

Youth Transformation Framework™ (YTF)

A holistic view of youth needs as they transition to adulthood.

Mercy Corps's Youth Transformation Framework™ illustrates the *capabilities* and *opportunities* needed by young people to access income and become RICH (Sense of Responsibility + Identity + Creativity + Hope) of knowledge, skills and self-confidence.

Youth Transformation Framework™

A holistic view of youth needs as they transition to adulthood

Capabilities



The six assets (*capabilities* and *opportunities*) can be built by prioritizing the 75 program outcomes (youth needs) described in the framework.

Capabilities (Internal Assets)

Demand for knowledge, skills, attitudes and behaviors.

Foster healthy and productive living through education and psychosocial support.

- Knowledge and care
- Healthy living
- Psycho-social

Inspire and equip global citizens to tackle poverty, conflict and injustice at home and around the world.

- Civic engagement
- Constructive social behaviors
- Soft skills

Develop market-driven skills to foster entrepreneurship and employment.

- Experience, information & communication
- Entrepreneurship skills
- Market-driven skills

Opportunities (External Assets)

Supply of opportunities available and accessible.

Provide access to youth-friendly financial services & markets to foster local economic development.

- Youth financial services (loans, savings, grants, etc.)
- Market access

Build the capacity of government, civil society and the private sector to ensure inclusive access to opportunities & services.

- Government
- School/ University
- Private sector
- Civil society
- Healthcare

Protect all young people from the harsh consequences of poverty and disasters.

- Safe & lawful places
- Inclusion and rehabilitation
- Emergency education
- Disaster risk reduction

The Youth Transformation Framework™ (YTF) presents both perspectives critical in youth development: the 'Demand' for skills and behaviors (ie. capabilities) and the 'Supply' of accessible opportunities required to meet such demand. Ultimately, the framework captures the cause and effect relationships between change in youth capabilities and opportunities, and greater development during adulthood (ie. greater contribution to peace, productivity and justice).

By applying positive youth development theories to complex transitional environments, the YTF provides a comprehensive and cross-sectoral approach that facilitates each step in the programming process of international development.



The Youth Transformation Framework™ (YTF) facilitates each step in the programming process

Programming Process

Assessment

Youth Diagnostic

- 1) Six questionnaires filled by diverse stakeholders
- 2) Matrix for interpretation
Descriptive benchmarks for 75 youth needs (program outcomes)

Design

- Scoring system for customization by community
- Prioritization across sectors
- "Blue print" of best practices

Implementation

Curriculum & Methodologies

- Global Citizenship
- Negotiation/ conflict mgmt
- Life Skills
- Psychosocial support
- Social entrepreneurship
- Global connectivity Y2Y
- Community services
- Sports for change

Monitoring & Evaluation

Indicators:

- Change in knowledge, skills, attitudes, and behaviors (pre/post test)
- Employment creation
- Income increase

Mercy Corps' Youth Transformation Framework™

A holistic view of youth needs as they transition to adulthood

The Youth Transformation Framework™ illustrates the capabilities and opportunities needed by young people to achieve two goals:

- 1) **Access income/livelihoods;**
- 2) **Become RICH* global citizens.** * RICH = Sense of Responsibility + Identify + Creativity + Hope

The 75 needs (program outcomes) in the YTF help practitioners assess the situation and design strategic programs that take into account both the supply and demand across sectors.

1 Knowledge & Resilience

	a Knowledge & Care
1a	1 Literacy (Reading & Writing)
1a	2 Numeracy (Personal Finance)
1a	3 Adult care & expectations
	b Healthy Living
1b	1 Hygiene
1b	2 Nutrition
1b	3 Reproductive health
1b	4 Sexual education/disease prevention (STDs)
1b	5 Prevention of drug/alcohol abuse
1b	6 Sports & athletic activities
	c Psycho-social
1c	1 Sense of normalcy
1c	2 Well-being (Reduced anxiety)
1c	3 Sense of hope
1c	4 Sense of belonging

2 Civic & Social Development

	a Civic Engagement/Attitudes
2a	1 Civic responsibility
2a	2 Politic voice
2a	3 Justice & community protection
2a	4 Economic responsibility
2a	5 Environmental responsibility
2a	6 Global citizenship
	b Constructive Social Behaviors
2b	1 Initiative & Creativity
2b	2 Reliability
2b	3 Empathy (Understanding others)
2b	4 Tolerance (Respect for diversity)
2b	5 Self-confidence (Self-efficacy)
2b	6 Perseverance
2b	7 Trust
2b	8 Pride (Achievement & recognition)
2b	9 Integrity
	c Soft Skills
2c	1 Leadership
2c	2 Negotiation
2c	3 Communication (verbal, non-verbal)
2c	4 Teamwork (Collaboration)
2c	5 Goal setting & action planning
2c	6 Decision making & problem solving (Critical thinking)

3 Career Development

	a Experience, Information & Communication
3a	1 Career information
3a	2 Practical experiences
3a	3 ICT (Information, Communication & Technology)
3a	4 Language proficiency
	b Entrepreneurship Skills
3b	1 Market understanding (Idea generation)
3b	2 Ability to obtain funding
3b	3 Business skills
	c Market-Driven Skills
3c	1 Agribusiness/agronomy
3c	2 Vocational skills (e.g. Mechanics, construction)
3c	3 Professional/services skills (e.g. Teaching, IT)

Mercy Corps'

Youth Transformation Framework™

75 youth needs, six assets → Capabilities and opportunities
(ie. program outcomes) (ie. Supply & demand)

Empowered citizens capable and responsible for building secure, productive and just communities around the world

4 Business & Financial Services

	a Youth Financial Services
4a	1 Business loans (micro and SME)
4a	2 Educational loans/scholarships (tuition/subsistence)
4a	3 Equity or business grant
4a	4 Savings
4a	5 Other financial products (Remittances, insurance etc.)
	b Market Access
4b	1 Market linkages & development
4b	2 Mentorship

5 Institutional Support

	a Government (local, sector, national)
5a	1 Policies and programs supporting youth
5a	2 Labor market regulations
5a	3 Good governance
	b Private Sector
5b	1 Youth recruiting
5b	2 Corporate Social Responsibility (CSR), fair-trade
5b	3 Industry development
5b	4 Professional development
	c Civil Society
5c	1 Youth associations/civil society organizations (CSOs)
5c	2 NGO Programs supporting youth
5c	3 Operational efficiency and effectiveness
	d Academic (Schools, Universities)
5d	1 Primary education
5d	2 Secondary education
5d	3 Training institutions/universities
	e Healthcare (Hospitals/Clinics/Health workers)
5e	1 Access (cost, distance, schedule)
5e	2 Services relevant to youth needs (type & quality)
5e	3 Water & sanitation

6 Protection

	a Safe & Lawful Places
6a	1 Legal rights
6a	2 At work (including migration)
6a	3 In community (street safety, home, school)
6a	4 Food security
	b Inclusion & Rehabilitation
6b	1 Support for minorities and girls
6b	2 Reintegration & second chances
6b	3 Support for people with disabilities (PWDs)
	c Emergency Education
6c	1 Appropriateness
6c	2 Accreditation/certification
6c	3 Disaster risk reduction

C
A
P
A
B
I
L
I
T
I
E
S

O
P
P
O
R
T
U
N
I
T
I
E
S