

Project Name:
Enhancing Youth Employment and
Livelihoods (EYEL)

Organisation name:
Youth Challenge Vanuatu

Oxfam Progress Report
Annual Report

Reporting Period:
January 1 to December 31 2019

Progress against project outcomes and outputs

The annual month shows very good results in terms of the EYEL target for the Measurement table. With the high number of registration for 2019, the center had received a total of 551 registered members which exceed its annual target and this results to the high number of youth who are kick out from the education system. Some of the major activities for the annual period includes, Recruitment of the Executive Director, Program Manager and Public Relation's Manager, Recruitment of Front Desk Assistant/Cleaner, graduation for 59 participants for its Ready for Work Program, Graduation for 15 participants for the Ready for Business Program on June 2019, Training of Student Management System with YCV staff for future use, Selection for 30 Ready For Business participants and Training advancement, setting up of youth executive to coordinate activities within the programs intake, Linkage and referrals with Government department to deliver advance trainings and other opportunities. The Training and Curriculum Development Coordinator and the Career Development Coordinator is still vacant therefore the Ready for Work trainings for its second intake for year 2 target will start Feb 2020 once the 2 positions are filled.

DESCRIPTIONS	YEAR 2 ACTUAL	COMMENTS
Ready for Work	60	Recruitment started
Ready for Business	30	Recruitment started
Youth Impact Project	0	Will commence 2020 to 2021
YCS Job Seeking	47	Target will be meet next six months.
YCS Life Skills	105	Exceeded annual targets
YCS First Step to Business	31	Exceeded annual targets
YCS Computing	18	Ncomputing installed training next six months.
YCS Civic Engagement	16	Exceeded annual targets
YCS Career Counselling	164	Exceeded annual targets
YCS Drop- Ins (New Members)	297	Exceeded annual targets
Tok Save (forums and events)	113	Exceeded annual targets
Total served	815	Target will be meet next six months.
Estimated Total of youth served	695	Exceeded annual targets

Concerns is the re-location of YCV Office. With the EYEL target increasing, YCV needs to find a bigger space to accommodate youth and 2 bigger classrooms to deliver trainings which is still a challenge. Program Coordinators had to seek for external venue to deliver trainings which is not included in the budget, Cancellation of centre Short Talk on Various topics due to lack of finance. This will be a priority for 2020.

The Ready for Work Curriculum review is still on hold due to other priorities arose for the consultant to focus which is the Student Management System. This will be 2020 priority to focus on.

Changes in context and relationships

Agreement was made for registration to open only on the month of January and again on the month of July. The purpose of the decision was for the Organization to work with the registration number by involving them in Centre Services and participating in the programs.

The Chamber of commerce are no longer providing training services and for the 2019 recruitments plans were made to upgrade the trainings. The Read for Business had secured complement funding from the LDS Charity of which they will support each participants with training fees at University of the South Pacific (USP) with Vuv25,000 per head. There is possibility for extension of funding depending on the piloted one. The course will be a Cohort of four course altogether under their Pacific TAFE program. A TOR is currently developing and regular meeting with USP is in progress.

Negotiation had been made with the department of cooperatives for an MOU to be signed with the program next year in which they have included in their business plan for 2020. The MOU will enable the Department to assist with mentoring support and referrals to further assistance in the future.

YCV had built close partnership with Vanuatu Institute of Public Administration and Management (VIPAM) during its August intake. An MOU was sign between both parties and VIPAM confirm to host 21 participants and provide an induction training. After the induction, the participants then were placed in different Government sector for 2 months.

Life skills training consist of Health awareness, therefore YCV negotiate with Vanuatu Family Health Association to deliver the Health session and it was successful. Changes made in trainings was for the job seeking skills training to happen after the internship placement for its January 2019 intake.

The purpose to create the student management system was for both programs (Ready for work and Ready for business) to no longer advertised the program externally but select program participants who shows interest during registration.

Project issues / challenges

Training space is still are challenge across whole programs to accommodate large number of drop ins and increased of program intake each year including luck of resources to accommodate people living with Disability as per the EYEL target. There as per the EYEL project. Recommendation is to find a bigger space that is Disability accessible with security system in place. The center activity required more funding's to

There are no funding for computer trainings for the ready for business program, however the computer lap had been upgraded which means there should undertake basic computing before or after their implementation of business plans.

Discussion is still on progress regarding the Wok I kik issue and the ongoing support from YCV lawyer is effective and hopefully will be dealt with in 2020.

Issues around the student management table in terms of changes to be made is ongoing therefore emails and video calls are ongoing with the consultant to deal with the issue.

Suggestions had been made to recruit a MEAL person for the programs, however with the current structure the MEAL position is still absent but a huge need for the Organization. This will be discuss with the management to address the Gap.

Progress against work plan and budget

The work plans and budget had guide the program coordinators to implement successfully. With activities plan with luck of budget, the programs found alternatives ways to address the Gap. The Ready for work 2nd intake recruitment and Ready for Business 1st intake is underway, however it will overlap to the calendar year which is 2020. Ready for work interview had happen including the final selection, however induction and trainings will not be implemented until the Training and Career Development Coordinator are recruited, The Ready for Business final selection had happen including the life skills and first step to business training. Other trainings will happen on 2020.

Recruitment for the Program Manager and Public Relations Manager had happen on the month of November with other position such as the Administration Assistant/Cleaner and Career Development (Part time) as per the approved structure.

Public Relations Manager and Coordinator Wokikik and Finance are working together with Julia to rebrand Wokikik to Vanuatu Wok that will include Organization that is total to 5,000,000vt that will go to marketing and promotions, however with the actual budget, that is not accommodated for.

Employers could submit and relist their job on the website and invoices are generated via xero accounting software whenever a job has been listed on the website. The invoices are manually send out via xero. Website data obtained from google analytics. Ongoing support from Julia in terms of data extraction and analysis. Wokikik could generate more income after rebranding which launching scheduled for April 2020. The wok I kik continues to increase with number of subscribers who are seeking employment opportunities and employers advertising. More Government sectors are sending in there advertisement and depend on their request to whether advertised into 3 official language as per the Vanuatu Public Service Act.

Monitoring, evaluation and learning (MEL)

After the final recruitment, Ready for Work participants have to complete an entry survey before trainings start. This survey is to identify participant's areas of improvement. At the end of the program participants had to complete an exit survey. This survey is to measure the program participant's knowledge and skills on areas they had identify during beginning of program.

During trainings, a monitoring form is hand deliver to participants to provide feedback to whether the training is useful and to improve methods of trainings. Observation is also a tool use to monitor participant's performance during trainings.

Participants are monitored through face to face interview including parent and spouse at their business locations. Monitoring forms were filed which captured information such as: General business status, Challenges, opportunities, mitigation plan and progress last two weeks, activity planned for next two weeks. Monitoring also captures following-Contact Details changes, Location, Business Name, Grant Received Date, Current # Customer, Type of customer, Product/Services, Book keeping Status, Business License Status, Savings target per year, Links & Relationship built, Bank Deposit this month, Bank Account Balance Vuv, Bank Deposits Frequency, Fixed Asset, Current Assets (Cash), Stake Holders, Advice provided and Plan for 3 months, 6 months, 9 months, 12 months and any Attended workshop, further training undertaken, and family support status.

Full report **Annex D**.

Lessons learned

- With the EYEL target increasing each year, staffs are loaded with priorities therefore there is still Gap to evaluate and monitor progress of programs. To recruit a MEAL person is a challenges due to no funding for the position. There is a need to have the position in-place to conduct Monitoring and Evaluation for whole programs.
- With the high number of registered member, the trainings provided can't accommodate all the participants therefore plans to address the need, is to add more short courses training by negotiating with other Organisations who are facilitating short courses for future partnership with YCV
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Annual reflection

Some of the major activities for the annual period includes, Recruitment of the Executive Director, Program Manager and Public Relation's Manager, Recruitment of Front Desk Assistant/Cleaner, graduation for 59

participants for its Ready for Work Program, Graduation for 15 participants for the Ready for Business Program on June 2019, Creation and introduction of the Student Management System and YCV staff are trained on the System to familiarize themselves for future use, Selection for 30 Ready For Business participants and Training advancement, setting up of youth executive to coordinate activities within the programs intake, Linkage and referrals with Government department to deliver advance trainings and other opportunities

Negotiation had been made with the department of cooperatives for an MOU to be signed with the program next year in which they have included in their business plan for 2020. The MOU will enable the Department to assist with mentoring support and referrals to further assistance in the future.

YCV had built close partnership with Vanuatu Institute of Public Administration and Management (VIPAM) during its August intake. An MOU was sign between both parties and VIPAM confirm to host 21 participants and provide an induction training. After the induction, the participants then were placed in different Government sector for 2 months.

YCV had built good partnership with Vanuatu Family Health Association to run Reproductive Health Awareness with the Program participants and it was successful.

With National Sustainable Development Plan 2016 to 2030, YCV is addressing 2 pillars which are, Society Pillar on Quality Education and Social inclusion and Economy Pillar on Create Jobs and business opportunities.

Agreement had been made with Oxfam with the help from Anna Mosley for a longer agreement

Institutional and management arrangements are functioning well, with Mandy McGirr and DoGood Jobs providing long-term support for strengthening YCV's management, products and systems, and a Port Vila based accountancy firm continuing to provide YCV with financial management services.

Project variations

- The Ready for work 2nd intake recruitment and Ready for Business 1st intake is underway, however it will overlap to calendar year which is 2020. Ready for work interview had happen including the final selection, however induction and trainings will not be implemented until the Training and Career Development Coordinator are recruited, The Ready for Business final selection had happen including the life skills and first step to business training. Other trainings will happen on 2020.
- The AGM meeting happened on November 2019 and 9 board members were elected to replace the previous ones. YCV had now a strong board members to work for during their period as per YCV constitution.

Other information

The current understaffing is the key challenge that will be holding back YCV's ability to progress faster in term of program implementation and strategic organisational growth in addition to the resignation of the Executive Director. Actions taken includes advertisement of all vacant positions, recruitment for the new Executive Director that will be appointed soon. The YCV Board of Directors has taken up the management role until the new Executive Director is appointed.
(Director to add)

Annexes

List of Annexes:


Annex B: Additional sections

Annex C: Additional sections for December reporting (Results Measurement Table)

Annex D: Example of employer feedback that Wok I Kik is useful to them for recruiting (For S3.5)

Annex E: Trainee Success Story (for M1.7)

Annex F: List of Participant Numbers for Short Workshops/Courses (for O1.6 and O1.7)

Annex B: Additional sections for June reporting

1. Activities, outputs, impact table

OUTPUTs			
Planned Activities	Activities Implemented	Output	Impact
Output 1. YCV delivers improved and expanded youth employability, entrepreneurship and leadership services to young women and men			
30 young women and men are selected.	<p>30 young women and men have completed life skills training and computer trainings.</p> <p>Annex E</p> <p>29 young women and man have completed eight weeks internship training and job seeking trainings.</p> <p>29 young women and men have graduated and receives their certificate of participations on the YCV Ready for Work Program, Lifeskills training and Computer trainings accredited course.</p> <p>Annex G</p>	O1.1 # of young women, men, youth with disabilities who participate in Ready for Work	<p>5 young women and men have secure full time employment after completion of the Ready for Work program.</p> <p>Annex F</p>

Employers hosting interns secured.	<p>8 employers hosted interns for eight weeks (February 2019 to April 2019) Moorings hosted 3 interns, Melanesian Hotel 11, Ministry of Lands and Natural Resources 7, Vanuatu Police Force, Corporate Services Unit 3, Youth Challenge Vanuatu 3, Vanuatu National Youth Council 1, Vanuatu Law Commission 1 and Vanuatu Family Health Association 1.</p> <p>Annex H</p>	# of employers hosting interns	<p>5 participants have secure full time employment with their host organisation- Mooring Hotel one week before the completion of the internship and one with Melanesian hotel his host organisation after the completion of his internship and 1 secure job with after completion of the internship.</p>
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<p>15 young women and men are selected for the Ready for Business.</p>	<p>15 young women and men , one male with disability- vision impairment complete life skills training, first step to business, Business Management trainings, submitted their Business plans, opens their Bank Accounts with the Vanuatu National Bank (NBV), received their grants of 40,000VT, spend their grants, started their small business, graduated with YCV certificate of participation, Life Skill certificate of Participation and Certificate on Small Business Management Skills Training from the Vanuatu Chamber of Commerce accredited course.</p> <p>Annex M.</p>	# of young women, men, youth with disabilities who participate in Ready for Business	<p>15 small business started and are progressing well: Kava farming, Tailoring, Recycling Plastic Bag to produce wallets, Retail shop and Jewelries, Vegetable Farming's, Poultry Construction, Sewing, Retail Shop, Fishing, Retail, Poultry, Fuel, Fish Farming, Building Construction x2, Money Lending.</p> <p>Annex L</p>
Not yet started		# of young women, men, youth with disabilities who participate in Youth Impact Project	

Not yet started		Types of projects implemented through Youth Impact Project	
15 YCS members attended the Civic Education session.	16 young women and men have attended the Civic Education session.	# of young women, men, youth with disabilities who participate in short courses	Young women and men have increased their knowledge on Civic Education, job seeking, creating Curriculum Vitae, have confidence in writing job applications letters, how to prepare for a job interviews, life skills and first step to business.
48 YCS members attended the Job seeking session.	47 (30 females) attended the Job seeking session.		
48 YCS member attended the Life skills session.	94 (74 females) completed the lifeskills session.		

24 YCV members attended the First Steps to Business session.	31 (19 females) have attended First Steps to Business session.		
YCS members have accessed to the computer lab, daily drop ins, support with creating new emails, support with writing Curriculum Vitae, support with Job application letter, support with online applications, support with job interviews.	1,586 (1,207 females) have accessed the YCS services. Annex N	# of young women, men, youth with disabilities who access YCS (VYTAL) services	YCS members have Increases their skills and knowledge while accessing the YCS services.

Output 3 YCV develops income generating products

Income raised from job advertisement	Total inclusive of the ads on advertisement: 1,088,700VT	More attractive Wok I Kik website operating with improved features	The income raised form the wokikik online employment services represent 38.40% of 2,835,000VT year 2 target. Google statistics: Annex I
Income raised from adds on	38,000VT		
Number of facebook likes	10,055 likes		
Number of facebook followers	10,138 followers		
Number if new email subscribers	589		

		# of young women, men, youth with disabilities who participate in pre/post labour mobility training	
		Other paid training products developed	

2. Beneficiaries

NA

3. Innovation

In May 2019, YCV was approached by the UNDP to work in partnership in hosting the Youth Co-Lab lead up to the ICT Days. **Annex J**

YCV have participated in the Pacific Skills Summit in June 2019 and presented at the plenary session on the online employment services wokikik at the University Of South Pacific, in Suva. The session is to demonstrate how YCV as an organization being innovative in using the technology to provide the online employment services to both the employers and the job seeker. **Annex K**

4. Private Sector

With the increase of 399 direct advertisement for 2019, the employers are from Tourism, Government, and Private sector advertising with Wok I kik. Since Wok I kik will be rebranding soon, the number will increase in the upcoming months. The RFW internship placement also brings attention to private sectors to host the interns.

5. Gender Equality

With the registration records in the Student Management Table, there are more female than male. Results shows that more females are seeking opportunities than male. With the ready for work and ready for business program, gender equality is a criteria for its recruitment process. However the ready for work and ready for business at recorded more females submitting their application forms than males. Final recruitment process shows that there will be more females than males participating in the program.

6. Disability Inclusion

YCV is being inclusive with its recruitment process and encourage people with disability to apply during its awareness phase where forms are given to the Vanuatu Society for People living with disability for any interested individual who wish to be part of the program.

7. Child Protection/Safeguarding

YCV staff had gone through a child protection policies training facilitated by Oxfam and sign a child protection policies form. During YCS induction, parents' consent letter is given out to the centre register members.

Since parents also play an important role in supporting the participants, a 2 days parents meeting happen to further discuss the component of the program, and to answer any further queries from Parents/guardians/ partners.

8. Climate Change/ Environment/ Disaster Risk Reduction

YCV staff had gone through Simulation exercise with communities and this was a request from YCV to Oxfam for staff to have the chance to be part of the exercise since there is a high rate of disaster happening.

Currently YCV still lack Emergency Responds Plan and that will be 2020 priority.

9. Indigenous Peoples / Ethnic Minorities

YCV's targets are young people throughout all the six provinces of Vanuatu who lived in urban Port Vila, Vanuatu's capital city. All the participants are indigenous young women and men with different cultures, religious beliefs, and educational backgrounds. The membership is open to anyone who is a school drop outs and is looking to build their skills in employability, entrepreneurship and leadership.

YCV have systems and processes in place so that all young women and men can accessed YCV services without any forms of discriminations and that is inclusive.

10. Feedback and Complaints

Date	No. of complaints			Themes in nature of complaints	Explain how learnings from the complaints have been integrated into operational change
	Responded and resolved	Responded but not yet resolved	Not responded		
	1 RFW participants was not happy with the host organization and raise complain to the Career Development Coordinator	Responds had been made and this was resolve and participants complete internship placement			
	None				

11. Value for money

YCV projects have demonstrated value for money in this reporting period through the high number of our YCS youth who have access our services. For example YCV have partner up with the UNDP to host the Youth Co Lab with no cost. All the expenses were meet by UNDP. YCV is able to get more than 30 of our YCS members, Ready for Business members and Ready for Work Members to participants and increased their knowledge in entrepreneurship, built networks with participants who are present and all the government ministries that are present. One of the outcome from the Youth Co Lab is that two groups of our youth have won awards during the ICT day and have their business ideas presented on the second day of the presentation.

12. Leveraging funding and expertise from a range of sources

The reporting period, no additional funding was secure apart from the income raised from Wok I Kik.

13. Effective engagement with in-country partners

In this reporting period, YCV have engaged with the Vanuatu Association of Non-Government Organisations (VANGO) secretariat in working with the Vanuatu Government's report on the Voluntary National Report to the United Nations in June 2019.

YCV have engaged with UNDP to participate in the Youth Co LAB event that have been stage in Port Vila in May 2019 which co inside with the ICT day. The engagement have increased YCV feasibility with Government ministries that were present and have develop networks with the participants. YCV have more than 30 volunteers and made up the majority of the youth participation. Success from the event shows two groups of our past Ready for Business participants have won two awards for pitching their business ideas and were awarded.

14. Partner observations/recommendations/feedback to Oxfam

YCV staff continued to receive support from Oxfam in New Zealand through the consultant supports. The YCV Executive Director, receives strategic mentoring from Mandy McGirr. The Coordinators Youth Center Services (YCS) and Coordinator Training and Curriculum Development receives capacity building on the YCV Data Base which helps YCV in the record keeping and tracking of our youth members. This year, for the first time, YCV Youth Centre Members registered online. Information on individual members can now easily track and monitor compare to the past. The Coordinator Employment Services and Finance Assistant continues to get support from Julia on demand basis. The support received from these consultants was very productive and it helps facilitate the workloads for the staff and that staff have more time to interact with the youths.

We are delighted that the organisation have secure a longer term funding from Oxfam which gives us more time to implement the EYEL activities that have already make good progress and we are already seen some of the impacts in the lives of the young people in Vanuatu who have participated in the YCV services.

We recommend that the capacity building supports continue until such time when YCV is ready to take on learnings provided. This is mainly on the Data Base management, financial assistance from Barret and Partners and wok I kik.

15. Top three highlights

The completion of the YCV base line data which have already indicated successes to the entire YCV programs. The recommendations that were highlighted in the report will be taken into consideration and implemented during the course of the EYEL activity.

The Ready for work graduates for 2018, seven have secure full time jobs.

The Ready for Business Graduates for 2018, have implemented their small businesses which are now running for six months.

Young people achieving their dreams with assistance from Youth Challenge Vanuatu:
http://dailypost.vu/news/young-people-achieving-their-dreams-with-assistance-from-youthchallenge/article_4dcbf49b-3c50-583a-b420-1208474a6c33.html

16. Counter Terror Report

Not applicable for YCV programs

Annex C: Additional sections for December reporting

Note: References to Y2 in the table means Year 2, being the current reporting period of January-December 2019. References to Y1 means Year 1, which was the period April-December 2018. The EYEL project started during 2018.

1. Results Measurement Table

2. Results Measurement Table

Outcomes and outputs	Indicators for measuring performance	Baseline data	Planned targets for end 2022	Actual measurement (against targets using indicators)	Comment/Variance explanation
Long term Outcomes					
L1. Young women and men engage as active citizens around issues that are important to them	L1.1 % of participants (Women, men, with disabilities) with new roles in communities / organisations / events at graduation, +1Yr, +2Yrs L1.2 Advocacy issues L1.3 Success and learning stories	Baseline: 71 (97%) participants reported new roles in community organisations/ events Women: 45 ¹ (98%) Men: 26 (96%) Disabilities: 4 (100%)	Target: 60%	TBC in next report <i>*It is assumed this measure will be for RFW only, not YCS or RFB. It will also be measured for Youth Impact Project (YIP) graduates once this new social enterprise start-up program starts</i>	Example: With the ongoing suicide happening and affecting the lives of our young people, the RFW participants came up with an idea to create a Facebook page to address the issue. Most of the discussion on the page was RFW participants sharing some of the positive things they learned from the Life Skills training with other youth (Facebook Page name: Say no to Negativity).
L2. YCV is recognised by government and private sector as a leading Youth advocate and service provider	L2.1 # of invitations for YCV to speak at events and media	Baseline: 3 events, 1 media (weekly voic blo yut) (2016-17)	Target: 35	Total for Y1 & 2 = 13 event/invitations 6 in Y2	YCV looks on track to meet the Y5 target of 35, even after Executive Director role was vacant for half of 2019 (Y2).

¹ For all disaggregated data percentage figures given are % of total # participants, so for Women N=46, for Men N = 27, and for Disability N = 4

				7 in Y1	<p>6 invitations during Y2 included:</p> <ul style="list-style-type: none"> 2 invitation from VBTC to join talkback show. 3 invitations from Radio Vanuatu to talk about YCV programs. <p>YCV attended the Pacific Skills Summit in June 2019 and presented at the plenary session about WoklKik as an online job seeking/advertising service at the University of South Pacific in Suva.</p>
L2.2 Instances of YCV contributions to youth policy	<p>Baseline: NSDP indicators, National Youth Bill, civil society positions on Pacific Triennial Conference on Women, Youth Entrepreneurship Council Strategic Plan and Young Entrepreneurs' National Dialogue (2016-17)</p>	N/A		<p>No policy contributions in Y2. Many contributions in Y1.</p>	<p>In Y2, contributing to youth policy was not a priority because we were heavily understaffed and had no ED for half of the year.</p> <p>In Y1, policy contributions included:</p> <ul style="list-style-type: none"> • Providing data on job vacancies and unemployment for NSDP baseline. • Following the Ambae emergency, YCV worked with • VANGO to coordinate a meeting with Vanuatu Council of Chiefs, Vanuatu Council of Churches and local NGOs, where YCV represented the interests of women and youth. The Council of Chiefs agreed to approach government regarding the unmet needs of evacuees who had relocated to Santo, and government responded by extending aid to Santo.
L2.3 # of employers approaching YCV for interns and/or employees	Baseline: 5 (2016-17)	Target: 50	<p>14 = total for Y1 & Y2</p> <p>7 in Y2</p> <p>7 in Y1</p>	<p>In Y2 = 7 employers approached YCV to request interns:</p> <ul style="list-style-type: none"> • Vanuatu Mobile Force • Vansec House • Vanuatu Broadcasting and Television Cooperation • OxiAm in Vanuatu • Care International • Ministry of Health 	

				<ul style="list-style-type: none"> • Bred Bank <p>In Y1 = 7 employers approached YCV for interns, volunteers or employees (for 61 youth):</p> <ul style="list-style-type: none"> ▪ Vanuatu Athletics Federation- Melanesian • Athletics as volunteers x 40 ▪ Digicel Vanuatu x 2 ▪ Vanuatu Beverage LTD x 2 ▪ Oxfam in Vanuatu x 7 ▪ Vanuatu Broadcasting & Television blong Vanuatu x 2 ▪ Vanuatu Police Force Corporate Service Units x 3 ▪ Copy Express x 5 	
	L3.1 Revenue generated from paid services	Baseline: Vt 1,579,600 (2016-17)	Target: Vt 14,285,000	<p>3,859,200vt = Total Y&Z revenue from Wokikik</p> <p>1,174,000vt = Y1 revenue over 9mths from Wokikik.</p> <p>2,685,200vt = Y2 revenue over 12mths from Wokikik.</p>	<p>Y2. Wokikik revenue generated for the period Jan-Dec 2020 was 2,685,200vt. This included:</p> <ul style="list-style-type: none"> ▪ 2,560,200vt for Wokikik standard services ▪ 25,000vt for Premium Listings
L3. YCV is more financially sustainable	L3.2 Contracts, grants, certifications and/or recognition from government	Baseline: request from DoL for job skills training for 90 youth; 1 staff member holds Certificate IV in Training and Assessment	N/A	<p>1 grant in Y2 from Latter Day Saints to pay RFB trainees' USP tuition fees.</p>	<p>Grant funding was received from the Latter Day Saints in Y2, which paid for RFB 2019/2020 trainees' tuition fees to attend USP as a component of their programme.</p> <p>UNFPA – United Nation Population Funds and YCV are continually communicating since UNFPA is interested in what YCV is doing therefore willing to support its training</p>

						by giving addition funding for its Life skills and reproductive health trainings. The Board chairman had donated 5000Vt for 2020 membership fee during graduation day for RFW Aug 2019 cohort on the 13 th December 2019 for 50 first youth who will be coming to registered.
Medium Term Outcomes						
	M1.1 # and % of RFW participants (women, men, with disabilities) who gain employment or set up their own business (measured at 6, 12, 24 months after Course End Date)	Baseline: 9 (24%) Men: 5 (45% of male RFW survey respondents) Women: 4 (15% of female RFW survey respondents) Disabled:0	Target: 6mth:60% 1yr:70% 2yrs:80%			RFWJan19 are the only cohort who have been 6mths after Course End Date so far. 23% of RFW are employed after completing the internship placement Destination Outcomes in Air table and Trainee Exit Survey data? Centre: 1 after 6 months [10% of YCS drop-ins had full time jobs after receiving YCV support. Below are names and employers: <ul style="list-style-type: none"> ▪ Robert Antas: Vanuatu Police Force ▪ Henry Kalsei: Vanuatu Police Force ▪ John Salerua: Vanuatu Police Force ▪ Wendy Mellecoin: Vanuatu Police Force ▪ Winston Tambe: Vanuatu Police Force ▪ Watson Aru: Vanuatu Police Force ▪ Walter Ulas: Vanuatu Police Force ▪ Rose Mary Miller: Vanuatu Broadcasting and Television Corporation (VBTC) ▪ Dorothy Falau: Habitat of Humanity (Fij) ▪ C/o Care International ▪ Marineth Daniel: Oxfam in Vanuatu
M1. Young women and men are in employment, self-employment or study	M1.2 % of all RFW participants who gain promotions <i>Note: YCV will measure this outcome after Course End Date for RFW instead of Graduation Date. Graduation is a variably timed ceremony that is less relevant to post-programme outcome measurement.</i>	Baseline: 8% gained promotion: 1 before 6 months, 1 after 1 year.	Target: 10%	TBC in next report. Graduate outcome surveying is currently happening.		

					<ul style="list-style-type: none"> ▪ Melanie Niiapen: Vanuatu Linguistic Office ▪ Vincent Naviti: Vanuatu Electoral Office ▪ Denilson Taleo: Digicel in Vanuatu ▪ Eshina Narai: Youth Challenge Vanuatu ▪ Clephanie Zackarie: Nazama Resort <p>1 RFW participants for Jan 2019 cohort got a promotion after participating with Oxfam on its cash transfer program. He was promoted to the Monitoring and Evaluation officer with Oxfam in Vanuatu.</p> <p>1 Female after completing her internship placement with Air Vanuatu was then on a contract basis for 3 months and later sign her full time employment with the host Organisation.</p>
	M1.3 # and % of YCS (aka VYTAL) participants (women, men, with disabilities) who gain employment or set up their own business (measured at 6, 12, 24 months after accessing services)	Baseline: 30% (11), 3 for more than 6 months) Men: 5 (45%) Female: 6 (24%) Disabled: 2 (50%)	Target: 25%	Results from Survey of YCS past members TBC in next report.	<p>The time/staffing required to contact all of the hundreds of past YCS participants, to track their latest job outcome status, is a major task.</p> <p>Y2 data gathering efforts have been delayed, partly due to staff shortages in 2019. As of Feb 2020, staff had started calling a list of all past YCS members to survey them with outcome monitoring questions; including asking about employment status and further tertiary study.</p> <p>During first half of 2020, YCV will also trial using an online mass SMS text-messaging service. We will see if this can be another way to survey all past participants about their job outcomes and other M+E measures.</p> <p>In Y1 (2018) = 34</p>

						<p>YCS gained jobs, based on those who YCV could contact after they graduated (16 fem, 18 male, 2 disability). This was 10.27% of 2018 total YCS (331).</p> <p>QUESTION: YCV seeks agreement that M1.4 is a measure of RFW only, not also YCS members?</p> <p>Data for Y2 reporting is still being compiled for M1.4. Results will be provided in the next 6mth report.</p> <p>As of 1/3/20 staff were still conducting phone surveys to gain status updates from past 2018 and 2019 YCS and RFW participants.</p>
	<p>M1.4 % of RFW participants (women, men, with disabilities) who enrol in and/or gain qualifications from tertiary study at 6 months, 1 year, 2 years after Course End Date OR after accessing services</p> <p>NOTES: - Suggestion is to only base M1.4 on RFW not YCS participants. It was unclear in original Result Table.</p> <p>-The term Graduation Date was replaced in this Table with Course End Date because it is a more relevant date.</p>	<p>Baseline currently enrolled: 22 (31%)</p> <p>Baseline have gained qualification: 10 (14%)</p> <p>Male: 9 (33%) currently enrolled, 6 (22%) have gained qualifications</p> <p>Female: 13 (30%) currently enrolled, 4 (9%) gained qualifications</p> <p>Disabled: 2 (50%) currently enrolled.</p>	<p>Target:</p> <p>6 mth: 20%</p> <p>1Yr: 30%</p> <p>2Yrs: 40%</p>	<p>Results still being compiled. TBC in next 6mth report.</p>		
	<p>M1.5 # and % of RFB women, men, youth with disabilities who are implementing their enterprise plans immediately after grant, at graduation, +6 months, +1 year</p> <p>NOTE: Suggestion is to measure # within 1mth, 6mth & 1yr of GrantRcvd Date. Graduation is not a meaningful date for measuring this outcome because it involves a ceremony that could happen a week or more than a month after the Course End and/or GrantReceived Dates.</p>	<p>Baseline: 83% (10) implemented business plan (4 at graduation, 5 after 6 months, 1 after 1 year)</p> <p>Women: 80% (1 after graduation, 3 after 6 months)</p> <p>Men: 86% (3 after graduation, 2 after 6 months, 1 after 1 year)</p>	<p>Target After Grant Rcvd: 90%</p> <p>At Grant Received Date: 100%</p> <p>+6mth: 100%</p> <p>+1Yr: 90%</p>		<p>For RFB Aug18 cohort of 15 participants:</p> <ul style="list-style-type: none"> • #15 (%) Implemented plans at or before GrantReceivedDate (Feb2019) • #15 (%) implemented plans 6mths after GrantReceivedDate (Aug2019) <p>Since the EYEL project started in Y1, there has been one cohort of 15 and a second cohort of 30 RFB participants in total.</p> <p>The Y1 cohort of 15 RFB participants (called RFB Aug18) received grants in Y2 (in February 2019). They are the only RFB cohort who are due for reporting outcomes at 6mth and Grant Received dates.</p> <p>The Y2 cohort of 30 RFB participants (called RFW Nov19) started the course in Nov 2019.</p>	

		Disability: 1 and business still continuing after 1 year.			However, their Course End and Grant Received dates will not happen until first quarter of Y3 (2020). Their outcomes are due in the next annual report.
	<p>M1.6 % of all RFW and RFB participants (women, men, with disabilities) gaining income and/or increasing assets from employment or business (measured at 6 mth, 1yr and 2yr after Course End Date)</p> <p>NOTES: - YCS assumes M1.6 includes RFW and RFB participants combined but not YCS. -YCV measured this outcome after Course End Date for RFW instead of Graduation Date. The latter is a ceremony date that's sometimes much later.</p>	<p>Baseline: 13 (20%) – 6 from employment, 7 from business. Male: 7 (30%), 2 from employment, 5 from business Female: 6 (15%), 4 employment, 2 from business Disabled: 2 (50%), 0 from employment, 2 from business</p>	Target: 40%	<p>TBC in next report. Some past trainees are still being tracked down to confirm 6mth outcomes.</p>	<p>As of Dec 2019, the only program cohorts due for reporting on 6mth outcomes after their Course End Date are:</p> <ul style="list-style-type: none"> • RFWJan19 (30 participants) • RFBAug18 (15 participants who received Grant in Feb 2019) <p>Course End Dates are:</p> <ul style="list-style-type: none"> • April 18th 2019 for the RFWJan19 cohort • September 2018 for RFBAug18 cohort; although Feb 2019 is when they received grants to start their business. <p>For Y1, 15 participants in RFBAug18 cohort:</p> <ul style="list-style-type: none"> • 7% Male employed • 13% Female employed • 73% Self employed • 7% Disability – Self employed <p>RFW2018/19 = 30 participants 20% Male employed 23% Female employed 3% Disability</p> <p>For Y2, 30 participants in RFBNov19 cohort: 3% disability</p>

							<p>RFWAug2019 = 30 participants 17% Female employed 20% Male employed 7 % LGBTQI employed 0% Disability</p> <p>Success Story from YCS Drop-in Member: VBTC asked Ms. Rose Marie Miller (a YCV trainee) to do extensive voluntary work. Due to her commitment, she is now a staff at the VBTC.</p> <p>See success story in [REDACTED]</p>
	M1.7 Success and learning stories	N/A		N/A	N/A		
	M2. Young women and men have increased confidence and resilience	M2.1 % of participants (women, men, with disabilities) who can identify examples of increased confidence and resilience from their own lives	Baseline: 100% for confidence & resilience in their lives.	Target: 60% of all participants	Total % of all RFW TBC in next report. Trainee Exit Survey responses will be one data source.	Some indications of increased confidence and resilience lays in answers from the 33 RFW participants who have so far completed the online RFW Trainee Exit Survey (between April2019-Jan2020). YCV is currently asking more 2019 RFW graduates to complete the survey and/or answer phone surveyor questions.	
	M3. YCV has increased visibility and improved quality assurance	M3.1 % of Wokikik advertisers aware of YCV's programmes	Baseline: 61%	Target: 80%	Results from a 2020 survey of Wokikik advertisers to be provided in next report.	An e-survey of 2019/2020 Wokikik advertisers is being conducted. The next 6 month report will include e-survey answer about advertisers' awareness.	
		M3.2 # of community mentors supporting RFB enterprise participants	Baseline: 0 (2016-17)	Target: 135	0 mentors in Y1&2 QUESTION TBC: what counts as a mentor?	During Y2 (2019) Vanuatu Chamber of Commerce stopped offering training and support services for RFB participants. This left RFB with limited options for sourcing mentors. For 2020, the RFB Coordinator (Jack Ulas) is seeking an alternative partner provider to help connect RFB trainees to business mentors.	

	M3.3 # of stakeholders approaching YCV to provide training	Baseline 5 (DoL, Red Cross, Iriki, Live and Learn, Oxfam)	Target: 30	6 approaches = Total 1 in Y2 5 in Y1	Since Jan2020 (Y3), all of the RFBNov19 cohort of participants have been sent to USP to receive training for business support. Jack (YCV's RFB Coordinator) attends USP classes to help trainees through the USP course. This will be reported on in more detail in the 6 Month Report in 2020.
	M3.4 QMS data used by management for decision making	Baseline: QMS in development	Target: Managers bring data to management meetings and discuss significance by year 4	N/A. Due to report in Y4	Reporting for this not due until Y4
M4. YCV has stronger and more diverse income streams	M4.1 Revenue gained from Wokikik	Baseline: 1,419,600 vt (2016-17)	Target: 13,585,000 vt [averages at 2,717,000p.a. over 5yrs]	Positive result and upward revenue trend. 3,734,200vt = Total Y1&2 1,174,000vt in Y1 2,560,200vt in Y2	Y3 (2020) revenue from Wokikik is expected to again be much bigger than Years 1 and 2, due to a major rebranding and marketing campaign planned for 2020. Y2 = 2,560,200vt revenue was gained from Wokikik website. Y1 = 1,174,000vt revenue during the 9 months of Apr-Dec 2018. During Y1, website functionality was improved in ways that now enable YCV to charge extra for 'premium or featured' options for employers who post jobs. Back-end capability to do mass mailouts/marketing to employer and job seeker customers has greatly improved and

					so too has the capability to automate billing and tracking of sales and services.
	M4.2 Contracts for paid training services and revenue gained	Baseline: 2 contracts, 160,000 vatu total (2016-17)	Target: 10 contracts, 800,000 vatu	0 contracts across Y1&2	Some government agencies have approached YCV during Y1 and Y2, asking if training can be customized and delivered to meet their interests. However, YCV has not had enough staff capacity to be able to deliver paid training contracts; not in addition to RFW training, RFB and YCS short workshops. Now that mass staff vacancies were filled in late 2019/early2020, it is a goal to gain and start delivering paid training contracts by the first half of 2021 (Y3).
	M4.3 Grant applications developed and grants received	Baseline: 0 direct to YCV, DFAT & MFAT via Oxfam	3 grant applications developed	1 grant received = Y2 from Latter Day Saints 0 grants received = Y1	750,000vt grant was received from Church of Latter Day Saints in late 2019, to pay for USP tuition fees for RFB participants. A grant agreement was signed.
Short Term Outcome					
S1. Young women and men demonstrate the skills needed for employability, entrepreneurship and leadership	S1.1 % of Young women, men, youth with disabilities who gain marketable skills, work experience and/or references	Baseline: 30 (100%)	Target: 100% of RFW/Job Seeking participants		For 30 participants in RFW Jan Cohort: 15 Females 15 Males 1 Disability For 30 participants in RFW Aug Cohort: 15 Females 11 males 4 LGBTQ+

	<p>For 30 participants in RFW Jan 2020 Cohort: (This is for year 2 which was role over to 2020)</p> <ul style="list-style-type: none"> 17 Females 11 Males 1 Male with Disability 1 LGBTQ 				<p>QUESTION: It is unclear how S1.2 is meant to be measured.</p> <p>SUGGESTION → Can MFAT/Oxfam/YCV agree on a trainee sample size for YCV staff to run mock interviews with, and to use staff and self-assessment about interview performance as the measure of S1.2 (from Y3 onwards)?</p> <p>QUESTION: please confirm that this 70% target means 70% of all RFW participants whose Course End Date was the current reporting year? Not also YCS drop-in members and RFB?</p> <p>During Y2 an Individual Needs/Entry Assessment for new RFWs started being conducted and documented. It includes assessment of employability related needs/strengths.</p> <p>In late Y2, YCV recruited for its newly created job role of Career Development Coordinator. Battick was appointed to this role in early 2020. A key duty of this job role is to help participants develop career goals and personal plans for job seeking. Therefore, a target of 70% of Y3 participants having a</p>
<p>S1.2 # and % of RFW young women, men, youth with disabilities who can confidently speak about their strengths in an interview setting</p>	<p>Baseline: 0</p>	<p>Target: 400, 80% of RFW/Job Seeking training participants</p>	<p>TBC in next report.</p> <p>Discuss the suggestion on how to measure S1.2</p>		
<p>S1.3 # and % of participants (women, men, with disabilities) who have career goals and a career plan that identifies employability development needs and strengths</p>	<p>Baseline: 0</p>	<p>Target: 70%</p>	<p>In Y2 employability related needs/strengths started to be assessed and documented via Individual Needs/Entry Assessment for RFWs. Individual Career Plans are not yet being documented as a next step.</p>		

							personal plan should be more achievable than it was in Y1&2.
	S1.4 # and % of RFB participants (women, men, with disabilities) who have a quality (i.e. competitive, profitable and sustainable) business plan, including value proposition, marketing strategy and financial plan	Baseline: 12 (80%)	Target: 100 (75% of RFB participants)	66% (14) in 2019 (Y2)	15 out of 15 (100%) of RFB Aug18 cohort completed a business plan. Their course started Aug18 and grants were received in Feb 2019.		
	S1.5 % of participants (women, men, with disabilities) who can provide examples of leadership from their own lives	Baseline: 20 (28%) Female: 12 (27%) Male: 8 (31%) Disability: 2 (50%)	Target: 50%	TBC in next report	TBC in next report. More data gathering is needed before this can be answered.		

S2. YCV has a robust quality management system (QMS)	S2.1 QMS installed, used regularly by all staff and contains data on all current trainees	Baseline: Excel spreadsheets	Target: 100% of programme staff using and trainees included by year 3	3 staff were using the QMS (online student database) in Y2. All current trainees have at least basic personal details and their assigned course/cohort entered on database. However, records still need to be cleaned up for many YCS and RFB records.	Version 1 of master online student database was developed and in use as key QMS tool during 2018. 2018 and 2019 RFW and YCS applicants had a record in this centralized database by end of 2019. Database records for all RFB 2018 and 2019 participants are still being copied over from spreadsheets, causing delays. The RFB Coordinator is not ready to confidently use the database but further training will be given during 2019 on Version 2 of an improved database. While basic personal details exist in the database for all participants, many student records are missing some pieces of detail. This is mainly because staff shortages in 2019 made it hard to keep data entry tasks up to date; especially to
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					<p>enter data about outcomes and services provided to individuals, long after entering initial enrollment details. Furthermore, staff shortages and technical limitations of the Version 1 database design mean that some duplicate or dud records exist in the database. Staff time will need to be allocated to check and clean up database records several times each year, which is typically a maintenance task needed for student databases in general.</p> <p>Version 2 as an improved QMS/student database was starting to be designed in Dec2019, based on V1 user feedback and thinking about how to better address some MEAL data needs. V2 will be implemented and staff training (with incorporated MEAL/reporting training) is planned for 2020.</p> <p>QMS/database software features and other electronic tools (Software As A Service) were put into use during 2019, to improve service consistency and processing workload for enrollments, as well as transparency for RFW candidate interview and selection process.</p> <p>Example 1: All 2019 applications to join RFW or YCS were received via SurveyMonkey as a standardised online General Application Form. The online application answers automatically created and populated a new applicant record in the main student database (Airtable); meaning that staff didn't need to manually type answers from hundreds of application forms into a database.</p> <p>Example 2: The RFW shortlisting, interview scheduling and selection process was well documented by using a tool inside the main student/applicant database (Airtable) that is dedicated to aiding and tracking this process. Unlike Excel, the tool allowed multiple staff to update and view where each applicant was at in the process via one shared online view.</p>
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S3. Utilisation of Wok Kik increases	S3.1 # of subscribers	Baseline: 6,766 subscribers (June 2017)	Target: 8,566 subscribers by year 5	On track, with annual volume increasing. 3,975 = Total Y1&2 2,456 in Y2 1,519 in Y1	In Y2 = 2,456 people subscribed to weekly WokKik newsletter (70% females, 30% male). Y3 number of subscribers is expected to be much larger than Y2, after major marketing campaign happens in 2 nd Qtr of 2020.
	S3.2 # of employers advertising on Wok kik	Baseline: 200 employer advertisers (2016-17)	Target: 360 new employers by Y5	Exceeding target. 531 = Total Y1&2 132 in Y1 399 in Y2	In Y2 = 399 employers advertised on WokKik. In Y1 = 132 employers advertised on WokKik. Before the WokKik website was recreated on another platform during Y1 (2018), it was not possible to automatically count online the number of employers advertising as WokKik customers. Purchases of job ads were previously being manually counted.
	S3.3 # of job vacancies advertised on Wok Kik	Baseline: 417 vacancies (2016-17)	Target: 1000 vacancies/yr by Y5	Looks on track. 1,126 = Total Y1&2 679 in Y2 447 in Y1	For Y3 (2020) the number of subscribers is expected to be much larger than Y2, after major marketing campaign happens in 2 nd Qtr of 2020. Y2 = 679 job listings posted. Y1 = 447 listings posted, including 20 premium/featured listings which were charged at 1,000vt extra. We were unable to offer or charge for 'premium' extra features on the old pre-2018 website.
	S3.4 Success stories	N/A	N/A		In Y2 YCV successfully recruited its own new Executive Director by advertising the role on WokKik during 2019.
	S3.5 Employers feed-back that W/K is useful to them for recruiting	2019 Baseline: 3 (37%)	Target: 80%	Results from 2020 survey of WokKik advertisers to be provided in next report. See answer in M3.1	An example positive comment from one employer is attached as Annex D.

S4. Training products are useful to trainees and clients	S4.1 % of trainees (m/f) reporting confidence in having the appropriate skills and knowledge to fulfill their roles	Baseline: 46 (67%) stated they had some or all of the skills and knowledge required to fulfill their roles	Target: 90%	Feedback to be included in next report.	<p>Note that an RFW curriculum review is planned as a key 2020 (Y3) output, including refresh of training resources and learning objectives. This exercise will include consulting some employers and past trainees about what skills are needed most and how well those skills are being developed via current training provisions.</p> <p>In Y2, Trainee Exit Survey responses gave insights regarding confidence and skills. However, more RFW graduates will be asked to complete the Survey before we report on this as an evidence source. So far, 33 survey responses were received during April2019-Jan2020.</p> <p>In Y1 (2018), some informal feedback from a hospitality industry representative was that they RFW curriculum is a bit too generic and needs some more hospitality/tourism/service sector specific content added to it (e.g. more customer service training).</p>
	S4.2 # and % of employers/clients reporting workers have appropriate skills and knowledge to fulfill their roles	Baseline: 80% (4 out of 5) employers reported that young people had "some of the skills and knowledge required to fulfill their roles"	Target: 90%	Employer/client feedback to be provided in next report.	See answer to S4.1 given for Y2
	S4.3 Case studies and success stories	N/A	N/A		

Outputs					
O1. YCV delivers improved and expanded youth employability, entrepreneurship and leadership services to young women and men	O1.1 # of young women, men, youth with disabilities who participate in Ready for Work (RFW) ²	Baseline: 15 (53% women, 2 with disabilities) (2016-17)	Target: 306 by year 5	60 = Total Y1&2 60 in Y2 0 in Y1	<p>As of Feb 2020, 90 participants have enrolled in RFW in total.</p> <p>RFWJan19 Cohort = 30 enrolled (15 male, 15 fem, 0 disability). Note, this cohort were interviewed and selected in Nov/Dec 2018 but their Course Start Date was in Jan2019. They were noted in 2018 Annual Report in Annex C and Annex H.</p> <p>RFWAug19 Cohort = 30 enrolled (15 male, 15 fem, 0 disability)</p> <p>RFWDec19 Cohort of 30 were interviewed and selected in Dec2019 (which counts as Y3). They were not included in the total count of participants for this 2019 (Y2) reporting period because their Course Start Date falls in 2020.</p>
	O1.2 # of employers hosting RFW interns	Baseline: 15 (2016-17)	Target: 250 by year 5		<p>In Y2, 2019 internship host organisations included:</p> <ul style="list-style-type: none"> • Oxfam in Vanuatu • National Library • Koalisen blong Lefemep Edukesen • Melanesian Hotel • Vanuatu Family Health Association • Department of Lands and Natural Resources • Ministry of Health • Department of Trades • Public Service Commission • Vanuatu Institute of Public Administration and Management • Vanuatu Teaching Services Commission • Air Vanuatu

² The sum of Ready for Work, Ready for Business, Youth Impact Project and short course participant numbers will form New Zealand Aid Programme Direct Result Indicator 10.6D.

	O1.3 # of young women, men, youth with disabilities who participate in RFB	Baseline: 10 (40% women, 10% with disabilities) (2016-17)	Target: 135 by year 5 (at least 50% women, 10% with disability)		<p>For Y2, 30 participants in RFBNov19 cohort: 60% (18) female 40% (12) males 3% (1) disabilities (intellectual difficulties)</p> <p>For Y1, 15 participants in RFBAug18 cohort: 40% (6) Female 60% (9) Male 7% (1) Disability</p>
	O1.4 # of young women, men, youth with disabilities who participate in Youth Impact Project (YIP)	Baseline: 0	Target: 80 by year 5 (at least 50% women, 10% with disability)	N/A	The Youth Impact Project (YIP) is not due to start until after 2019 reporting period. It will be implemented sometime between mid 2020 - 2021
	O1.5 # of projects implemented through Youth Impact Project (broken down by sector)	Baseline: 0	Target: 30	N/A	The Youth Impact Project (YIP) is not due to start until after 2019 reporting period. It will be implemented sometime between mid 2020 - 2021

	O1.6 # of young women, men, youth with disabilities who participate in short courses	Baseline: 249 (73 young women and 4 with disability) (2016-17)	Target: 600 by year 5	343 = Total Y1&2 292 = Y2 51 = Y1	<p>Y2 = 292 attended short courses or workshops:</p> <ul style="list-style-type: none"> • 101 male • 190 female • 1 LGBTQI • 0 disabilities <p>See [redacted] F for summary of the workshops/courses attended in Y2.</p> <p>Y1 = 51 attended short courses in 2018 (14 fem, 36 male).</p> <p>Workshops attended in Y1 included:</p> <ul style="list-style-type: none"> • Life Skills • Menstrual Cycle • Application Letters • Job Seeking • [redacted]
	O1.7 Services available at YCS (NYTAL)	Baseline: computer lab, library, Tok Save	Target: counselling, child friendly space, accessible facilities	Classroom and computer access shortage is still preventing increased training provision. 1 computer lab & 1 training room is available for all YCS Drop-in Members, RFW, RFB and short course delivery.	<p>New bigger training centre premises were searched for during 2019. Nothing affordable, and accessible for students on bus routes, has been found. Search continues in 2020.</p> <p>See above answer to O1.6.</p> <p>See [redacted] F for summary of the workshops/courses attended in Y2.</p>

	O1.8 # of young women, men, youth with disabilities who access YCS (VITAL) services	Baseline: 787 youth (2016-17) Disability: 5% of youth surveyed identified as having a disability.	Target: 900 by 2022, at least 50% young women Disability target: 10% of total	TBC in next report. Approx. 544 = total for Y1 & 2 (TBC after database clean-up check completed)	The total numbers of Y1 (2018) and Y2 (2019) YCS members who were registered will be confirmed in the next report. This is because some checks for duplicate records and data clean-up in the Airtable student database is currently being completed. Y2 (2019 Jan-Dec period) YCS member applications is approximately 444 . Y1 (2018 Apr-Dec period) YCS member applications appears to be approximately 100 . However, this needs to be confirmed in the next report after checking accuracy of applicant records in the Airtable clean-up.
O2: YCV is supported to strengthen academic, organisational and programme management	O2.1 Academic issues/projects taken on (e.g. assessment quality)	Baseline: assessment through observation, supervisor feedback and one to one meetings.	Target: standardised assessment approach and indicators		In Y2, YCV started doing a standardised set of needs assessment and individual planning questions for RFW participants. It included needs assessment but was called Entry Assessment. A General Application Form for YCS, RFW and RFB became standardised in Y2 as an online application form to fill out (on SurveyMonkey). Interview and selection process for RFW became better documented in Y2; using Airtable, spreadsheets, standardised application form, and standardised interview questions for shortlisted applicants.
	O2.2 Organisational issues/projects taken on (e.g. strategic plan)	Baseline: Organisational manual, HR & finance policies, child protection policy, Board Charter.	Target: Strategic Plan, salary review, diversity & inclusion policy, child friendly space policy, gender equality policy and action plan,	N/A	New salary scales, written job descriptions and a new organisation structure/chart were approved and implemented in Y2. This included the addition of several new job roles that YCV recruited for during Y2. An Executive Director was appointed in October 2019, to replace the ED who resigned in July 2019.

			Family violence policy, staff development policy, health and safety policy.		One Y3 workplan goal is to create a first draft of a new Staff Handbook of policies and procedures. OIV staff agreed to provide assistance to help write the handbook.
O2.3 Programme issues/projects taken on (e.g. donor reporting)	Baseline: YCV provides support for donor reporting, organisational data collection, and M&E (e.g. baseline survey).	Target: YCV takes lead on and manages donor reporting, organisational data collection, and M&E	Being addressed now (early 2020), with interim extra support from contractor (Mandy). M+E staff training and template improvements are a 2020 priority.	This became a key capability gap during Y2. Capability development regarding O2.3 was made a top priority for the Y3 (2020) workplan.	
O2.4 # of male/female staff trained ³	Baseline: 1 male and 1 female staff trained in organisational/programme management	Target: 15 male & female staff trained	Some staff training achieved in Y1&2. More planned in Y3.	Donor reporting requirements became overwhelming after losing the ED in July19, as the only YCV staff member really experienced in leading the compilation of data for M+E and funder report writing. Mandy McGirr (YCV adviser/consultant) also had very limited time available to give staff M+E support during Jun-Nov19.	
				On top of their usual duties during Jun-Dec2019, remaining YCV staff could not realistically keep up with workloads involved in tasks such as surveying hundreds of members/graduates for outcome data, and keeping data entry up to date for student database records. Instead, staff did their best to maintain hardcopy notes and personal records on much of the most vital data/updates, and entered some but not all desired details in the master student database.	
				Senior staff were simultaneously overloaded with tasks of advertising, interviewing and documenting the recruitment decisions for 4 staff vacancies (those roles are now filled).	
				More staff training and one-on-one technical support is planned as a Y3 work priority, especially for programme management, student admin and outcome tracking, and M+E and reporting. Both Mandy McGirr and OIV have	

O3. YCV develops income generating products	O3.1 More attractive Wokkik website operating with improved features	Baseline: Blogger site	Target: Searchable website with payment and self-posting functions.	Already achieved in Y1	<p>agreed to provide staff training in Y3 to develop staff capability in this area.</p> <p>Past staff training and ongoing support to date includes:</p> <ul style="list-style-type: none"> Mandy McGirr and YCV staff have frequently engaged in tailored staff coaching. Especially to review, co-develop and continuously improve and trial YCV's systems/tools/procedures; for student admin, programme management and M+E purposes. 3 males and 3 females staff attend Fraud/MEAL and Child Protection Policy training facilitated by Oxfam 2 staff attend Data Collection training 2 staff attended APTC workshop in Job Skills <p>This was a major achievement already reported on in the 2018 Annual Report</p>
	O3.2 # of young women, men, youth with disabilities who participate in pre/post labour mobility training ⁴	Baseline: no labour mobility training delivered	Target: 18	N/A. Not planned yet	N/A. This was not planned for Y1-2. During first half of 2020 (Y3), the case for launching it will be discussed and compared to other emerging revenue generating opportunities.
	O3.3 Other paid training products developed		Baseline: 0	N/A. Not planned yet. Currently 0	

⁴ New Zealand Aid Programme Direct Result Indicator 6-1D

Annex D for S3.5: Example of employer feedback that Wok I Kik is useful to them for recruiting

As relevant to S3.5 in Annex C, this is an example of positive employer feedback on the usefulness of the Wok I Kik job advertising website service.

Wok I Kik YCV Employer Feedback Form

How would you rate your overall experience with Wok I Kik YCV?

				
-	-	-	-	✓

How likely would you be to recommend Wok I Kik YCV to others? 5/5

What organisation do you work for? Vanuatu Environmental Science Society

What role were you recruiting for? Intern Positions

What was the volume of applications you received? 10-20

Did you find someone to fill this role? YES

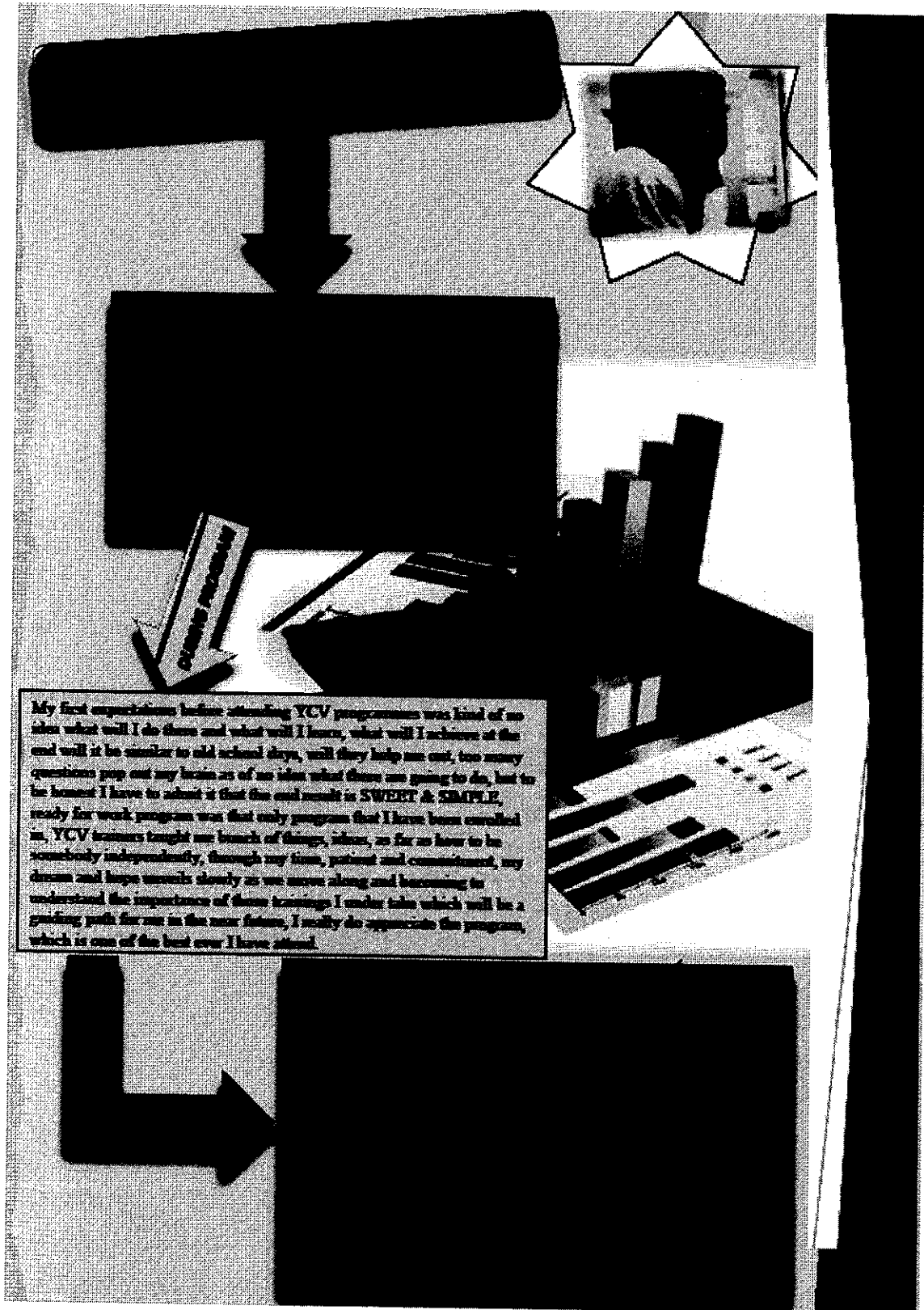
How did you hear about Wok I Kik YCV? Through Youth Challenge Vanuatu

Name Martika Tahu

E-mail conservation@vanuatuconservation.org

Phone Number (678) 35214

Annex E for M1.7: Trainee Success Story



My first expectations before attending YCV programmes was kind of an idea what will I do there and what will I learn, what will I achieve at the end will it be similar to old school days, will they help me out, too many questions pop out my brain as of an idea what these are going to do, but to be honest I have to admit it that the end result is SWEET & SIMPLE, ready for work program was that only program that I have been enrolled in, YCV trainers taught me bunch of things, ideas, as far as how to be somebody independently, through my time, patient and commitment, my dream and hope works slowly as we move along and becoming to understand the importance of those trainings I under take which will be a guiding path for me in the near future, I really do appreciate the program, which is one of the best ever I have attend.

Annex F for O1.6 and O1.7: Participant Numbers for Short Workshops/Courses

Short Courses & Workshops Delivered to YCS Members During Jan-Dec 2019

* This data is relevant to **Outputs 1.6 and 1.7** in Annex C: Results Measurement Table

* Below includes some RFW and RFB participants as well as YCS Drop-in Members

		Workshop date (or 1st day)	Total attended	Male	Female	LGBTQI	Disability
CV Writing & Job Seeking workshop	In-house	1/02/19	24	8	16		
Job Application Letter Workshop	In-house	29/04/19	19	6	13		
Life Skills	In-house	30/10/19	11	5	6		
Decision Making	In-house	10/04/19	12	3	9		
Decision Making	In-house	9/04/19	16	4	12		
Basic Computer Training	In-house	20/08/19	10	4	6		
Basic Computer Training	In-house	23/07/19	8	4	4		
Money Minded Training	In-house	25/04/19	18	10	8		
YCS Inception Meeting (2days, included hygiene training)	In-house	14/03/19	66	13	53		
Civic Engagement	Out-of-house but hosted at YCV (by Transparency Intl.)	4/06/19	16	4	12		
SEED Oxfam workshop	Out-of-house (by Oxfam Vanuatu)	16/04/19	38	15	22	1	
National Dialogue on Youth Leadership, Innovation & Entrepreneurship (2days, 14-15May)	Out-of-house	14/05/19	54	25	29		
	Total YCS who attended workshops during Jan-Dec 2019 (Yr2)		292	101	190	1	0