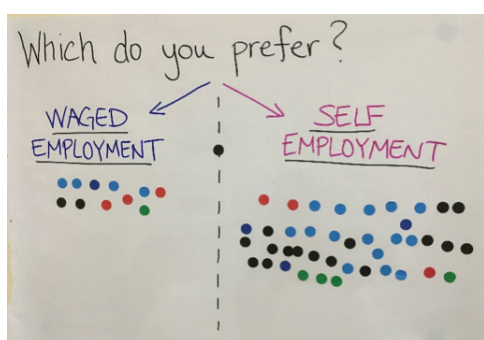


LIVE POLLS & SESSION NOTES

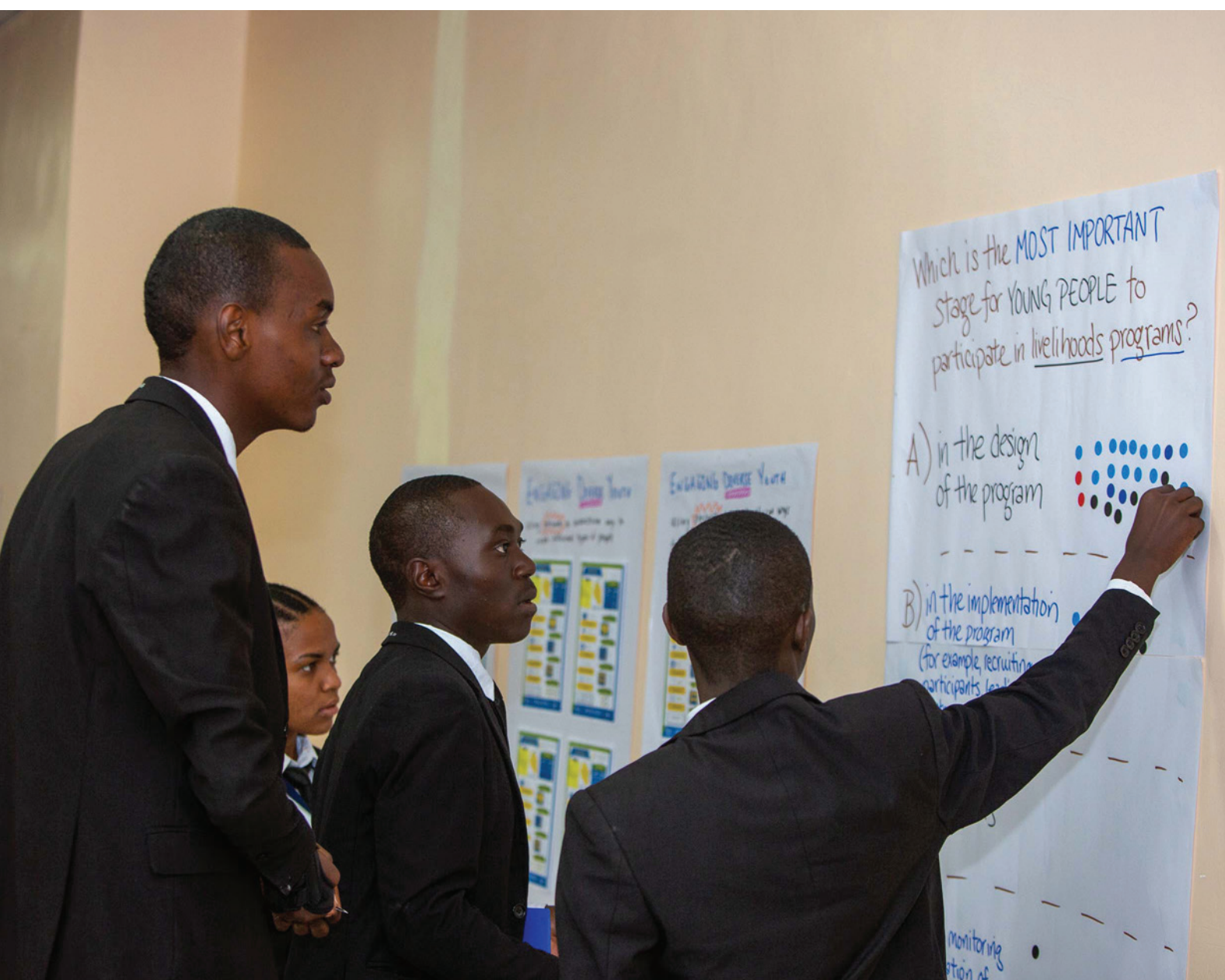
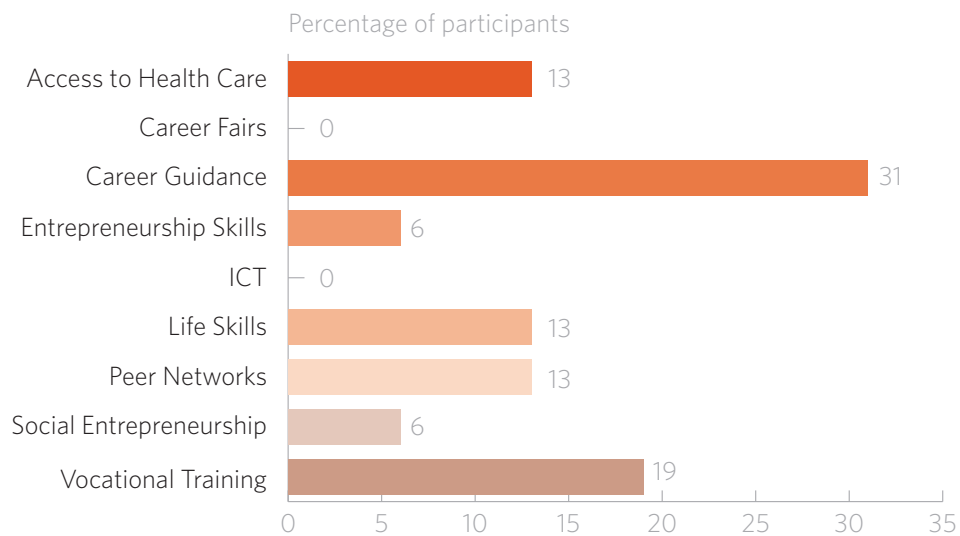
All participants received voting dots upon signing in, which they used to answer three questions posted on flip charts in the entry way. These questions set the tone for the day and gave real-time insight into the experiences and perspectives of those in the room. Several presenters referenced the results throughout the day, for example when Dr. Matiko connected the audience's preference for self-employment with a similar finding of his research with VETA and TECC students. A strong majority of respondents felt that young people should be involved particularly in the design phase of livelihoods programs, and most participants have two or more types of income generating activities currently.

In addition to the polls on flip charts that started the day's activities, the live polling application Poll Everywhere was used throughout the day to engage participants at the event, as well as those following along on social media. Polls were accessible via smartphone, tablet, or laptop, and were used to measure audience opinions, collect questions from the audience during Q&A sessions, and encourage reflection. Highlights from the audience opinion polls include:

- » When asked which livelihoods program strategy is most underused or undervalued, career guidance services (31%) and vocational training (19%) were the most popular choices.
- » Participants felt that agriculture was the most promising sector for youth economic opportunity in Tanzania, with 44% of votes.
- » Participants are most likely to talk to a peer (43%), mentor (36%), or teacher (14%) when they encounter a livelihood-related challenge; no participants indicated that they would be seek out advice from a family member or community leader.



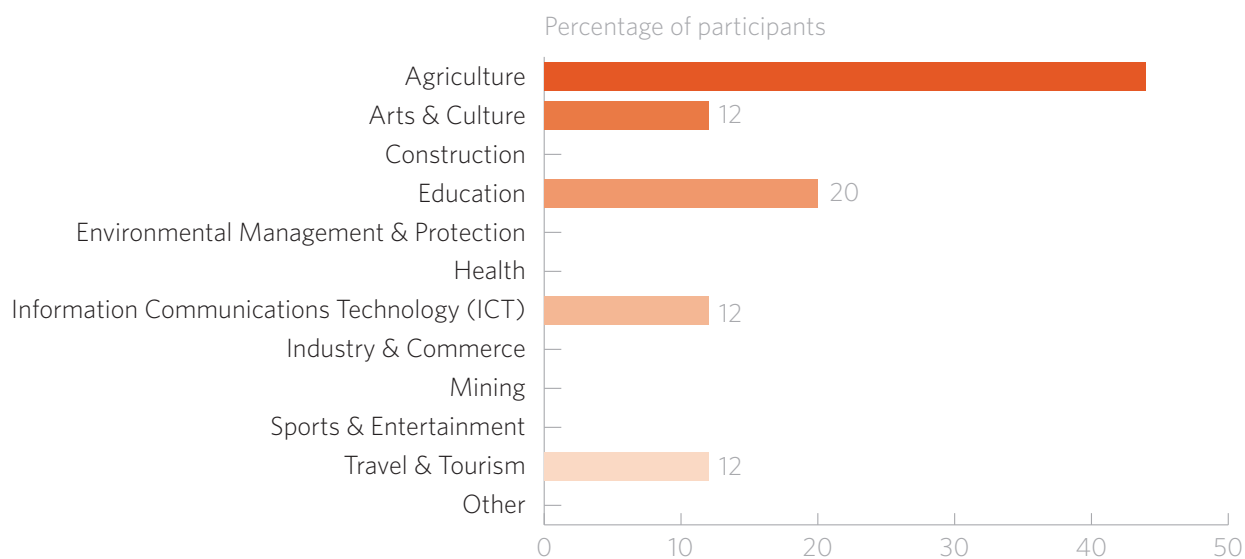
WHICH LIVELIHOODS PROGRAM STRATEGY DO YOU THINK IS MOST UNDERUSED OR UNDERVALUED IN TANZANIA?



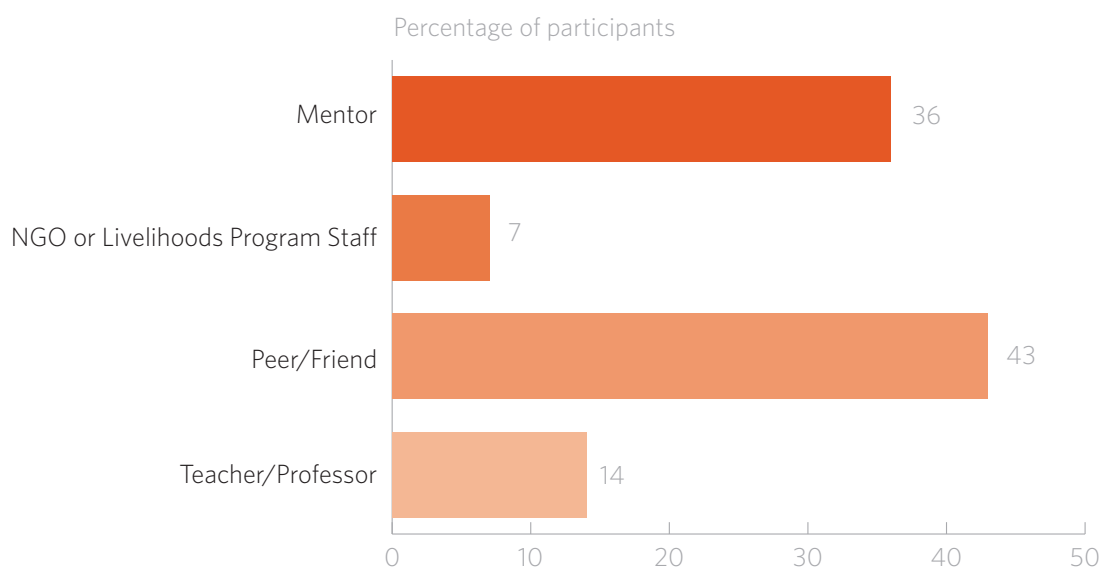




WHICH SECTOR DO YOU THINK HAS THE MOST ECONOMIC OPPORTUNITY FOR YOUNG PEOPLE IN TANZANIA?



WHO ARE YOU MOST LIKELY TO TALK TO WHEN YOU HAVE A CHALLENGE OR WANT ADVICE ABOUT YOUR LIVELIHOOD?



At the end of the morning activities, participants were asked to share their reflections on what they had learned about livelihoods in Tanzania:

*"Access to health care is a really important **support** young people want [in order] to be economically active."*

*"Youth need to be **part of all activities** that involve livelihoods."*

*"Most youth fail to engage in economic activities which are essential in improving their livelihoods because they lack the necessary support from their fellow youths, the government, or the community in general. Therefore, **support in terms of finance or education should be given to them** for the purpose of increasing their livelihoods."*

*"We need to make better use of peer networks, and also **just offering skill training is not enough.**"*

*"Young Tanzanians are dependent on government services, while they have talent and ideas to creatively identify their own solutions. **Adults need to support this process, partly through mentorship, to help create the enabling environment.**"*

During the Personal Journeys to the World of Work session, participants drew and mapped their life stories then paired up to share what their biggest challenges and most helpful supports along the way were. They documented these on Sticky notes and posted them on flip charts around the room for others to see. Coding these contributions reveals trends in barriers and facilitating factors to young people's livelihoods pursuits (table below):

BIGGEST CHALLENGES	MOST HELPFUL SUPPORTS
<ul style="list-style-type: none"> » Health—sickness & frequent illness » Lack of skills & experience—no place to practice, job vacancies have high demands, initial salary negotiation is hard, places don't like taking those fresh from school, education emphasizes theory over practice » Personal decisions & peer pressure—negative lifestyle, low ambition of friends affects your own motivation, etc. » Resource constraints—not enough time, money or business start-up capital, living with single parent, couldn't afford school fees, lack of technology, general poverty » Social stigma & norms—low perception of one's education qualification, lack of trust in youth from employers » Systemic barriers—high competition for limited vacancies, favoritism influences hiring decisions, lack of information » Unsupportive parents and families—"Parents chose on my behalf," family discouragement, lack of youth engagement, high degree of parental control 	<ul style="list-style-type: none"> » Education—vocational training, math skills, etc. » Enabling environment—good infrastructure and government policies » Experience & engagement—volunteering, internships, studying far from home, participating in seminars » Faith » Leadership opportunities & peer-to-peer-support—joining student organizations and learning from fellow young people » Life skills—work ethic, commitment, self-reliance, positive attitude, flexibility, openness, not losing hope, innovation, creativity » Social capital—connections, relationships, building trust, engaging in social activities » Supportive adults—inspiration from teachers, role models, mentors, encouragement from family

ACTIVITY DESCRIPTIONS

ACTIVITY	DESCRIPTION
Voices from the Community: Youth Perceptions on Livelihoods and Engagement	<p>Program partner FXBT Health shared key findings and recommendations from the research they conducted under Youth Lead.</p> <p>Moderator: Polycarp Kaijage, Kiongozi Fellow Presenter: Dr. Charles Matiko, FXBT Health</p>
Spotlight on Diverse Livelihood Strategies	<p>Three of the Kiongozi Fellows offered their insights on different livelihoods program strategies, based on their research and experience.</p> <p>Storytellers:</p> <ul style="list-style-type: none"> ▪ Nitike Dickson, Kiongozi Fellow (Topic: Peer Networks) ▪ Rashid Mwinyi, Kiongozi Fellow (Topic: Entrepreneurship Skills) ▪ Dorina Mathayo, Kiongozi Fellow (Topic: Vocational Training)
What Does Youth Inclusion Look Like?	<p>Young people were encouraged to follow along—and add their own questions to the conversation—during this roundtable discussion on inclusive livelihoods programming and meeting the needs of a diverse population.</p> <p>Facilitator: Gilda Given, Kiongozi Fellow Discussants:</p> <ul style="list-style-type: none"> ▪ Genarius Ernest, Kiongozi Fellow ▪ Neema M. Kiswaga, Plan International ▪ Ocheke Msuva, Bridge for Change
Bridging the Gap: Transitioning from Learning Institutions to Work	<p>Research institution REPOA shared findings from a recent study that analyzed the contribution of technical and vocational education and training (TVET) systems to youth employability in Tanzania.</p> <p>Moderator: Rashid Mwinyi, Kiongozi Fellow Presenter: Dr. Jamal Msami, REPOA</p>

ACTIVITY	DESCRIPTION
Personal Journeys to the World of Work	<p>Participants were asked to gather together for an individual and small group reflection activity to explore diverse pathways to sustainable livelihoods.</p> <p>Facilitators:</p> <ul style="list-style-type: none"> ▪ Aneth Massawe, Kiongozi Fellow ▪ Sharif Mussa, Kiongozi Fellow ▪ Rashid Mwinyi, Kiongozi Fellow
Livelihoods Marketplace	<p>Participants learned more from the Kiongozi Fellows about the research they conducted and were asked to share their own thoughts on the topic.</p> <p>Session Topics & Leaders:</p> <ul style="list-style-type: none"> ▪ Access to Health Services – Aneth Massawe ▪ Career Fairs – Sharif Mussa ▪ Career Guidance – Genarius Ernest ▪ Entrepreneurship Skills – Rashid Mwinyi ▪ ICT – Vick Vigero ▪ Life Skills – Polycarp Kaijage ▪ Peer Networks – Nitike Dickson ▪ Social Entrepreneurship – Gilda Given ▪ Vocational Training – Dorina Mathayo
Passing the Mic to Young People: IYF's Youth Engagement Experience in Tanzania	<p>Presenter: Arafat Lesheve, International Youth Foundation</p>
Listen Up! Do's and Don'ts of Engaging Young People	<p>The Kiongozi Fellows presented an original short drama exploring how youth engagement can fail in livelihoods programs and how it can be more meaningful.</p> <p>Authors: Aneth Massawe & Sharif Mussa</p> <p>Cast:</p> <ul style="list-style-type: none"> ▪ Aneth Massawe ▪ Rashid Mwinyi ▪ Polycarp Kaijage ▪ Nitike Dickson ▪ Vick Vigero ▪ Sharif Mussa

YOUTH LEAD TANZANIA: KIONGOZI FELLOWSHIP



The goal of the Youth Lead project, implemented by the International Youth Foundation (IYF) with support from the Embassy of Ireland, was to develop meaningful youth livelihood program models and engagement practices through a youth-led research and co-design process.

IYF believes that young people are the world's greatest assets and, moreover, are critical to achieving the ambitious Sustainable Development Goals. Yet, too often, young people are left out of the very processes that shape their futures. IYF recognizes that young people have a body of experiences unique to their situations, and the views and ideas that derive from these experiences position them as social actors with the skills and capacities to bring about constructive resolutions to their own problems, as well as those of the communities to which they belong.

About the Fellowship

To mobilize the power and potential of Tanzania's young people to drive their own development, in 2019 IYF recruited nine Kiongozi Fellows. The Kiongozi Fellowship was a six-month program that engaged young people as partners in research, program design, and strategy development. The 2019 Fellows (five women and four men) ranged in age from 23 to 27 years old and represented seven regions of Tanzania.

Over the course of the fellowship period, Kiongozi Fellows conducted primary and secondary research to develop case studies on specific livelihoods program strategies and provided recommendations on youth engagement. In addition, Fellows collaborated with the Embassy of Ireland to inform their youth strategy, and their recommendations and findings shaped IYF program design moving forward. Throughout the program, Fellows received ongoing training and mentorship and engaged in peer-to-peer learning to build their skills as researchers, leaders, and advocates of positive youth development.

