**M3-H3-Restless Development’s Meaningful Youth Engagement Bullseye: Practical Examples from our work**

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| **Development Practitioner Role**  Capacity Building & Individual Support   * All our programmes have toolkits for capacity building training * We have regular workshops and training for volunteers * We have assigned $100 for individual skills development * We have the Maarifa Platform (an online staff training platform)   Created and Invited Spaces   * In Tanzania information Resource Centres established for girls to convene (created spaces) * Our Social Media networks for young people to converse or share ideas with us (created) * Community meetings where young people participate (invited) * Good relationship with development partners and government who invite young people to development forums (invited) - FP2020, #BankTheYouth, FURSA * Good relationship with media that invite young people to share their stories (invited) | **Development Practitioner Values and Behaviours**   * Support Visits to communities where projects are delivered * Dedicated team members to support volunteer day to day activities * We allow young people to deliver the programmes in their community * We give young people the freedom to take part to any external meetings or forums that they are invited to * We assign clear roles to young people through well defined job descriptions * We recruit young people based on capability * We have M&E tools that young people are capacitated with to review our programmes in the field * We listen to young people's feedback to adapt our programmes e.g. in Tanzania we changed the target age group for both our Mabinti Tushike Hatamu programme and Girls Leadership programme based on consultation from young people |
| **Young Person’s Values and Behaviours**   * We recruit young people based on Restless Development’s values - heart, hand, head, and voice * We clearly indicate expected values and behaviours in all recruitment advertisements * We train young people on Restless Development’s values during induction | **Young Person’s role**   * Capacity Building training using in-house (Swahili and English) and partner toolkits e.g. Pop Council, Sugar Radio, MTV Staying Alive Foundation * Volunteer allowances to cover for implementation costs * We invite young people to forums where they lead in their participation with support from staff where needed * We train young people to report on activities they conduct |