**Skills Zone/IYWO International Youth Policy**





**Theme:**

**Getting it right for Young People, Empowering and Encouraging Education for African Youth.**

**January 2013**



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**Definition of Youth Work**

‘*The Government’s view [is] that high quality youth work, delivered by third and statutory sectors, is central to delivering our ambition of increasing the number of young people on the path to success and an important function of integrated youth support services*.’

**Youth work in brief**

Youth work enables young people to learn about themselves, others and society through activities that combine enjoyment, challenge, learning and achievement. It is an evolving process that starts in places and at times when young people themselves are ready to engage, learn and make use of it. The relationship between youth worker and young person is central to this process.

Youth work happens in centres, schools and colleges, parks, streets and shopping precincts – basically wherever young people gather. Youth work approaches include support for individuals; work with small groups and learning through experience.

Youth work allows young people to have a safe space to explore their identity, experience decision-making, increase their confidence, develop inter-personal skills and think through the consequences of their actions. This leads to better informed choices, changes in activity and improved outcomes for young people.

Youth work also contributes to the government’s vision for young people – that they should enjoy happy, healthy and safe teenage years that prepare them well for adult life and enable them to reach their full potential.

**Youth Work in a Nutshell**

Our work will seek to promote young people’s personal and social development and enable them to have a voice, influence and place in their communities and society as a whole.

According to NYA (National Youth Agency), Youth work is underpinned by a clear set of values. These include young people choosing to take part; starting with young people’s view of the world; treating young people with respect; seeking to develop young people’s skills and attitudes rather than remedy ‘problem behaviours’; helping young people develop stronger relationships and collective identities; respecting and valuing differences; and promoting the voice of young people.

**Forward**

Young people all over the world have been recognised as important and for having the potential to contribute significantly to both local and national development. Therefore they must be given such credit and be involved within this development.

Skill Zone/International Youth Work organisation (SZ/IYWO) echo the words of AG Government, that the Youth themselves, Parents, Civil Society Organisations, Development Partners and the Media are enjoined by the constitution and moral suasion to take up this responsibility and discharge it to the best of their ability.

SZ/IYWO have put together a Youth Policy, that provides a strong framework to support these issues including the participation of the Youth/Parents themselves, we will promote change and encourage the development of the local communities and eventually the country.

**EXECUTIVE SUMMARY**

The youth sector in Ghana is continuing to face extensive challenges due to on-going economic and social changes. Positive for Youth (HM Government, 2011) sets out the government’s vision for the future of youth.

* Services, which places a greater focus on efficient local commissioning as a key to maximising the impact of limited ………………….
* Public funding. Significantly, the local authority (LA) is responsible for deciding which services to fund or deliver and to what level.

* LAs require support to overcome these challenging circumstances to ensure they use their expertise, and increasingly limited resources, to best effect. In this context, the Local Government Association (LGA) provides
* Funding to the National Youth Agency (NYA) to supply a youth support offer to LAs. The tailored support offer gives a limited number of LAs the opportunity to apply for personalised consultancy advice, training and peer

The youth are a valuable resource and they must be attached for national development. The being of all-inclusive National Youth Policy enables SK/IYWO to involve the youth and other stakeholders in meaningful partnership to develop suitable interventions and services for youth empowerment and development which is our ethos.

This international Youth Policy has its theme as **“Getting it right for Young People, Empowering and Encouraging Education for African Youth”.**

**SZ/IYWO YOUTH POLICY**

**OVERVIEW**

**SZ/IYWO** recognised Youth as the key agencies and a major source of human resources and key driving forces for socio-cultural, financial, and political development as well as technological innovation worldwide. The thoughts, and will-power and vision of young people are crucial for the continuing development of societies. Their training, development, intellectual perspectives and productive ability are key determinants of the progress and future of societies.

The development and empowerment of the youth is imperative for the attainment of national developmental goals. It is therefore important to take account of the youth in our national developmental efforts by;

• providing opportunities for learning and acquiring life**-**long skills.

• affording them an appreciation of decision-making processes and how these decisions affect them.

It this an agenda for SZ/IYWO ,youth and the Government of Ghana to promised the successful recruitment of the youth, the productive engagement of their talents and energies and the creation of an environment enabling the youth to realize their full potential. This policy document is to serve as the vehicle for empowering the youth for national development.

**CHALLENGES FACING THE YOUTH**

**SZ/IYWO** will address the important challenges youth in Ghana are facing, in order to work in line with the government to address some of these issues.

* single parent household
* Drug/Alcohol Abuse
* Violence in Schools
* Education Disparity
* Shifting Economy
* Poverty
* Erosion of National Pride/Identity
* child labor
* poor health/STI/HIV/ADIS
* High vulnerability to hunger, malnutrition, and diseases.
* youth decision -making
* insufficient leisure and counselling facilities
* Inadequate mentoring opportunities which lead to weak moral, social,
* cultural and religious values in the youth

Policy Framework

The policy framework for **SZ/IYWO** youth activities will develop from the broad political, social and international objectives of Ghana which are founded on access, equity and meaningful participation.

**The Policy Vision**

The Vision of Skills Zone and international youth work organisation Policy is:

### Capturing take up of positive activities by young people

### Events celebrating the achievements of young people

### Working together to Support young people, with Special Education Needs SEN

### Making Progress Together

* Allowing each Ghanaian youth to develop his or her full potential and self-esteem
* To empower youth to make positive contribution in their lives and society
* Instigate the youth to develop the skills for creativity, originality and self-discovery in improving their quality of life.

**Principles and Values**

The key principles and values of SZ/IYWO policy are:

|  |  |
| --- | --- |
| PATRIOTISM | Love for country should be inculcated as a core value in the youth. |
| Developing our People and Valuing Diversity | To recognise the diversity and contribution of our youth. We will create a work environment that is challenging and provides the opportunities and support for everyone to develop, learn and to succeed. |
| LEADERSHIP | The youth must be challenged with opportunities to actively lead in matters that affect them, their communities, and the nation. |
| Win Through Teamwork | We will encourage individual ownership, but work as a team. We value the expertise, individuality and contribution of all colleagues, working in support of each other and readily sharing good practice, in pursuit of shared goals. |
| Responsibility | We take responsibility for our actions, individually and as a group. Everyday, everywhere we will look to make a positive contribution to the health and well-being of the youth, the communities we work in and the world we live in. |
| Openness, Trust and Integrity | We will set the highest ethical and professional standards at all times. We want all our relationships to be based on honesty, respect, fairness and a commitment to open dialogue and transparency. |
| Self-Reliance | As future leaders, the youth should be imbued with the spirit of self-reliance to harness their potentials, creativity and initiative |

**The Policy emphasizes the following priority areas:**

POLICY PRIORITY AREAS

**Education and skills training**

**Skillz Zone**

We will facilitate educational change that supports the idea of systemic change in schools as normal. We will work with schools to provide insights, develop school systems, and rethink how, where and when learning takes place.

The world has changed greatly, yet schooling hasn’t. We will work with to support your students and youth in general to increase job prospects and enhance their education. We will also work with schools to help them gain a deeper, more **meaningful insight** into their current school culture and the pupils within it. We aim to provide extra support to young people and students:

* Students within school and their particular needs. We can help target children who need most help.
* Helping schools develop measurement and improvement of students’ non cognitive skills. We can help identify children most at risk of and track SEN (Special Educational Needs) and track improvement via measurement.
* We will support children and young people within the local area and provide the nationally recognised basic level of education, Numeracy and Literacy

## The Skills Development programme

The Skills Development programme (SDP) will be a work placement that lasts between six and nine months, combined with skills training, in sectors where there is potential for future jobs growth for the Ghanaian youth. This programme will include: how to get the youth employment scheme. The employment scheme will help the youth to meet employment Service Adviser. The Adviser will discuss with the young person a range of employability skills including developing job search skills, CV building and interview techniques. Young people will benefit from the **SDP** because they will work in line with **Skills Zone** team and the opportunities for them to identify suitable jobs which will improve their chances of getting a job.

**Information and communication technology (ICT)**

**Information and Communication Technologies for Development** (**ICT4D**) refers to the use of [Information and Communication Technologies](http://en.wikipedia.org/wiki/Information_and_Communications_Technology) (ICTs) in the fields of [socio-economic development](http://en.wikipedia.org/wiki/Socioeconomic_development), [international development](http://en.wikipedia.org/wiki/International_development) and [human rights](http://en.wikipedia.org/wiki/Human_rights). The theory behind this is that more and better information and communication furthers the development of a society (quote)

### ICT for Education

Globalisation and technological change are one of the main goals of ICT. One of its main sectors that should be changed and modified is education. ICTs greatly facilitate the acquisition and absorption of knowledge; offering developing countries unprecedented opportunities to enhance educational systems, improve policy formulation and execution, and widen the range of opportunities for business and the poor. One of the greatest hardships endured by the poor, and by many others who live in the poorest countries, is their sense of isolation. The new communications technologies promise to reduce that sense of isolation, and open access to knowledge in ways unimaginable not long ago.

Education is seen as a vital input to addressing issues of poverty, gender equality and health

There is widespread research interest in information and communication technologies (ICTs). According to Crede & Mansell (1998), ICTs are crucially important for sustainable development in developing countries. Thioune (2003) notes that for the past two decades most developed countries have witnessed significant changes that can be traced to ICTs. These multi-dimensional changes have been observed in almost all aspects of life: economics, education, communication, and travel. In a technology-driven society, getting information quickly is important for both sender and receiver. ICTs have made it possible to quickly find and distribute information. Thoiune (2003) indicates that many initiatives have taken at the international level to support Africa's efforts to develop a communication infrastructure and. These efforts are designed to enable African countries, including Nigeria, to find faster ways to achieve durable and sustainable development.

Helmut (1998), cited by Akpore (1999), states that of the technological changes that have influenced our lives in recent years, information technology (IT) has had the greatest impact. This will continue at least until the end of the first half of the century, when other major technological breakthroughs in the area of new materials, biotechnology, or energy, may provide entirely new ways of living.

An information society is one that makes the best possible use of ICTs. Martin (1995) supports this view by describing it as a society in which the quality of life, as well as prospects for social change and economic development, depend increasingly upon information and its exploitation. In such a society, living standards, patterns of work and leisure, the education system, and marketplace are all influenced by advances in information and knowledge. This is evidenced by an increasing array of information-intensive products and services (Martin, 1988).

Annan (2002) notes that, the information society is a way for human capacity to be expanded, built up, nourished, and liberated by giving people access to tools and technologies, with the education and training to use them effectively.

The African Information Society (AISI) document (2005) argues that Africa should build, by the year 2010, an information society in which every man, woman, child, village, public and private sector office has secured access to the use of computers and telecommunications media. The objective is to provide African with the possibility of using the communication and data processing services available everywhere else, just like any other citizens of the world.

SZ/IYWO will provide the young people with access to ICT, teach the purpose and importance of ICT globally and also to train them to use such technology and becoming certified at the end which will also create opportunities for employment. Having ICT, Numeracy and Literacy will make one become attractive within the labour market.

**NEET/Youth And Employment**

The term NEET refers to young people 16-24 years who are not in education, employment, or training. The purpose of the programme is to get young people from NEET to EET (education, employment and training) and provide young people from all walks of life the opportunities to excel within their chosen fields, particularly in terms of academic courses, vocational training and apprenticeships, enabling them to achieve their full potential

The project will also investigate the current situation of young people in Ghana, focusing specifically on those who are not in employment, education or training, and to understand the economic and social consequences of their disengagement from the labour market and education. Member State initiatives to help reintegrate young people into the labour market will be also look into.

The Youth Employment policy is designed to give help and support to young people looking for permanent work. **SZ/IYWO** will run workshops and provide voluntary opportunities for young people to develop skills and the need to gets jobs. SZ/IYWO will work in line with private sectors to provide jobs opportunities to young people

**Networking and Partnership**

Networking and partnership will be one of our main focuses in Ghana. In Ghana, There many registered youth groups and organisation that are operating independently but are not networking and in partnership with each other. As an international organisation we will work closely with other agencies in Ghana to identified strategic opportunity for building joint work and co-operate action among the youth groups.

This is important because the need for networking and partnership shoot from the fact that other international youth organisations have begun the process of youth networks and partnerships in order to enable youth all over the world to exchange brainwaves and experiences that will enhance their individual’s development.

In view of that, **SZ/IYWO** will through appropriate governmental and nongovernmental body to seek and provide the necessary environment to enable recognised youth organisations to network with each other productively within and outside the country.

This may be achieved through exchange programmes, including internship with other working organisations, organised tours, youth camps, intra and inter district / regional educational, cultural and sporting competitions and exchanges.

This is the only externally validated process that assesses all aspects of integrated youth support – from universal to targeted and specialist services. The self-assessment tool helps you identify ways to improve quality. **Fifteen standards** are organised within three strands, covering the most important elements of integrated youth support. The standards were designed in consultation with a range of local authorities and are flexible enough to be applied to a variety of models for integrated youth support.

**Policy and Strategy**

* Performance management
* Management information
* Quality Assurance
* Equality and Diversity
* Core aims and objectives
* Integrated working
* Legal requirements

**People**

* Young people’s learning and achievement
* Recognising young people’s progress
* Involving young people
* Quality of practice and service delivery
* Workforce development

**Partnerships and resources**

* Partnerships
* Commissioning
* Resources

**Mentoring**

***"Mentoring is to support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be."*** Eric Parsloe, the Oxford School of Coaching & Mentoring

Mentoring is a powerful personal development and empowerment tool. It is an effective way of helping people to progress in their careers and is becoming increasing popular as its potential is realised. It is a partnership between two people (mentor and mentee) normally working in a similar field or sharing similar experiences. It is a helpful relationship based upon mutual trust and respect.

A mentor is a guide who can help the mentee to find the right direction and who can help them to develop solutions to career issues. Mentors rely upon having had similar experiences to gain an empathy with the mentee and an understanding of their issues. Mentoring provides the mentee with an opportunity to think about career options and progress.

SZ/IYWO believes that a mentor should help the mentee to believe in him or herself and boost ones confidence. A mentor should ask questions and challenge, while providing guidance and encouragement. Mentoring allows the mentee to explore new ideas in confidence. It is a chance to look more closely at yourself, your issues, opportunities and what you want in life. Mentoring is about becoming more self-aware, taking responsibility for your life and directing your life in the direction you decide, rather than leaving it to chance.

SZ/IYWO will run a mentor project to support the young African culture to reach their full potential.

**Youth and vulnerability**

Young people in around the world especially in the developing world generally tend to have limited access to resources, information and control over their lives. Which have greater impact on their lives and can make them vulnerable to all forms of abuse, harassment, exploitation and neglect? Give the impression of being a youth in Ghana or in Africa as a whole there are high incidence of vulnerability among the youth and more pronounced in the rural households, under-employed urban youth, low income, and young people with disability or any form of physical impairment, psycho-social predicament.

**SZ/IYWO** and other NGO will collaboration with other youth organisation in Ghana in order to provide collective safeguard for the exposed and excluded young people with the purpose of:

• providing opportunities for smooth transition from childhood to adulthood;

• stemming the tide of drug and substance abuse among the youth;

• reducing crime and violence; and

• promoting the integration of displaced youth into society.

**Integrated service for young people**

Many local authorities in Ghana have been struggling with finding the best way to integrate their services for young people. In response to **this Skill Zone and International Youth Work organisation** has designed an Integrated Services for Young People (ISfYP) Framework and Quality Mark. These will help ensure that young people have the right pieces in place to provide the best quality in life.

**Skills Lab**

The Skills Lab believe that the future is already happening  – and we need to respond to the opportunities and challenges it brings. The right response is to create a society where everyone has access to the kind of experiences that build their skills.

There is a large amount of evidence, created by Nobel Laureate Economist James Heckman that highlights the non-cognitive skills such as carefulness, persistence, friendliness, and curiosity matter. These skills are not well captured by measures of thought. In a recent paper [Hard Evidence on Soft Skills](http://theskillslab.com/wp-content/uploads/2012/11/James-Heckman-Hard-Evidence-on-Soft-Skills-.pdf), Heckman and and Kautz argue that soft skills predict success in life and that programs which enhance soft skills have an important place in an effective portfolio of public policies. Hard and or soft skills are given very little attention.

**SZ/IYWO,** aim to support these young people by supporting them to enhance these skills. The Ghana youth have many skills from creative art, Cooking, Jewellery making, fashion, Farming, market traders etc. SK/IYWO wants to create a space to build on these skills and create opportunities to support this generation in enhancing their quality and their family’s quality of life. This will also support the country’s economy and if these young become business owners it will therefore create jobs for its citizens which will also aid the development of the country.

SK/IYWO believes that skilled people live happier and more successful lives and create better and more equal societies.

**Entrepreneurial development**

Entrepreneurship is the implementation of an individual's talent in the resources in which he/she is available with; and expanding these resources in the future so that one can get individual as well as general i.e. social success.

Given entrepreneurship's potential to young people will help to support economic growth of Ghana; it is the policy goal of the governments of Ghana to develop a culture of entrepreneurial thinking. This can be done in a number of ways: by integrating entrepreneurship into education systems, legislating to encourage risk-taking, and national campaigns.

**SZ/IYWO** will give young people the platform to showcase their talents and to help the youth set-up their own small business. This will grate employment for other youth, in order, for SZ/IYWO to achieve proper and accelerate social-economic development.

Such entrepreneurial development will be accomplish in the course of :

• Celebration of successful young entrepreneurs.

• Facilitation of access to credit for the youth

• Creation of corps of young entrepreneurs to serve as role models

• Integration of entrepreneurial skills into youth development activities

## Work experience opportunities

Work experience opportunities will be given to young people, which can last between two and eight weeks and which will be given young people the chance to try out a range of tasks in real work situation.

The emphasis on the project is on providing youth with an opportunity to sample the world of work, develop their employability skills and give them work-related experience that they can use at future job interviews to demonstrate these skills. These skills may include:

* working in a team
* using your initiative
* problem solving
* planning and organising
* communication and interpersonal skills
* computer skills

**Environment**

Youth have both special concerns and special responsibilities in relation to the environment.

A number of environmental risks and hazards disproportionately affect young people, who have to live for an extended period with the deteriorating environment bequeathed to them by earlier generations. Young people will be compelled to engage in new forms of action and activism that will generate effective responses to ecological challenges. Before investigating the role youth can play in addressing environmental issues, it is important to provide some background and establish a clear context by identifying the current state of the environment. The nature, extent and severity of environmental problems vary tremendously from one part of the world to another.

As an organisation we will education and impact knowledge and understanding and the importance of environment and how it can affect young people day to day life’s and the risks factors associated with not having access to clean and safe drinking water. And how the environment can contribute greatly on young people living longer life’s, getting employment. etc......

**Health, HIV and AIDS**

WHO defines health as the state of complete physical, mental and social well-being and merely the absence of disease or infirmity?

There are various factors that contribute to health which harmfully affect the creative lives of young people, several of the health predicaments, occurrences by downbeat behavioural patterns and life styles.

• Poor oral hygienic.

• Infectious disease sex and reproductive health-related diseases including HIV & AIDS, infections, teenage pregnancy, early marriage, and parentage.

• Drugs and substance abuse.

* Stress
* Excessive alcohol consumption
* lack of sleep
* inactivity
* poor diet

The purpose of this policy is to ensure that young people knowledge and understanding of Health, HIV and AIDS will improve and the health care available to them in order to preventive and avoiding in practices such as engaging in per-mature and irresponsible sexual activities and the exposing themselves to STI etc.

##### **youth at risk**

There is a belief that too many vulnerable young people are falling through gaps in service provision. In part this is seen as a result of the various divisions between services and a supposed lack of communication and collaboration between them. In order to simplify and reform arrangements and systems so that young people can be the focus of earlier, and more preventative, intervention; and so that support is more integrated and efficient. This is to be achieved is by giving young people trusts overall responsibility for developing services and achieving public service achievement targets around those deemed NEET-not in employment, education and training (this is also shared with schools), teenage pregnancy and drug usage. There is also some responsibility around reducing the number of young people involved in crime and anti-social behaviour.

To achieve all this *Youth Matters*, **SZ/IYWO** for youth proposes:

* Bringing together a number of existing programmes currently focusing on specific issues into a more integrated 'holistic' approach to young people.
* Establishing local youth support teams focused on preventative work and early intervention with targeted individuals. These teams of youth workers, advisers, education welfare and social work staff might be based in [extended schools](http://www.infed.org/schooling/extended_schooling.htm) and [community centres](http://www.infed.org/association/b-comcen.htm).
* Introducing a system of lead professionals to ensure that every young person who needs support has someone to 'take care' of their interests.

**National Youth Forum**

### Why have youth forums?

The purpose of having a youth forum in place is for young people aged 11-25 to have their voices heard about issues relevant to them for example; any issues that affect young people and are important to them, in line with the UK Government’s Extending Entitlement policy and young people’s right to be heard.

**What is the Government Extending Entitlement policy?**

The UK Government have stressed the need for a joined up approach to implementation. Partnerships and networks are ways that organisations and stakeholders work together with equity, to assist policy implementation through sharing expertise and information.

There are 10 entitlements that promote young people’s rights to:  
• Education, training and work experience  
• Acquisition of skills  
• Participate in volunteering and active citizenship  
• High quality services  
• Careers advice and student support  
• Personal support  
• Advice on health, housing, and other issues  
• Recreational and social opportunities  
• Participate in sporting, artistic, musical, and international experiences  
• Be consulted and participate in decision making

**What does being part of a youth forum involve?**

The forum will have different aims and objectives depending on the needs and wishes of the young people who are involved. Some forums have regular meetings, sometimes weekly or monthly. Others meet when a topic of relevance arises and they come together to work on a project or raise awareness of a particular topic at a particular time of the year.

The forums are in place to ensure young people who live in particular areas are included in the decision making processes which affect them and their lives as a resident in the area. For example, the forums may have input at regeneration group meetings, or carry out consultations with other young people to raise the profile of young people having a voice in their area and put across their views where adults are making decisions about something that affects them or is important to them.

Each forum has two representatives who sit on SZ/IYWO Youth Council to ensure the forum plays a part in voicing young people’s views on behalf of young people in SZ/IYWO  
  
**Delegates:**

Participants in the Youth Forum will consist of approximately 60-100 students and young professionals who have demonstrated leadership areas of global concern. Those invited will include:  
  
1. College students engaged in political or social issues  
2. Campus newspaper editors and Internet communicators  
3. Young leaders in business and technology  
4. Youth NGO leaders  
5. International students  
  
  
**Objectives**:  
  
The purpose of the Youth Forum is to facilitate:  
1. Youth voices input   
2. Youth activists focusing on UN values & agendas  
3. Creative exchange of ideas, solutions, projects  
4. Opportunities for new ideas to emerge  
5. Networking with one another  
6. Networking with leaders in various fields  
7. An electronic forum reaching university students and the general public

IDENTIFIABLE GROUPS UNDER THE SZ/IYWO YOUTH POLICY

**Parents/carers and guardian council**

In 2006, the Government passed a new law, (Parental Involvement) Act to get parents more involved in their children’s learning.

The Act recognises the vital role that parents play in children’s learning and development and aims to encourage parents to develop their children’s learning at home and in the community

The Act reflects the shared role and responsibility that schools, parents and carers have in working together to educate children.

SZ/IYWO wants to develop a parent’s council so that parents can also have a voice and be more involved in their child’s development.

The role of the Parent Council is to:

* support the school in its work with pupils
* represent the views of all parents
* encourage links between the school, parents, pupils, pre-school groups and the wider community
* report back to all the parents in the school (called the Parent Forum)
* play a role in the appointment of head teachers and depute head teachers
* Support the school and pupils during school inspections.

**Safeguarding**

Every child, young person and young person needs safe guarding.

What is Safeguarding?

Safeguard legislation emphasizes

* protecting children from maltreatment
* preventing impairment of children’s health
* ensuring that children are growing up in circumstances consistent with the provision of safe and effective care

SZ/IYWO is committed to enabling those children to have optimum life chances and to enter adulthood successfully.

**Equal Opportunities**

The Equality Act promotes equality of opportunities. It also ensures that everyone is treated fairly regardless of age, gender, religion or sexual orientation and abilities.

SZ/IYWO is committed to giving everyone the opportunity to participate.

**Child Protection**

Children are entitled to protection from abuse and neglect. Children also have basic rights to fundamental freedom including adults.

Parents have the right and responsibility for the care and supervision of their children.

SZ/IYWO is committed to ensuring the safety of children by working in line with the government’s current policies and legislations.

**Every Child Matters**

Every Child Matters is a programme to deliver improvements to the whole system of children's services - locally and nationally. The Every Child Matters agenda was developed partly in response to the problems that led to the death of Victoria Climbie in London

## The outcomes

The previous Government's Every Child Matters Green Paper identified the five outcomes that are most important to children and young people:

* Be healthy
* Stay safe
* Enjoy and achieve
* Make a positive contribution
* Achieve economic well-being

The five outcomes are universal ambitions and we want every child across Ghana to achieve these outcomes, whatever their background or circumstances. The Every Child Matters agenda seeks to shift the focus from dealing with the consequences of difficulties in children's lives to preventing things going wrong in the first place.

To achieve this SZ/IYWO aim to:

* Build services around the child, young person and family
* Support parents and carers
* Develop the workforce, changing culture and practice to support integrated working
* Integrate universal and targeted services
* Integrate services across the 0-19 age range

**EYFS Framework**

This framework is mandatory for all early years’ providers (from 1 September 2012)1: maintained schools, non-maintained schools, independent schools, and all providers on the Early Years Register2. The learning and development requirements are given legal force by an Order made under Section 39(1)(a) of the Childcare Act 2006. The safeguarding and welfare requirements are given legal force by Regulations made under Section 39(1)(b) of the Childcare Act 2006. (will review this one again)

**Every Youth Matters.**

Every Youth Matters is a policy that will look into, outlines and highlights the main focus on youth and some of the key issues and problems youth in Africa are facing. These include a continuing attack on the civil rights of young people.

##### **SZ/IYWO** will work in line with Ghana youth and the government support for sporting opportunities older teenagers will be ‘increased by investing in a network of local youth sport development managers’. however, in order to reach those young people not in education, employment or training the youth sport development managers will work with local partners and use existing national models of good practice, such as Positive Futures, to engage young people in sport'.

##### Youth matters will give more young people the opportunity to take part in activities in their local areas. The experience of this sore will help the teenagers to mix with others from a range of different background and life experiences. They can also provide a productive context in which to develop new skills, for example, a better understanding of enterprise and business

**International Organisations**

International youth organisation such as Urban Saints, base in the U K (UBS) and the United Nations Organisation (UN) are required to promote the awareness of the youth of their international obligations. In return, the National Youth Organisation to which **SZ/IYWO** belongs to. The goal of the organisation is for the "productive spending of the free time of the youth, the promotion of physical and psychological well-being thereof, the cultivation of the national values and the faith, the creation of a cooperative and communal spirit...

The National Youth Organisation (NYO) is a representative body of students and young people in the [Republic of Ireland](http://en.wikipedia.org/wiki/Republic_of_Ireland), which focuses on issues that affect young people.

The Organisation has launched numerous campaigns, namely a national youth protest in 2008 which focused on the lack of say young people have in society. The National Youth Organisation is headed by an [Executive](http://en.wikipedia.org/wiki/Executive_(management)) which is chaired by the [President](http://en.wikipedia.org/wiki/President) of the Organisation. As of 2008, the President was [Aidan McGrath](http://en.wikipedia.org/wiki/Aidan_McGrath).

The Organisation is involved in a number of campaigns including anti-bullying, mental health campaigns, promotion of youth council campaigns, [student council](http://en.wikipedia.org/wiki/Student_council) promotion campaigns and even health campaign, it was also involved in creating an [advertisement](http://en.wikipedia.org/wiki/Advertisement) campaign alongside the [Health Service Executive](http://en.wikipedia.org/wiki/Health_Service_Executive) to promote positive mental health for young people.

The policy looks forward to continue material and moral support from the international community to enable Government carry out its agenda for the youth. This includes:

• Creating access for the youth of Ghana to be partners in development

• Getting the youth to participate in various peace initiatives

• Supporting the youth to implement the various “plans of action for

youth empowerment” prepared by the international organisation

**Private sector**

As an international organisation our policy takes due cognisance of the role of the private sectors innational development of youth in Ghana. It is therefore important of us to foresee the private sectorsdetermination to provide the following for the youth;

* Provision of the environment for making youth entrepreneurial
* Development as key part of their corporate social responsibility.

• Promotion of entrepreneurial development

• Training and apprenticeship and/or internship opportunities

• Opportunities for gainful employment and proper work ethics

IMPLEMENTATION MECHANISMS

**MONITORING, EVALUATION, AND REVIEW OF POLICY**

In partnership with other youth agencies in Ghana responsible for youth matters, Skills Zone and international youth work organisation will monitor the performance of other youth Policy in Ghana to ensure that it responds to the development needs and desire of the youth, and their input to the broader advance agenda of the policies. The policies will be reviewed when required (but at least once in every two years) we will also work in line with other government policies.

**Action Plan**

**SZ/IYWO** will be put into practice through an ACTION PLAN, which will summarise widespread approach, developments and actions, period structure with values to direct, diminutive, standard and long term financial plan in lines to achieve our desired objectives. **SZ/IYWO** will alliance with relevant stakeholders to developed the youth Action Plan for the implementation of this policy and will be reviewed as and when required (two years).

**Conclusion**

Youth all over the world are one of the most important factors of the growth of the nation in view of their potentials; figures, strength, and aptitude can influence changes representative of a national development. As an international organisation it is an obligation for us to develop a Youth policy to enable us in order to channel and express methodical recruitment and the growth of the youth in Ghana to uphold their national development.

The policy document will address the most important concerns and issues essential for youth development. The policy gives direction to the youth programmes and services that are expected of all organisations involved in youth development, employment and empowerment and the need of opportunities for youth to liberty and resources in order to realise their potentials, individuals and collective vision. In this policy we have declares the importance of youth involvement in national development and the balancing of NGO, as well as other partners who have the common interest of youth devolvement in Ghana. **SZ/IYWO** will thereforeplead with all NGO and other youth organisation to work together in the effective performance of the policy.



