Objectives

By the end of this session participants should better understand:

- Why it is important to measure youth development outcomes
- USAID's current measures of youth-focused programming
- YouthPower and its PYD measurement framework and toolkit
- Key challenges and strategies to address them

The POWER of Measuring Results

- So we can tell success from failure.
- So we can learn from success.
- So we can correct failure.
    and
- If we can demonstrate results,
  we can win public support and funding.

Source: Adapted from Osborn and Gaebler (1992)

Current USAID Youth Measures

- F-Indicators (standard)
  - Number of youth at risk of violence trained in social or leadership skills through USG assisted programs
  - Number of laws, policies or procedures adopted or implemented with USG assistance designed to promote youth participation at the regional, national or local level.

- F-Indicators (pilot)
  - Number of youth who report increased self-efficacy at the conclusion of USG assisted training/programming
  - Number of youth who participate in civil society activities following social or leadership skills training or initiatives from
  - USG assisted programs.
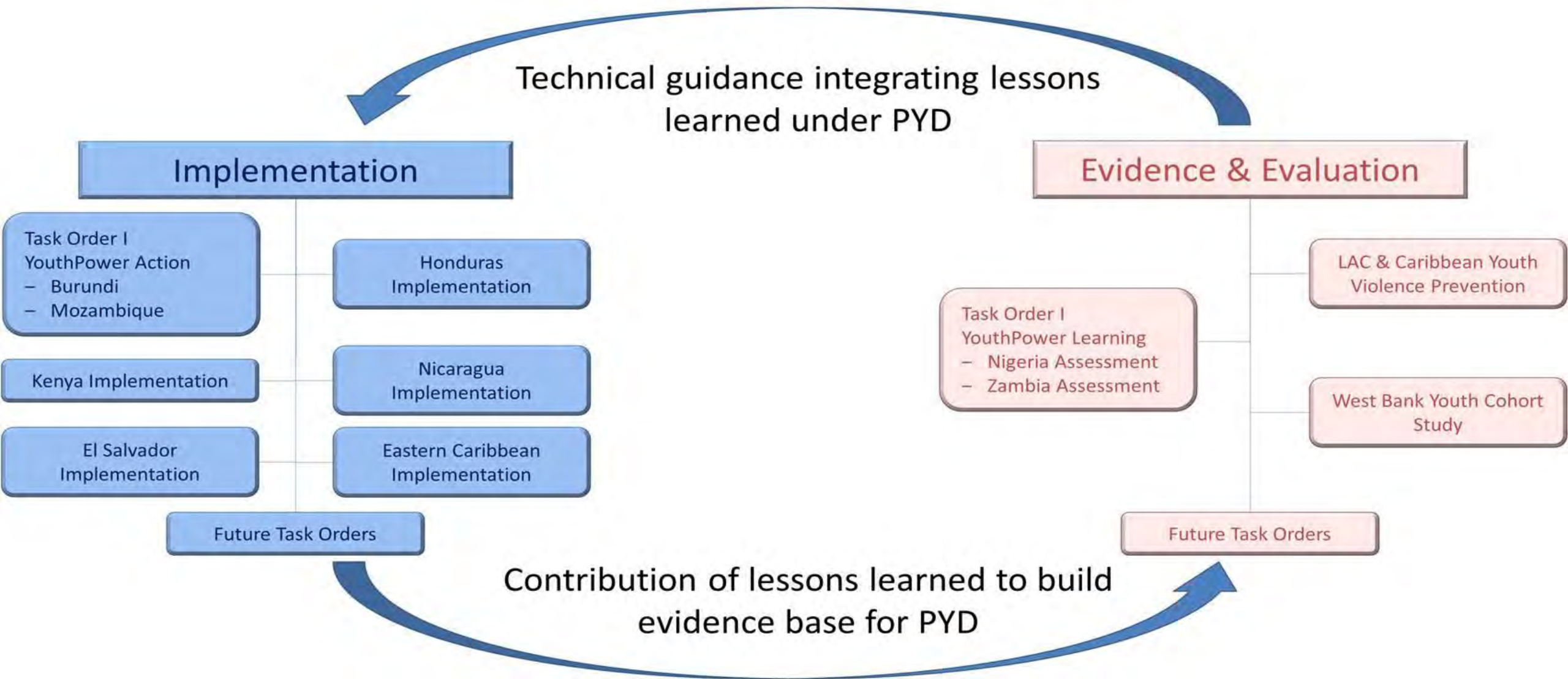
YouthPower.org
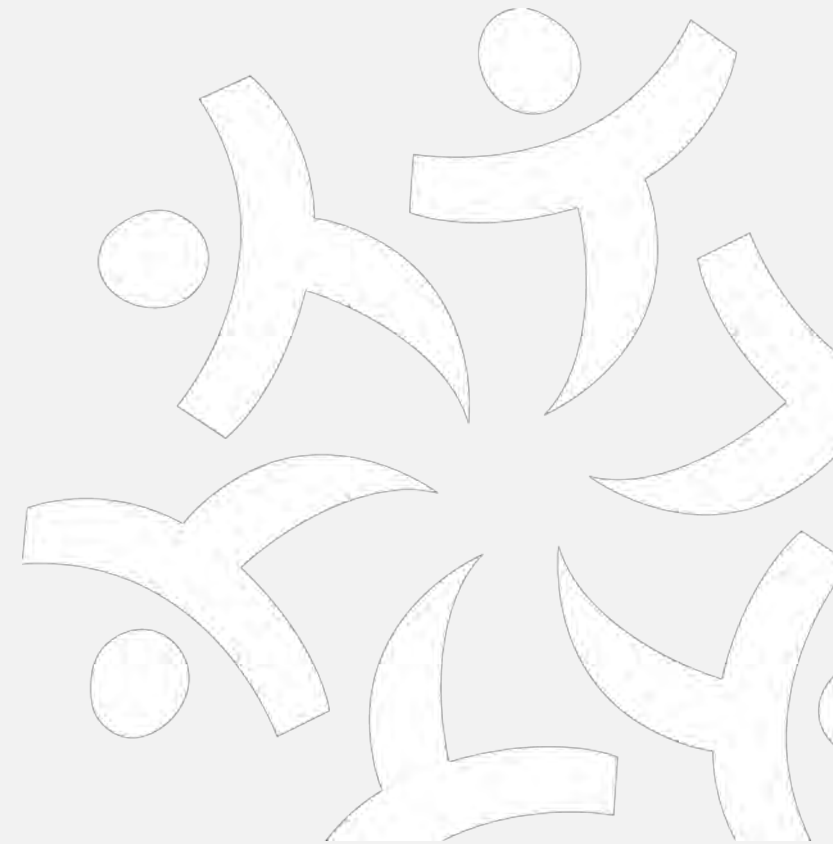
So what is it?

"Positive Youth Development (PYD) **engages** youth, along with their families, communities and/or governments, so that youth are **empowered** to reach their full potential. PYD approaches *build skills, assets and competencies*; *foster healthy relationships*; *strengthen the environment*; and *transform systems*."

What do we know about Positive Youth Development?

- Both a philosophy and an approach to programming

- A way of understanding young people that helps guide the design of policy, programs, supports and opportunities

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- Focus on strengths
- Focus on assets
- Youth engagement
- For all youth

- Every sector plays a role
- Long term commitment
- Holistic - based on developmental stages and needs

PYD Achieves Multiple Sector Outcomes

Crime & Violence Prevention

Delay of Sexual Activity

Increased Academic/Soft Skills

Increased Community Engagement

Substance Abuse Prevention

Improved Relationships

A SYSTEMATIC REVIEW OF POSITIVE YOUTH DEVELOPMENT PROGRAMS IN LOW- AND MIDDLE-INCOME COUNTRIES

November 2016

Programs with positive outcomes had several common traits.

- Engage numerous stakeholders and work across multiple settings.

- Teach transferable skills and knowledge to youth to support positive outcomes across sectors.

- Include innovative, youth-centered and youth-led activities.
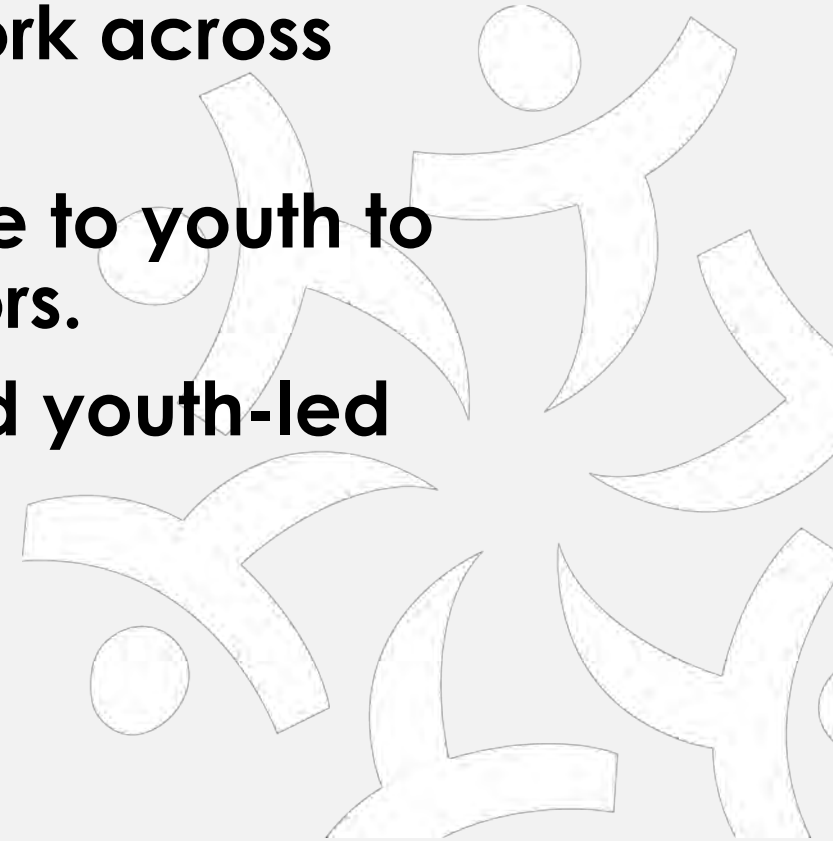
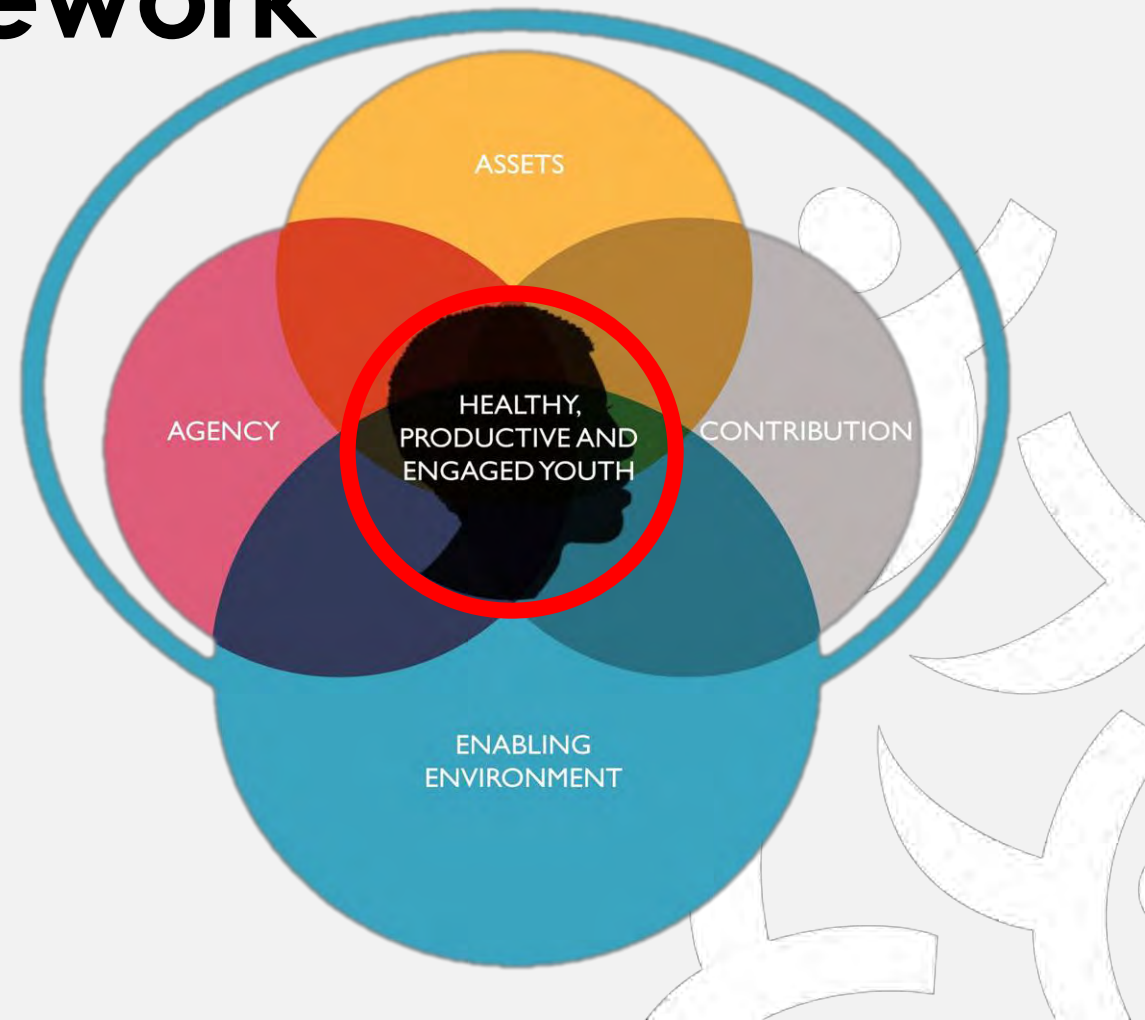# Recommendations
for evaluation and learning

#1

Increase investment in process and impact evaluations of PYD programs in LMICs.

#2

Ensure robust, holistic and consistent measurement of PYD outcomes.

PYD Framework

- Assets
- Agency
- Contribution
- Enabling Environment

Assets

Money
Housing
School
etc.

Youth have the necessary resources and skills to achieve desired outcomes.

Communication skills
Emotion Regulation
Problem Solving
as well as
Specific job training

Agency

Youth have the **ability** to employ their assets and aspirations **to influence** or make their own **decisions and goals** in their lives,

and to act upon those decisions in order to achieve desired outcomes without fear of violence or retribution.

Self-efficacy
Positive Identity
Future Orientation
etc.

Contribution

Youth are encouraged to be recognized and engaged as a **source of change** for their own and their communities' positive development.
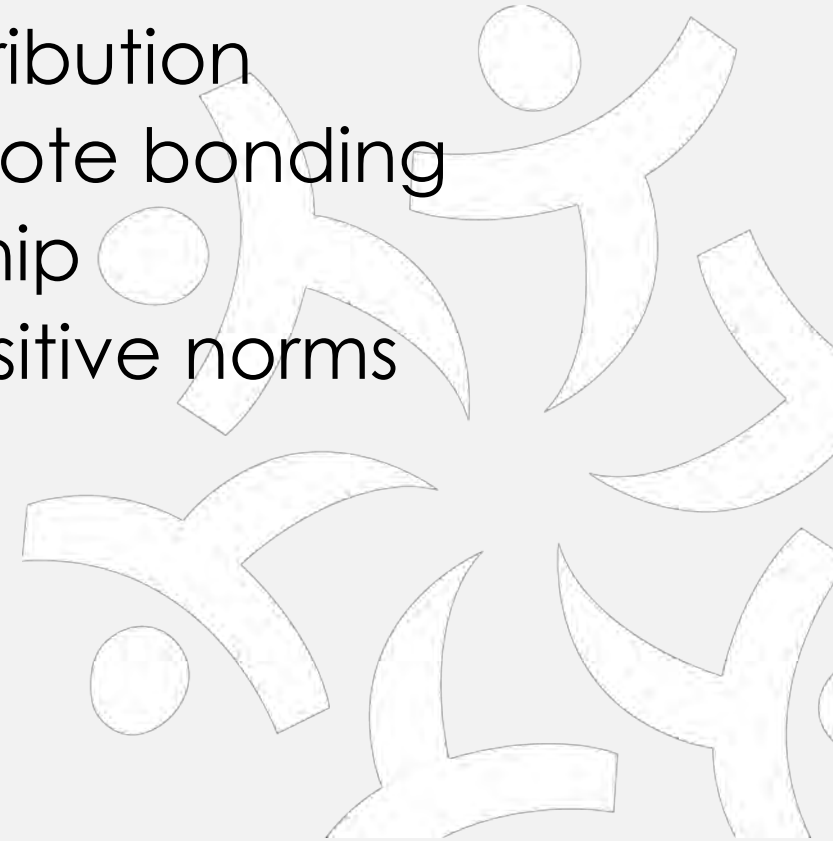
Civic Activity
Leadership
Mentoring

Enabling Environment

Youth are surrounded by an environment that maximizes their assets, agency, access to services and opportunities, ability to avoid risks and stay safe, secure, and protected while promoting their social and emotional competence to thrive.

Promotes healthy relationships
Provides positive opportunities, healthy norms, and safe spaces

Features of PYD programs

1. Build skills
2. Engage youth in making a contribution
3. Build healthy relationships, promote bonding
4. Foster belonging and membership
5. Provide clear and consistent positive norms
6. Create safe spaces
7. Provide access to youth friendly services/service integration

Indicators show that the intended change is happening or not.

USAID's Criteria	
Direct	Practical
Objective	Adequate/sufficient for knowledge
Useful for Management	Disaggregated as Needed
Attributable to Program	http://pdf.usaid.gov/pdf_docs/Pnadw106.pdf
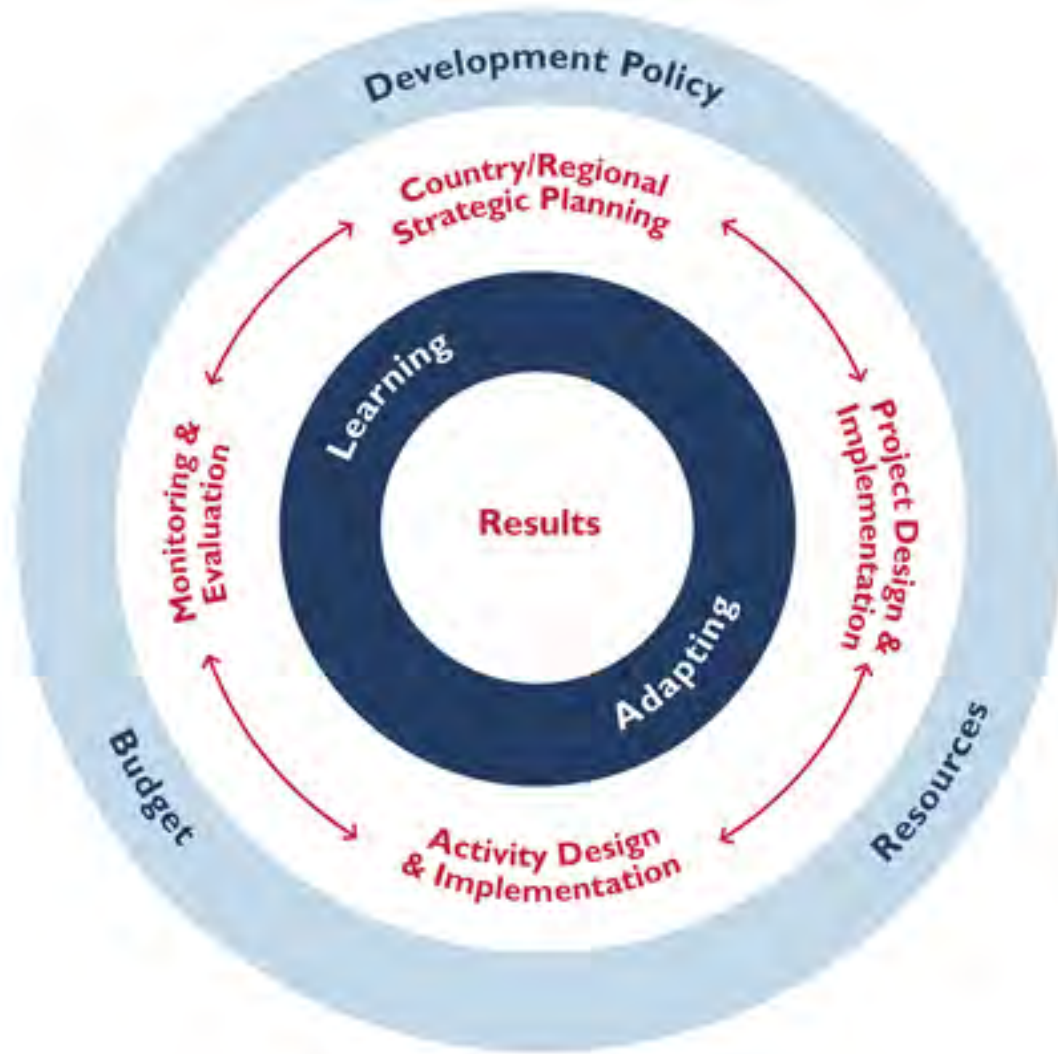
USAID Program Cycle

Key Phases

Domains

Features

Indicators

Key Phases
of Program Design and Evaluation

1. Define (or refine) key desired outcomes or research questions

2. Determine PYD features and beneficiaries of the program

3. Finalize the logic model

4. Decide what to measure, and how (study design and indicators)

5. Analyze the data, disseminate the findings and adapt your program

Included in the toolkit

- **The Illustrative Indicators Table** includes the list of PYD illustrative indicators, organized within the domain by the PYD feature and construct.

- **The Measurement Sources Table** showing which indicators map to which sources.

- **Reference Sheets** for each measurement source for indicators containing information such as the citation for the source, a brief description, target age group for the tool, and the relevant tool items that link to the illustrative indicators.

Phase Two: Determining PYD Features and Beneficiaries of the Program

Key Question

Which PYD features should be included in my program, and who should be the target beneficiaries?

How are features and beneficiaries connected to the key outcomes of my program?

PYD Features:
The seven **PYD** features are based on the most effective elements of a PYD program, and your program should aim to build youth skills, encourage engagement, and strengthen bonds with positive adults.

Beneficiaries:
can include youth, teachers, parents, mentors, support service staff (such as staff from a clinic), policy makers and any other stakeholders who engage with youth.

Features: build assets, engage youth, create safe space, etc.

Look at the list of seven features.

Consider your program goal, and think about which features would support the primary outcomes of interest.

Find program features listed here that you may be able to add, enhance or build on through your current program plan.

Domains: assets, agency, contribution, and enabling environments

Once you have selected your features, see how they connect back to the domains.

Constructs and Indicators: self-efficacy, problem solving skills, bonding to positive adults, etc.

Review the PYD Illustrative Indicators Table for ideas.

Sometimes it is easier to select indicators that reflect your program outcomes, and then consider the features to which they are connected.

Consider using illustrative indicators that are measured with other types of program recipients or stakeholders, such as parents or teachers.

Case Study: Youth Theater for Peace (YTP) in Kyrgyzstan

The program employed a Drama for Conflict Transformation (DCT) approach

Goals and Objectives: to empower youth and adults in conflict-prone communities to promote lasting conflict prevention and promote a culture of peace within their communities and beyond.

- What are the key PYD features to consider?

- Do they tap into more than one domain?

- Who are the best targeted beneficiaries given those features?
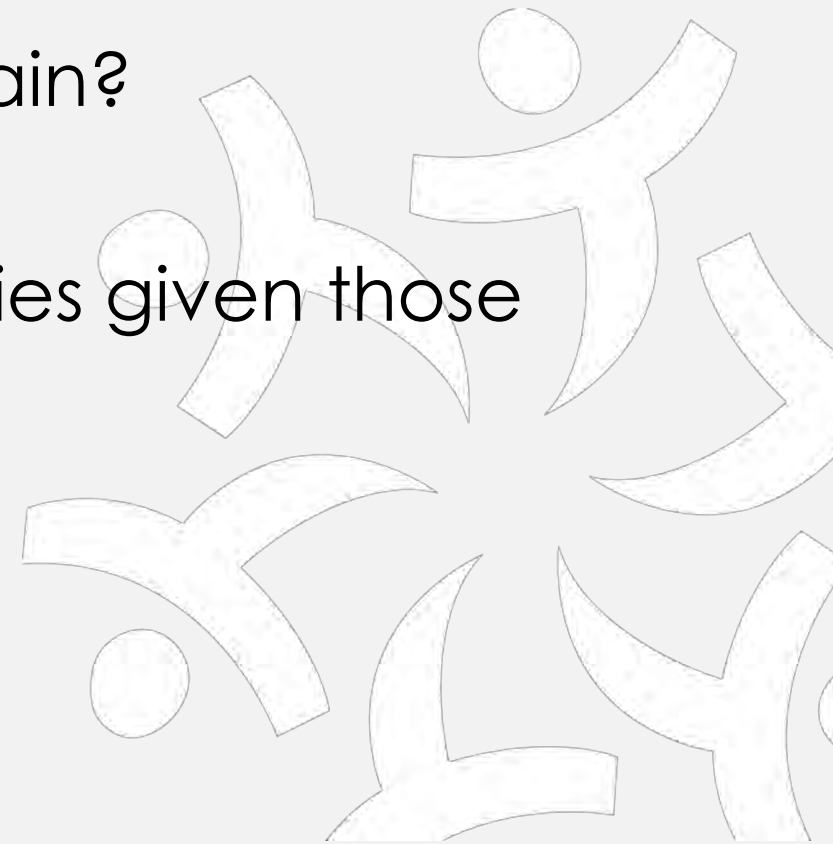
Potential Indicators for Youth Theater for Peace (domain : feature)

Assets: Skill building

- improved **conflict mitigation/ resolution skills**.
- improved **planning /goal setting**

Agency: Skill building

- Increased **optimism or hope** about their future.
- increased their feelings of **self-efficacy**
- Increased **sense of purpose** to their life.

Contribution: Youth engagement

- youth report being **actively engaged in** program's design, implementation, or evaluation

Enabling Environment : Safe space

- youth report the program provides a **safe** environment

YTP Program : Phase Two:

The team worked with a variety of beneficiaries and chose a number of PYD features for their program.

They worked directly with youth to build their skills, which fit within the **Assets and Agency Domains**.

They also trained adult mentors to help run the program, promoting healthy relationships and bonding between young people and older adults in the **Enabling Environment Domain**.

The program worked at multiple levels, from the individual to the community.

Phase Four:
Decide What to Measure, and How (Study Design and Indicators)

Key Questions

Which PYD constructs do I want to measure?

Which PYD measurement sources (e.g. survey tools) do I use to measure my constructs of interest?

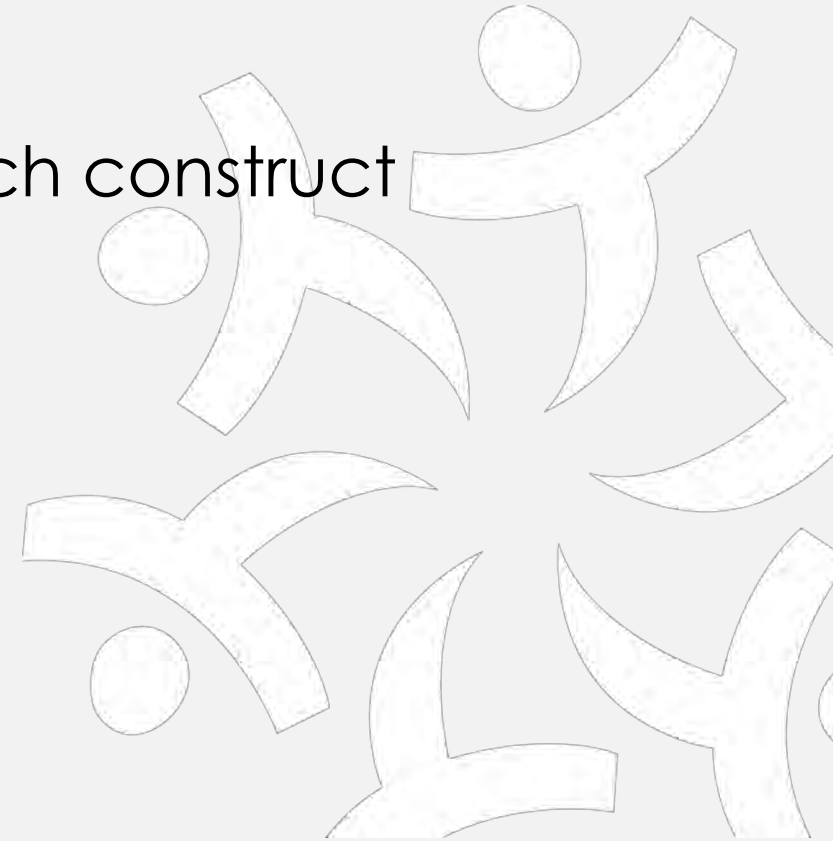*What research design best addresses the evaluation needs of my project?*

Domains: assets, agency, contribution, and enabling environments

Ensure you have at least one indicator for each relevant domain.

Features: build assets, engage youth, create safe space, etc.

Ensure you have at least one indicator for each construct indicated by the relevant features.

Constructs and Indicators: self-efficacy, problem solving skills, bonding to positive adults, etc.

Review the PYD Illustrative Indicators Table.

Find the constructs relevant to your project and select indicators most suited to the beneficiaries and the level of analysis (individual, group, family, community, etc.)

Include indicators of multiple PYD constructs.

See how you can select different study methodologies, such as quantitative methods but also qualitative methods or tapping into existing data sources, to triangulate data.

Tools for measuring indicators

- relatively low in cost

- easy to use

- good psychometric properties

- either had already been used in the international context or had potential to be used in developing countries.

Potential Indicators for Youth Theater for Peace (domain : feature)

Assets: Skill building

- improved **conflict mitigation/ resolution skills**.
- improved **planning /goal setting**

Agency: Skill building

- Increased **optimism or hope** about their future.
- increased their feelings of **self-efficacy**
- Increased **sense of purpose** to their life.

Contribution: Youth engagement

- youth report being **actively engaged in** program's design, implementation, or evaluation

Enabling Environment : Safe space

- youth report the program provides a **safe** environment

Indicator – Increased ability to plan / set goals

The Flourishing Children Project: goal orientation subscale

Not at all like me, A little like me, Somewhat like me, A lot like me, Exactly like me
- I develop step-by-step plans to reach my goals.
- I have goals in my life.
- If I set goals, I take action to reach them.
- It is important to me that I reach my goals.
- I know how to make my plans happen.

None of the time, A little of the time, Some of the time, Most of the time, All of the time
- How often do you make plans to achieve your goals?
- How often do you have trouble figuring out how to make your goals happen?

Indicator – Increased Self-efficacy / Mastery

The Chinese Positive Youth Development Scale: Self-efficacy subscale

Strongly Disagree, Disagree, Slightly Disagree, Slightly Agree, Agree, Strongly Agree

- I have little control of things that happen in my life.
- I do not have any solutions for some of the problems I am facing.
- I cannot do much to change things in my life.
- When I face life difficulties, I feel helpless.
- I feel my life is determined by others and fate.
- I believe things happening in my life are mostly determined by me.
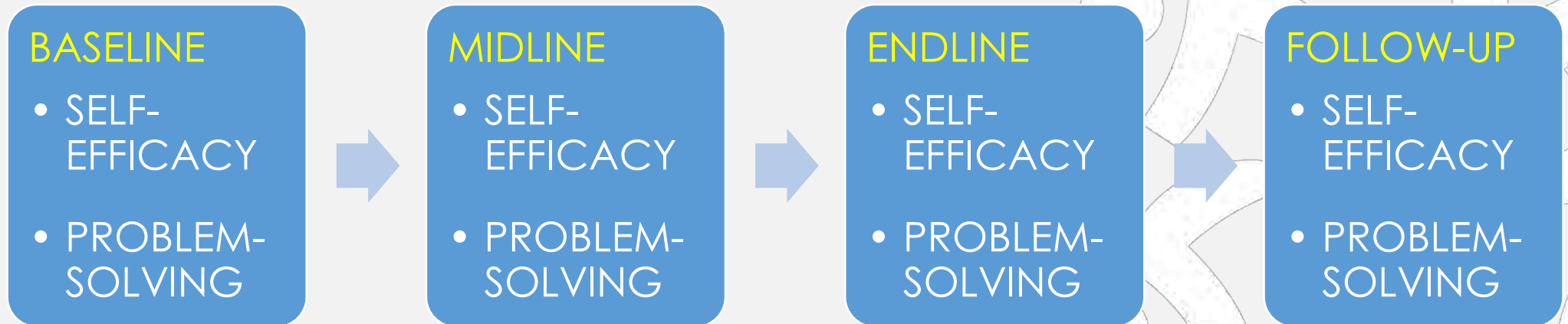- I can finish almost everything that I am determined to do.

PYD considerations for M&E design

- Qualitative data gathered through interviews, meetings, or focus groups

- Prompts or questions can link directly to the PYD domains or concepts.

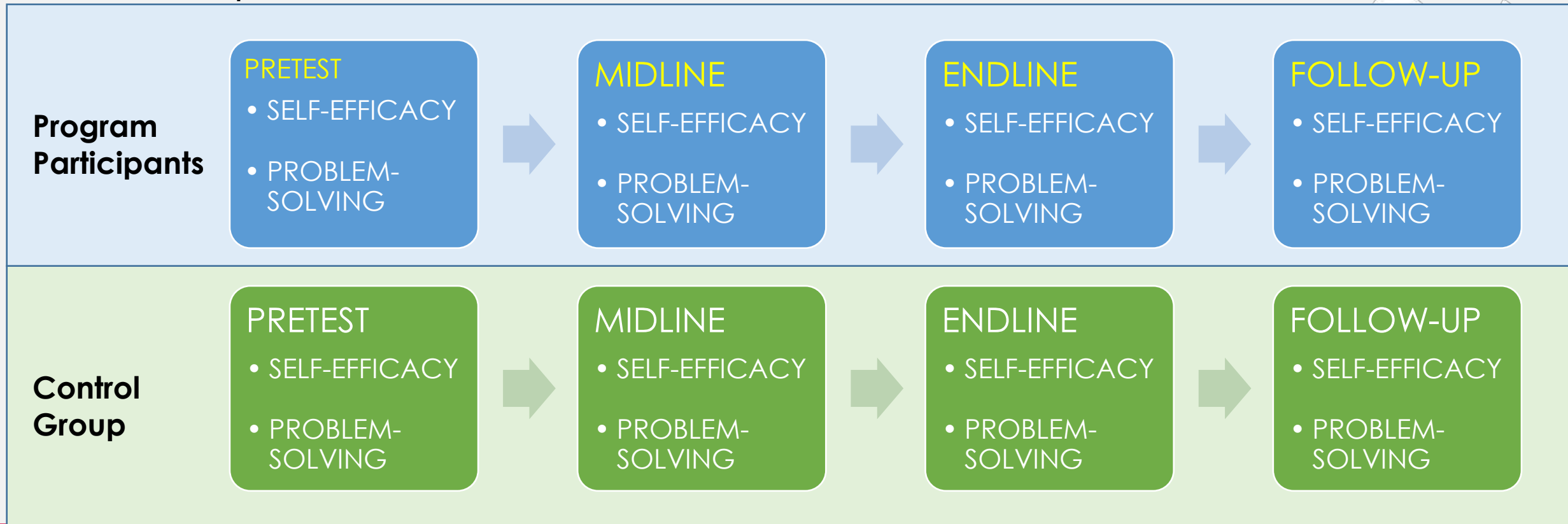- Data can be coded for the domains or specific PYD concepts.

PYD considerations for M&E design

- Quantitative data should be collected and analyzed to detect the desired *change* in PYD indicators.

BASELINE		MIDLINE		ENDLINE		FOLLOW-UP
• SELF-EFFICACY • PROBLEM-SOLVING	→	• SELF-EFFICACY • PROBLEM-SOLVING	→	• SELF-EFFICACY • PROBLEM-SOLVING	→	• SELF-EFFICACY • PROBLEM-SOLVING

PYD considerations for M&E design
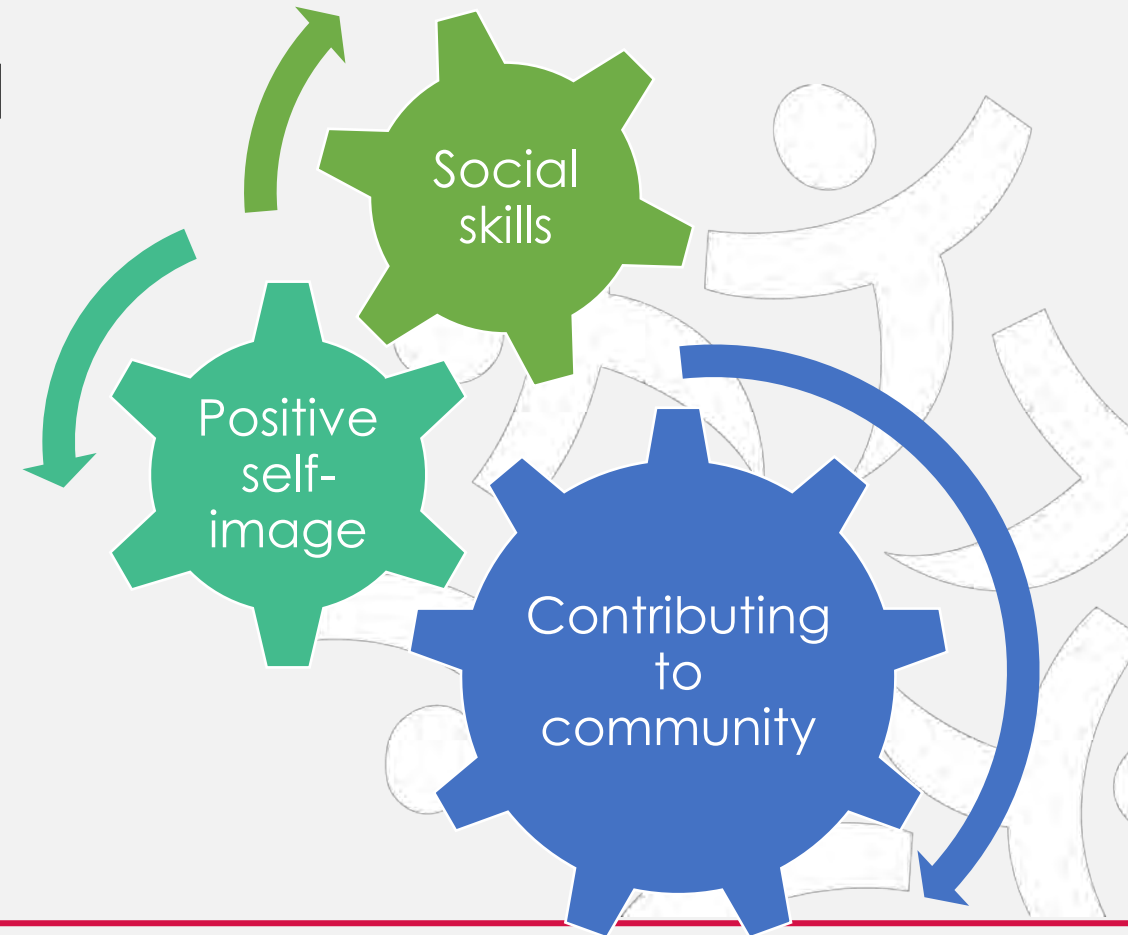
- Compared to whom?

PYD considerations for M&E design

PYD constructs are interconnected but distinct.

Sometimes useful to aggregate.

Sometimes better not to.

PYD considerations for M&E design

• Disaggregating by groups…

Measuring PYD is challenging

Measurement tools require adaptation

Measuring youth development takes time

Taking time…

To learn a skill

PARENT INVOLVEMENT & TRAINING

To change norms

To experience the benefits as adults

Why do we care about PYD outcomes?

- There is strong evidence that Positive Youth Development strategies can prevent a wide range of negative outcomes and increase positive outcomes for youth in high income countries.

- The evidence from LMIC is sparse, but growing.

- You can add to that evidence! Leading to funding…

- There's high potential for USAID PYD programs to improve the lives of young people all over the world.

Discussion and questions