

THE BRIDGE YOUTH DEVELOPMENT FOUNDATION

A project proposal for
Youth Leadership &
Entrepreneurship
development (Y-LED)
Africa

Submitted to:

2013

OTUKPO, BENUE STATE, NIGERIA, WEST AFRICA, AFRICA

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PROJECT PROFILE

Project Title: Youth Leadership & Entrepreneurship Development (Y-LED) Africa

Organization: The Bridge Youth Development Foundation (NGO)

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EXECUTIVE SUMMARY

The Bridge Youth Development Foundation empowers young people through skills acquiring programs to realize their full potential. The Bridge is registered as a Community Based Organization with registration number CBO/NGO/-OTLG/060/V.I/11.

Youth Leadership & Entrepreneurship development (Youth-LED) Africa is planned to be an annual knowledge based and activity oriented leadership, entrepreneurship, good governance and democracy youth training program in Nigeria and Africa at large. Youth-LED Africa intends to bring together in school youth to deepen their leadership, entrepreneurship and democracy knowledge and foster active youth participation in good governance processes and democracy building within the region.

To complete the program each year, about 30 youth will attend 4 workshops called “semesters” which will hold every 2 months. Semester 1 will focus on “Understanding Self”, Semester 2 will focus on “Understanding others”, semester 3 will focus on “leading self” and semester 4 will focus on “leading others”. Youth – LED Africa will use the training curriculum of the Early & Youth Leadership toolkit developed by Center for Creative Leadership, USA. The toolkit contains curriculum on youth leadership development that is dynamic and customizable to participants needs.

After each semester, each participant is mandated to conduct a passing-it-on (PiO) exercise, which implies doing a mini training to share what they have learnt with at least 15 youth in their school or community, only those who complete the PiO qualify for the next semester. Through the PiO component of Youth-LED Africa, we hope to educate at least 1350 young people about leadership, entrepreneurship, democracy and good governance. Each semester will take place in different schools of the participants. Through the program, participants shall benefit from

about 25 different interactive sessions, 3 weeks governance internship with reputable organizations around Nigeria for at least 5 youth, a day learning visit to Benue state house of assembly and other related institutions and a chance to contest and win the presidency of the Youth-LED Africa Republic. This will help students understand democratic processes. The goal of the project is to empower young people with leadership skills to make them collaborate to change themselves and their world for better.

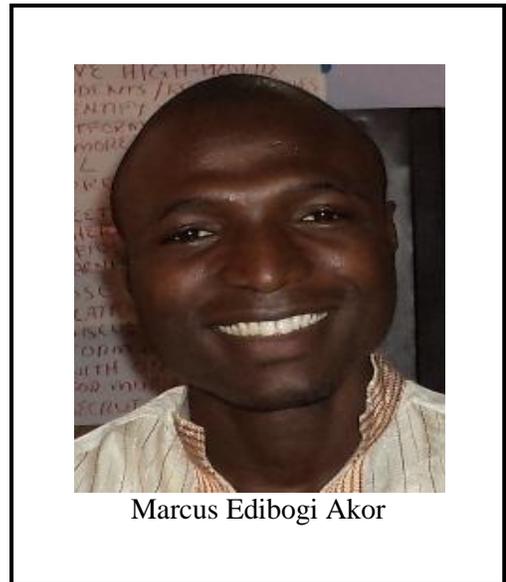
Our long term vision is to transform Youth-LED Africa into a youth leadership Academy with a world class campus and international affiliations.

The budget for the start-up phase (12 months) is USD 12,975 which covers onetime costs such as training equipments, and recurrent costs such as training materials, salaries and administrative.

1. PERSONAL INTRODUCTION

My name is Marcus Edibogi Akor and I'm a Nigerian.

Youth Development in the area of leadership, entrepreneurship, good governance, democracy & public speaking is my passion. In 2011, I graduated from Kanthari International Institute for Social Entrepreneurs (KIISE), India. KIISE is an organization that empowers people who have overcome adversity in their lives to set up successful social projects in their own communities. In Kanthari, I gained Leadership, Entrepreneurship, project management, Public Speaking, Fundraising and communication skills. During the training, I attended two months internship in The Apparel Source, Tamil Nadu, India. I am a current Student of the International Institute for Global Leadership, USA (online).



Marcus Edibogi Akor

Looking back I understand that my life so far can be divided into three very different phases. I was born into an average family and I enjoyed all I needed as a kid growing up. I enjoyed wearing extra ordinary clothes, a life of luxury and I had a great passion for fashion.

And then, suddenly, the good life was over. My second life started in 2006 when my Dad was affected by a layoff in his place of work. He was paid some money and he innocently invested all his earnings into a new company. This however didn't work out well, he lost everything. Things became really difficult for us and I experienced what it means to be poor and marginalized.

Being the oldest child I was meant to become the breadwinner for my family. My focus changed. Fashion and luxury didn't play a role anymore. I had to reduce my daily wishes, goals and needs to only the basics. My siblings needed to go to school and our stomachs needed to be filled.

I became a teacher for a community secondary school with children from varying backgrounds in Benue state. I taught Mathematics in the school, and during my work in the school, I enjoyed a close relationship with the students where students came to share their experiences and talents.

During this period, I observed that something was missing in their lives, something beyond a full stomach: dignity and self identity. The students did not have the

confidence to pursue their dreams, they did not have the knowledge on how to develop their dream and make it a reality, they are poorly prepared to take on adulthood positions as I was taken by surprise, the resources are not readily available for them to pursue their dream. In all, they didn't know how to plan their life.

Now the question I asked myself is, should we give these youth a warehouse full of resources to pursue their dreams? Is this really a sustainable act? I think, what we have to do is to empower the youth through training in leadership and entrepreneurship skills, we have to unleash their creative potentials and we have to give them the chance to experience that they can and will be important contributors in their surroundings. I want to give them confidence, dignity and identity to believe in their dreams and never allow their background but their back on the ground. Young people in Nigeria can aim for the top in any area of life they feel passionate about. I want them for example, to learn to celebrate their differences by discovering their own purpose.

I want to empower them to become pathfinders, and to be able to create their own identities, with the renewal of their minds.

Therefore, I want to bridge the gap in the life of youth by developing their leadership & entrepreneurship skills through the Youth Leadership & Entrepreneurship Development Africa Training Program.

WINGS TO MY DREAMS

In order to create a positive impact for my country as mentioned above, I started the Bridge Youth Development Foundation after completion of my KIISE training program in India. I received a grant from Braille Without Borders Foundation, Switzerland and support from Remarkable Foundation, Netherlands to start up my dream project. My journey to Kanthari has inspired me to use The Bridge Youth Development Foundation to bridge the gap of Leadership & Entrepreneurship skills by developing the minds of young people in my community. It has also motivated me to believe change is possible in my country Nigeria, where youth from different backgrounds and with different disabilities are not judged by their background but are admired for their courage to express their real identity. I see a Nigeria where marginalized youth are able to confidently voice their reasonable and critical thoughts. A Nigeria where the young people feel part of conscious development.

Yours Sincerely,
Marcus Akor

2. THE PROBLEM

Nigeria has a population of over 170,123,740 (July 2012 est.)¹, and one third of the country's population is young people between the ages of 10-24 years. The potential contributions of young people in Otukpo is compromised by a host of challenges including but not limited to high vulnerability to poverty, low value orientation, restiveness, increasing level of drug addiction and usage, general breakdown in moral values and norms.

In the competitive culture today, more youth are confused and does not know what in Life they are on Earth for. As a result of this, and also because of the uncertain future, Nigerian youth are pushed to engage in criminal livelihood sources such as cultism, stealing, lying, idleness, disrespect at all levels, high level of sexual activities and other social vices. All these make young people to live a life without focus. Youth Leadership & Entrepreneurship Development Africa Training project will enable young people to set goal in life for themselves and stay committed to achieving the goal and help other young people do the same.

Most training programs run by most NGO's in Otukpo are not specific to local resources, local needs and local talents and aspirations. Rather, the trainings are given in particular area which are already saturated for example HIV/AIDS Prevention, Vocational skills like tailoring, computer etc.. These programs do not facilitate the transformation of under developed youth into individuals who see a new perspective for their future and into people who can harness their creativity.

2.1. The Potentials of Nigerian Youths

Statistics has shown that a large chunk of Nigerian youths are very talented and full of potentials but such talents are unfortunately wasted.² These potentials can be channeled towards individual and national development. Lack of competencies, entrepreneurial skills and disconnection from societal and economic mainstreams have negated young people from living meaningful and productive lives.

3. ABOUT THE BRIDGE YOUTH DEVELOPMENT FOUNDATION

3.1. Vision:

A generation of youth positively empowered with godly character and positive habits; collaborating to make the world a better place and sustain it.

3.2. Mission:

To empower young people through skills acquiring programs to realize their full potential.

¹ <https://www.cia.gov/library/publications/the-world-factbook/geos/ni.html>

² <http://www.modernghana.com/new/250552/1/nigeria-youths-and-the-challenges-of-nation-build.html>

3.3. Overall Objective:

To bridge the gap of Leadership & Entrepreneurship skills by developing and transforming the minds of young people for positive change. (see appendix 5 for objectives and activities).

3.4. Target Group:

In School Youth between the ages of 12-18 years, who are highly motivated to cause change in their lives and the lives of others.

At the start of the project, 30 participants (females and males), 6 students from 5 different secondary schools will be taken for a ten (10) months non-residential training.

1 young teacher will be taken as supervisor during the training period from each of the 5 different schools.

We plan to take participants from the following schools

1. Wesley High School, Otukpo
2. St. Ann's Secondary School, Otukpo
3. St. Francis College, Otukpo
4. Jesus College, Otukpo
5. Federal Government College, Otobi.
6. Federal Technical College, Otukpo

Key selection criteria are:

- Interest in personal development and leadership
- Traits of problem solver
- Having a personal vision
- A business idea
- Passion to make a positive change in the community

Interviews, recommendation and writing exercises will serve as tools used in the selection process.

4. YOUTH LEADERSHIP & ENTREPRENEURSHIP DEVELOPMENT (Youth-LED) AFRICA

2 facilitators and 1 desk officer will train 30 (15 males, 15 females) in school youth on leadership, entrepreneurship, good governance, & democracy. The participants will attend 4 workshops called "semesters" which will hold every 2 months. Each semester will last for two (2) days. Upon completion of each semester, within 4 weeks, participants will be required to conduct passing it on (PiO) exercise, a mini

training to share what they have learnt with at least 15 youth in their school or community, only those who complete the PiO will qualify for the next semester. The PiO is compulsory for semesters 1, 2 and 3 but optional for semester 4. The goal of the project is to empower young people with leadership skills to make them collaborate to change themselves and their world for better.

Participants will go through a 10 months non residential training in the following structure:

Semester 1 will focus on participants understanding themselves by learning skills on leadership, values and actions, social identity and vision. During this semester participants will understand their human right as contained in the United Nations Universal Declaration of Human Rights.

Internship: Between semester 1 & 2, 5 participants will have the opportunity to attend 3 weeks governance internship at a credible organization around Benue State, Nigeria. This will give the participants opportunity to gain governance skills.

Semester 2 will focus on understanding others and participants will learn skills in communication, personality and people, active listening, empathy and much more.

Learning Visit: During this semester, participants will visit Benue State house of Assembly to interact with representatives on governance issues.

Semester 3 will focus on participants leading self, deepen their knowledge on democracy and learn skills on decision Making, Entrepreneurship & Business Plan Development, Goal Setting, Time Management, Professional Image and much more.

Practicing Democracy: electioneering process will be introduced and participants will understand democratic process by contesting and electing a president of the Y-LED Africa Republic for 1 year.

Semester 4: will focus on leading others and participants will learn Conflict Management, Giving Feedback, Working in Teams, Creating an action plan for change and much more.

5. EXPECTED MEASURABLE RESULTS AND MEASUREMENT

The Bridge Youth Development Foundation expects the following impact at the end of the 10 months period of Y-LED Africa project:

30 in school youth in Otukpo, Benue State, Nigeria, would receive relevant economic and social skills that would facilitate self development.

Through the PiO component of Youth-LED Africa, we hope to educate at least 1350 young people about leadership, entrepreneurship, democracy and good governance.

The overall impact of the Y-LED Africa project is to foster the following leadership competencies in young people:

Empower – Young people who are self aware, optimistic, learning oriented and resilient.

Collaborate – young people who are empathetic, collaborative and display increased communication and conflict management skills

Change the world – young people who are courageous, persistent and passionate about social change.

We hope to foster in our young people the following values: Authenticity, empathy, collaboration and possibility.

5.1 Impact Measurement

During the selection process, beneficiaries will be interviewed on their present situation and plans for the future. These interviews will be repeated after four (4) and nine (9) months during the training to understand the growth and development of the beneficiaries. Four months after the training, a follow-up interview will also be conducted to understand the impact of the training on the beneficiaries. Also, the level of motivation participant's display in the training activities will be used to measure its impact. The major success of this training will be measured by the number of beneficiaries that successfully manage their own lives and the lives of others in their community.

6. THE IMMEDIATE PLANS

Preparation for the first semester training is a priority. This will include review of the toolkit from CCL by facilitators and desk officer. Contacting stakeholders in the school we intend to get participants and make venue arrangements. Also, contacting stakeholders for internship & learning visits. Additionally, during this period, I will get training materials, buy more training equipments, and develop the training sessions. Identification and selection of the first set of participants will also be a vital task.

Training is proposed to start January 2014.

The total budget for the start-up phase, which is 12 months (starting from January, 2014 to January, 2015) is USD 12,975. (See budget in appendix 2). I will also concentrate on fundraising and curriculum development during the remaining period of 2012.

APPENDIX

APPENDIX 1: POTENTIAL PARTNERS

The Bridge will create partnerships with the following:

1. Foundations like Braille without Borders, Foundation, Center for Creative Leadership, USA,
2. Businesses like, Global Communications, Indomie Noodles group, Institutions,
3. Government ministries like Ministry of Youth and Sport Development,
4. Individuals interested in Youth Development, Leadership and Entrepreneurship,
5. Local Entrepreneurs and Youth developers to freely facilitate some of the training workshops.

Presently, I am researching and compiling names of relevant partners for the start-up phase. The Bridge shall apply to them for funding, donation of training materials and volunteers.

APPENDIX 2: BUDGET

The budget for the start-up period covers 12 months beginning from January, 2014 to January 2015. Please find below the budget item explanation and budget Item cost summary. You will find attached detailed budget.

One time Cost:

- A. Project Equipment - 1 Flip chart stand for placing flip chart papers during training activities, 1 Projector Screen for especially projecting movies on Human Rights, Democracy and other educational movie. Report Equipment – 1 Digital Camera for taking snap shots during training events, learning visits, etc. 1 Tripod stand for stabilizing camera to make quality video.

Recurrent Cost:

- B. Banners for displaying project and donor information.
- C. Training Materials: Participant's workbook will be printed to have 4 semester section in it for participants note taking and documentation, pen will be provided, folder for packaging participants training materials, name tag for each participants for identifying each other's name, flip chart for taking training activities note, marker for writing on flip chart paper.
- D. Feeding: Tea - soft drinks and snacks will be provided in the morning of each day of the training to participants. The tea will be for 30 participants, 3 training crew, 5 teachers as supervisors from each of the participant's schools. Lunch will be provided during training and learning visit to Benue State House of Assembly. Food will be provided to participants in the

afternoon of each day of the training. The lunch will be for 30 participants, 3 training crew, 5 teachers as supervisors from each of the participant's schools.

- E. Transportation: transportation will be provided for participants, & supervisors to and fro training venue. Transportation will also be provided to participants, supervisors and training crew during learning visit. 5 Participants will be provided with transport during their internship period.
- F. Facilitators & Desk Officer's Fee: each training day will last for 8 hours and # 1000 per hour per facilitators. The entire training hours will be 64 hours. Therefore, # 2000 x 64 hours = 128,000. Desk officer will be paid # 500 per hour x 64 = 32,000
- G. Monitoring and evaluation, report writing: 5000 every three months for 1 year.
- H. Administrative: 1 year rent, electricity, internet, and transportation
- I. Salaries: There shall be two paid full time staff. The Team Leader of the Bridge – Marcus E. Akor and the Project Manager – Blessing Agbese.
- J. Contingencies: like bank charges, other unforeseen cost that may be incurred will be covered from this amount.

Description	Naira	Dollars
<i>One time Cost:</i>		
Project Equipment –		
1 Flip chart stand	8000	52
1 Projector Screen	10000	65
Report Equipment –		
1 Digital Camera,	30000	194
1 Tripod stand for camera	8000	52
<i>Recurrent Cost:</i>		
Banner	15,000	97
Training Materials	51,600	333
Feeding	212,800	1373
Transportation	420,000	2710
Facilitators & Desk Officer Fee	160,000	1033
Monitoring and evaluation, report writing	20,000	130
Administrative	260,000	1678
Salaries	720,000	4646
Sub Total:	1915400	12357
Contingencies (5%)	95770	618
Grand Total	2,011,170	12,975

APPENDIX 3: ACTION PLAN

S/N	MONTH	ACTIVITIES
1	April, 2013	<ol style="list-style-type: none"> 1. Letter preparation for schools 2. Develop registration form 3. Research donors in leadership education area 4. Fundraising from Banks, board members, friends, ministries etc. 5. Global Open Challenge Fundraising
2	May, 2013	<ol style="list-style-type: none"> 1. Visit to 5 different schools to discuss project idea with school authorities and invite application from students 2. Submit application form to schools for student registration in Y-LED Africa
3	June, - August, 2013	<ol style="list-style-type: none"> 1. Fundraising for Y-LED Africa project and forming partnership with relevant authorities and stakeholders. 2. Preparing Training modules and session based on Center for Creative Leadership Youth Toolkit.
4	September, 2013	<ol style="list-style-type: none"> 1. Internship arrangement with organizations, go into partnership with organizations around Benue State 2. Deadline for participant registration.
5	October, 2013	<ol style="list-style-type: none"> 1. Meet with Benue State house of assembly for learning visit and establish date. 2. Develop agreement form between school authorities and the Bridge regarding their students
6	November, 2013	<ol style="list-style-type: none"> 1. Interview potential participants.
7	December, 2013	<ol style="list-style-type: none"> 1. Send letter of invitation to participants. 2. Purchase of training materials
8	January, 2014	<ol style="list-style-type: none"> 1. Y-LED Africa Season 1 Semester 1, 2. Announce internship application form
9	February, 2014	<ol style="list-style-type: none"> 1. Preparation for 2nd semester, 2. follow up with internship organizations and place interested participants
10	March, 2014	<ol style="list-style-type: none"> 1. Internship, 1st PiO report deadline., writing of 1st quarter report
11	April, 2014	<ol style="list-style-type: none"> 1. Y-LED Africa Season 1, 2nd Semester, follow up with Benue State House of Assembly

		concerning visit.
12	May, 2014	1. Learning Visit to Benue State House of Assembly
13	June, 2014	1. 2 nd PiO report deadline, preparation for 3 rd Semester, writing the 2 nd quarter report.
14	July, 2014	1. Y-LED Africa Season 1, 3 rd Semester
15	August, 2014	1. Practicing Democracy, election of President of Y-LED Africa Republic, 2. Internship arrangement with organizations for Y-LED Season 2 participants, go into partnership with organizations around Benue State
16	September, 2014	1. 3 rd PiO submission, 3 rd quarter report
17	October, 2014	1. Y-LED Africa Season 1, 4 th semester, 2. Announce application for Y-LED Africa Season 2. 3. Meet with Benue State house of assembly or relevant bodies for learning visit and establish date.
18	November, 2014	1. Deadline of application for Y-LED Africa Season 2 and interview of participants.
19	December, 2014	1. 4 th quarter and final report for Y-LED Africa Season 1 2. Send letter of invitation to successful Y-LED Africa Season 2 participants.

APPENDIX 4: PROJECT SUSTAINABILITY (FINANCIAL AND NON-FINANCIAL)

- Participants will register with some amount for the training.
- Publishing a Leadership and entrepreneurship magazine: Starting from January 2015, The Bridge will start to publish a quarterly leadership & entrepreneurship magazine that will be sold nationally. Income will also be generated from advertisements placed in it.
- Quarterly Newsletter and biannual project reports will be sent to funders and partners to keep them informed of the project development.
- Yearly review of the project by consultants to understand the effectiveness of its impact, curriculum and approaches.
- Creating a strong alumni network. This will empower leadership cooperation and solidarity.

APPENDIX 5: OUR ORGANIZATION OBJECTIVES AND ACTIVITIES

Objectives

1. To enhance leadership development among youth.
2. To create an enabling environment for young people to get empowered by providing the tools necessary for their growth.
3. To engage youth to take a leadership role in organizing community based activities that promote positive lifestyles and care for environment.

Activities

YOUTH LEADERSHIP ACADEMY:

Under Youth Leadership Academy, we organize trainings, conferences, summits and seminars for youth on Leadership and Essential Life Skills, Entrepreneurship, Democracy and Good Governance. We use this platform to talk on Youth issues using Traditional media like Radio Stations, Social Media etc. We also do motivational, inspirational and encouragement speaking at events. The goal of this program is to empower youth to be self confident, find their identity, courageous to pursue their dream, and recover their dignity.



Youth Leadership & Entrepreneurship



Leadership @ St. Monica Girls Sec. Sch



Human Rights Training @ Akpa Comm.



Leadership Training @ Akpa Comm.



The Bridge with Corpers on Leadership



Democracy & Governance Training

JUNIOR YOUTH EMPOWERMENT PROGRAM:

This program is for Children between 6 – 14 years of age. The program helps them to gain creative skills. Activities includes but not limited to exchange visits, educative movie show, life and leadership skills, morals and values lessons, academic excellence lessons and much more. This program allows them to create their own sense of the world and grow to have positive values guiding their actions.



Resource Person @ Holy ChildhoodParty



Storytelling & Moral lessons



Democracy & Governance @ St. Stephen

YOUTH FOR COMMUNITY DEVELOPMENT:

This program encourages youth participation in democracy and governance processes. It is a membership club where the target of the members is to identify problems in the community and create solution to the problem. The platform is also used to have an organized voice to engage elected officials to deliver campaign promises.



BRIDGE INFORMATION TECHNOLOGY (BIT):

Under BIT, we empower youth with computer skills, information on available resources and opportunities that is useful for their growth and development.



APPENDIX 6: APPRECIATION

Thank you for reading my proposal.

Young people want to create their own futures, and working together, we can ensure they have the right skills and training to do so. As productive and engaged citizens, this younger generation can be the drivers of economic prosperity here in Nigeria.

I will appreciate if my project is supported by your foundation.